INFLUENCE OF WORKPLACE FUN ON EMPLOYEE SATISFACTION IN INTERNET ENTERPRISES - THE INTERMEDIARY EFFECT OF ORGANIZATIONAL ATMOSPHERE
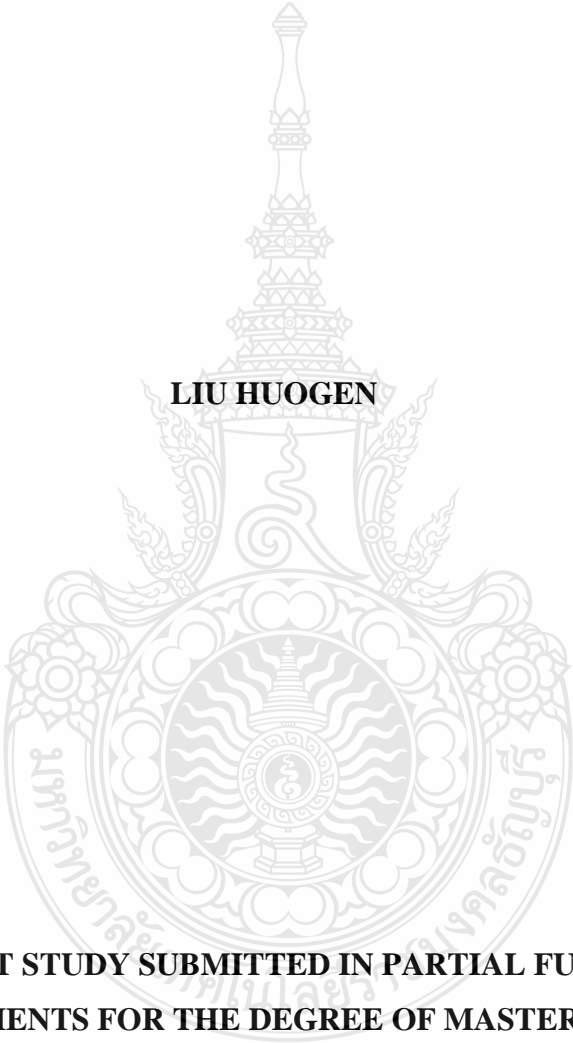
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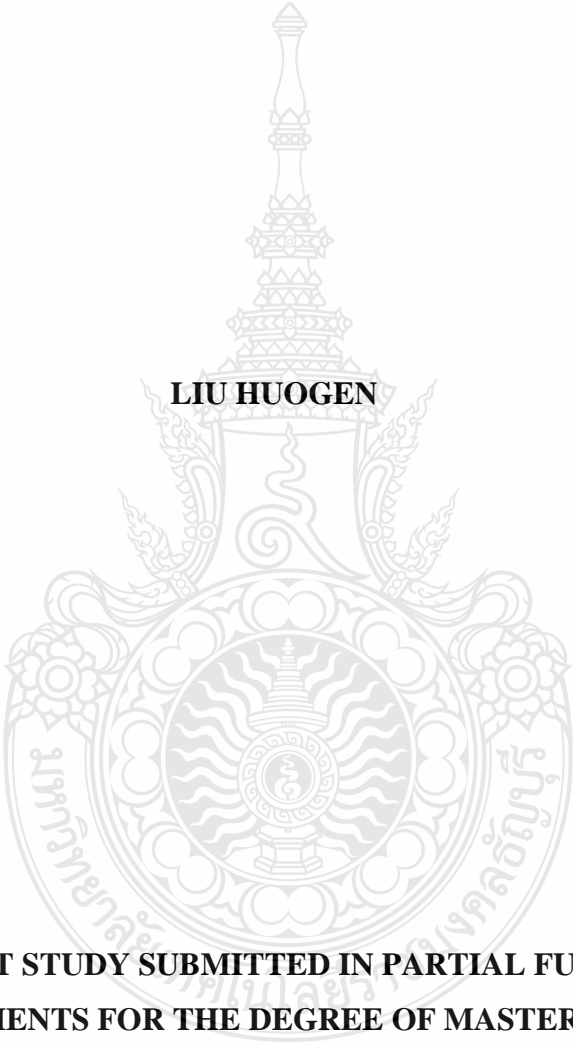
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**AN INDEPENDENT STUDY SUBMITTED IN PARTIAL FULFILLMENT OF
THE REQUIREMENTS FOR THE DEGREE OF MASTER OF BUSINESS
ADMINISTRATION PROGRAM IN GENERAL MANAGEMENT
FACULTY OF BUSINESS ADMINISTRATION
RAJAMANGALA UNIVERSITY OF TECHNOLOGY THANYABURI
ACADEMIC YEAR 2023**

Independent Study Title	Influence of Workplace Fun on Employee Satisfaction in Internet Enterprises - The Intermediary Effect of Organizational Atmosphere
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Major Subject	General Management
Independent Study Advisor	Assistant Professor Apisit Tungkiatsilp, Ph.D.
Academic Year	2023

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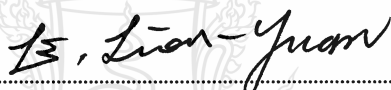
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ABSTRACT

The objective of this study was to determine how internet enterprises could improve employee management and job satisfaction, from the perspective of workplace fun, combined with the existing research results, through empirical research into the influence of employee job satisfaction mechanism, and the possibility of organizational atmosphere taking an intermediary role between the workplace fun and employee satisfaction.

The sample group used in this study comprised 401 employees recruited from internet enterprises in Jiangxi province, China. Data were collected by a questionnaire, which was tested for reliability and validity. Statistical analysis of the data was performed using descriptive statistical analysis, t-test, and F-test while the relationship between the three variables was determined by correlation analysis and regression analysis. Finally, the mediation effect of the organizational atmosphere was analyzed.

The study results showed that the presence of workplace fun had a direct impact on job satisfaction by directly affecting the organizational atmosphere, which in turn also played a very important role in the influence of workplace fun on employee satisfaction. Furthermore, the organizational atmosphere could be partially adjusted as an intermediary between workplace fun and employee satisfaction.

Keywords: workplace fun, employee satisfaction, organizational atmosphere

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CHAPTER 1

INTRODUTION

1.1 Background and Problem statement

Background

The rapid development of the Internet industry has not only brought the rapid economic growth to China, but also brought great work pressure to the employees of Chinese Internet enterprises. The working hours of employees in Chinese Internet companies far exceed the average social level, and there is widespread overwork in Chinese Internet companies.

At the end of 2020, a 23-year-old girl from Pdd Holdings Inc.work overtime sudden death, in early 2021, another 23 young man fromPdd Holdings Inc. jumping suicide caused a series of events. In this incident, the average monthly average of 300 to 380 hours of Pinduoduo employees is even more impressive, this series of events once again caused the public opinion for the Internet industry "996 working mode" hot discussion.

"996 working mode" accompanied by a series of staff health problems, psychological problems increasingly emerging, long time high intensity working time in addition to easy to cause staff job burnout, low work enthusiasm and job satisfaction, the Internet industry long-term high mental stress and depression and other mental illness cases have occurred in the industry. In the high-intensity working environment of the Internet industry, how to relieve the pressure of employees and improve their job satisfaction has become the focus of Internet enterprises and the management problem to be solved urgently.

The vast majority of the Internet industry is knowledge workers with high salaries. Atattempt to stimulate the enthusiasm of employees through high salaries has not have a good incentive effect, let alone relieve the work pressure of employees.

The material needs of employees in the Internet industry have been basically met, and more spiritual needs are being pursued. William Glasser Personality theory （1988） points out that the need for fun is a very important need for people. In such situations, workplace pleasure is a new type of motivation, and since the 1970s, the concept of workplace fun has attracted the attention of academia.

For example,Harter et al. (2002) found that engaged employees who experience positive emotions at work are more productive, have higher job satisfaction and loyalty, and are less likely to quit their jobs.Achor et al. (2010) found that employees who experience positive emotions, such as joy and pleasure, at work are more creative, innovative, and productive. They also found that creating a positive work environment that fosters positive emotions can improve employee well-being, reduce stress, and increase engagement and job satisfaction.Fu et al. (2019) found that workplace pleasure has a direct and positive effect on employee satisfaction, and that this relationship is mediated by work engagement. They also found that organizational support and organizational justice are important factors that influence workplace pleasure and employee satisfaction.A realistic example like Google, which is known for its fun and innovative culture. Google offers numerous perks and benefits, including free gourmet meals, game rooms, outdoor recreation areas, and on-site massage therapists. The company also encourages employees to engage in side projects and pursue their passions, which has resulted in numerous successful products and services.

Problem statement

There are also some issues that need to be addressed about the impact of workplace pleasure on employee satisfaction, including:

1. Definition and measurement method of workplace fun: At present, the definition and measurement methods of workplace fun are not perfect, and we need to find more effective and accurate ways to measure it in order to better quantify the research results.

2. Impact of workplace pleasure on employee satisfaction: Although studies have shown that workplace pleasure has a positive impact on employee satisfaction, it is still necessary to study the impact of workplace pleasure on satisfaction to further explore the practical value of workplace pleasure to the enterprise.

3. Long-term impact of workplace fun: The long-term impact of workplace fun on employee satisfaction and performance needs further research. For example, when workplace pleasure decreases, is there a negative impact on turnover rates and job stability? The research is expected to provide better HRM strategies for businesses.

1.2 Study Purpose

This paper aims to study the impact of workplace pleasure on employee satisfaction in Internet companies, explore the importance of workplace fun as a positive emotional experience for employee satisfaction, and analyze the sources of workplace pleasure, influencing factors, and how to effectively improve the level of workplace fun. Through empirical studies of enterprise employees in different industries, this paper aims to explore the direct and indirect effects of workplace pleasure on employee satisfaction to provide practical suggestions for the improvement of employee satisfaction in Internet enterprises. The ultimate goal is to help Internet enterprises to better understand and respond to the needs of employees, improve employees' job satisfaction and loyalty, so as to achieve the long-term development and success of the enterprise.

1. To study the impact of workplace pleasure on employee satisfaction in Internet companies.

2. To analyze the sources of workplace pleasure and the factors that influence it.

3. To identify strategies for effectively improving the level of workplace fun in internet companies.

1.3 Study Hypothesis

There is sufficient theoretical basis and corresponding empirical research to support the positive causal relationship between workplace pleasure and employee job satisfaction. Workplace fun can promote a good organizational atmosphere and internal cohesion. Many scholars show that the fun of the workplace promotes the communication between colleagues, and promotes the harmonious interpersonal relationship and harmonious organizational atmosphere within the organization. According to the theory of emotional events, the emotional experience brought by the organizational atmosphere, as a kind of "emotional event", will have indirect emotional reactions to employees, thus affecting employees' job satisfaction.

H_1: Workplace fun has a positive impact on employees' job satisfaction;

H_2: Workplace fun has a positive impact on the organizational atmosphere;

H3: Organizational atmosphere has a positive impact on employees job satisfaction;

H_4: Organizational atmosphere plays an intermediary role in workplace fun and employees job satisfaction.

1.4 Study Scope

This study will focus on the staff working experience of employees of Internet enterprises in Jiangxi Province, explore the relationship between workplace pleasure and employee job satisfaction, and introduce the intermediary variable of organizational atmosphere, and study its influence mechanism from the mechanistic level. Specifically, the study used questionnaire survey and empirical research methods, with the employees in the Internet enterprise.

1.5 Definition

1. Fun.

Happiness is the life goal that people pursue, and fun is one of the sources of happiness. It plays an important role in people's life, so it has attracted the attention of scholars in philosophy, sociology, psychology, management and many other fields. Among them, the American psychologist William Glasser's hierarchy of needs theory explains the importance of fun in people's life. He points out that people need today reflects five new levels that are different from the five proposed by Abraham Maslow half a century ago. Abraham Maslow Think that human needs from low to high is divided into physiological needs, safety needs, belonging and social needs, self-esteem and status needs, self-realization and achievement need five levels, while William Glasser believes that the five basic human needs are survival needs, love and belonging needs, power and identity needs, freedom and autonomy needs, fun needs. The first four needs of many people have been met, so meeting the fifth level of needs- -the fun needs- -has become a major life pursuit for many people. But scholars have reached no agreement on the meaning of "fun" (fun). However, scholars tend to think that fun should include activities, enjoyment, joy and other components should also be associated with fun. From the perspective of people's life composition, a person's time is basically spent in the home, workplace and other social places. The fun obtained in these places jointly improves the quality of individual life, so workplace fun is part of the fun of life.

Workplace fun. Workplace (workplace) refers to the space in which people spend their work and life, but not only to the specific and tangible working space such as offices and workshops mentioned in Chinese. When a person works in a particular organization his workplace includes all the space involved in his work and is not confined to his office or workshop. So "fun in the workplace" (workplace fun) and "fun at work" (fun at work) synonymous with refers to the working process can bring individual happy mood of interesting things, scholars on the distinction and think the workplace fun usually

for play, humor and laughter its core idea is "take work seriously but there is no need to make yourself very serious".

2. Employee Satisfaction

Employee Satisfaction is the subjective representation of employees' attitude towards their working environment. In the process of studying the relationship between employee behavior and enterprise performance, scholars have different understandings and elaboration of the basic concepts of employee satisfaction based on different research objectives and analysis perspectives. In 1935, the American scholar Hoppock published the book Job Satisfaction (Job Satisfaction), which put forward the concept of work satisfaction of employees for the first time, treating the job satisfaction as a comprehensive satisfaction of psychological and physiological environmental factors, that is, the comprehensive response of workers to the work situation. Employee satisfaction is not only the overall attitude of employees towards work, but also includes employees' feelings about all aspects of work.In 1977, on the basis of summarizing the former work, Taiwan scholar Xu Guangzhong summarized the definition of work satisfaction into three categories, namely: comprehensive definition, definition of expectation gap definition and reference architecture definition. The comprehensive (Overall Satisfaction) definition takes job satisfaction in general terms, believing that job satisfaction is only a single concept, an attitude and view of the work itself and the relevant environment, that is, the overall emotional response to the work role. It does not involve the multifaceted nature, formation cause and process of job satisfaction. The expectation gap (Expectation Discrepancy) defines the level of job satisfaction as the difference between employees' pay from the work environment and what they expect, that is, the gap between what they receive and "what they want."The smaller the gap, the higher the satisfaction, and the lower the satisfaction. The Reference Architecture (Frame of Reference) definition identifies job satisfaction as a result of job characteristics based by its reference architecture. Specifically, the constituent factors affecting employee

satisfaction are multifaceted, and employee satisfaction is a comprehensive reflection of their multifaceted emotion. In 2002, white lotus, Zhang Jinsuo, Zhang Ruya in its "employee satisfaction and customer satisfaction" is defined as: employee satisfaction is relative to the individual life satisfaction and overall satisfaction, word, refers to the individual as a professional satisfaction, is employee salary, work environment combination of expectations and pay, work environment actual level after the evaluation. In 2004, Liu Yun in her article "How to achieve a" Win-win situation "between Employee satisfaction and enterprise performance" defined employee satisfaction as a degree of pleasure produced by employees who feel that their work itself can meet or help to meet their own work values. Li Chengwen(2005) defined employee satisfaction in the article "Evaluation Methods and Empirical Research on Enterprise Employee Satisfaction", as: the degree to which employees' psychological and physiological needs are satisfied.

3. Organizational Atmosphere

Kurt Lewin Put forward the concept of organizational atmosphere. He believed that the premise of mastering individual behavior is to understand the specific environment of their behavior, and defined the similar feelings generated by organizational members after perceiving the organizational environment in a direct or indirect way as the organizational atmosphere. However, so far, the concept of organizational atmosphere has not been unified in the academic circle, but it is mainly defined based on two perspectives: first, based on the organizational perspective. Researchers represented by Forehand define the overall attributes of the organization perceived by its members as the organizational atmosphere, believing that the organizational atmosphere will subtly affect the external behavior and internal psychology of the organizational members, and each organization has a unique, long-term constant or slightly changing organizational atmosphere. Second, based on individual perception angles. Bock represented by the researchers found that individual perception of the organization is an important standard to measure the organization atmosphere, the

organization of employees, degree, give employees treatment and working environment, employees of the organization, when these cognitive gradually reach a consensus, will form the organization atmosphere.

1.6 The Conceptual Framework

This study introduced the organizational atmosphere as a mediating variable, which enriched an exploratory study on the mechanism of action of mediating variables between workplace pleasure and employee job satisfaction.

At present, scholars in the research on the relationship between workplace pleasure and employee job satisfaction mostly take employee job satisfaction as the intermediary variable, and mainly study the influence of workplace pleasure on job performance, task performance and organizational citizen behavior. At the same time, although many studies have verified the influence between organizational atmosphere and employee job satisfaction, there are few studies on the relationship between workplace fun and organizational atmosphere in China. This study introduced organizational atmosphere as the intermediary variable, and conducted an exploratory study on the mechanism of action between workplace fun and organizational atmosphere and employee job satisfaction, thus enriching the empirical study on the mechanism of action of intermediary variables between workplace fun and employee job satisfaction.

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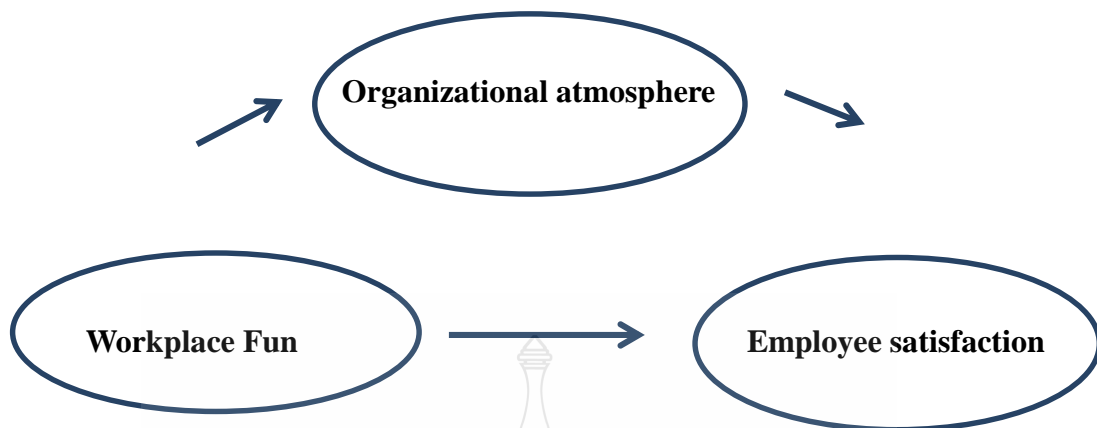
Figure 1. 1 A conceptual framework

1.7 Research Contributions

Through this study, it is possible to provide the following research contributions for Internet enterprises:

1. This study aims to complement theoretical research on existing Internet companies on job happiness and employee satisfaction

2. By identifying the sources and factors that influence workplace pleasure in Internet companies, the study provides practical suggestions for improving employee satisfaction and loyalty.

3. The findings of the study can be used by Internet companies to develop and implement policies and practices that promote workplace pleasure and enhance employee satisfaction.

CHAPTER 2

LITERATURE REVIEW

2.1 Concept and Related Research of Workplace Pleasure

2.1.1 The Concept of Workplace Fun

As early as the end of the last century, IBM, Google, Southwest Airlines and other companies tried to incorporate humor, joy, pleasure, fun into management practice, creating a dynamic working environment and achieved success, scholars began to pay attention to the concept of workplace fun. In the past, foreign scholars have not specifically distinguished the three words of workplace fun (Workplace Fun), workplace fun at work (Fun at Work) and interesting working environment (Fun Work Environment), and they are used alternately in the literature. On the surface, workplace fun is incorporating jokes, humor, and other fun factors into the work environment, allowing employees to work in a relaxed atmosphere. However, due to the differences in personal cognition, research perspective and many other aspects, different scholars have different concepts of workplace pleasure.

Ford et.al. (2003) found that most people are positive about providing a series of humorous and fun activities and creating an interesting work environment; they believe that workplace fun is one that makes employees happy and supported and recognized by managers. Workplace fun reflects the organization's emphasis on employee achievement and development, helping to improve their job happiness and satisfaction, in other words, creating a "smiling and enjoyable work environment."McDowell (2004) believes that the fun in the workplace includes many activities that employees are willing to participate in and make people feel happy and fun. These activities do not need to be directly related to work. He further expands the scope of fun activities beyond work, as long as it has a positive effect on employees. Plester (2009), based on the definition proposed by Ford et al. (2003), expands the initiator of activities from managers to employees. He believes

that these activities may be advocated by managers or extended by employees actively. In addition, Chinese scholar Men Zhifang (2013), on the basis of summarizing previous studies, believes that workplace fun should be an environment that makes employees feel happy and happy, and can stimulate their work motivation and then improve their work efficiency. Given different scholars definition of workplace fun, liu feng-xiang (2010) through combing the concept of scholars, the characteristics of the workplace fun is summarized: namely to provide the functionality of recreation, with joke, games, etc, type, managers and employees may be the source of fun activities and activity type can be related to work, also has nothing to do with work.

In conclusion, this study believes that workplace pleasure is a relaxed working environment, which includes a series of activities initiated by organizations or employees with fun, fun, which will have positive effects on the working status of employees.

2.1.2 Dimensions and Measurement of Workplace Fun

With the deepening of the workplace fun research, in order to meet the needs of quantitative research, some scholars to explore the concept of fun in the workplace, also try to develop the measurement of workplace fun, mainly can be divided into single dimension and multidimensional two (Yang jie, 2020), provide convenience for subsequent scholars for quantitative research.

The single dimension scale mainly collects information about various activities through the personnel in the survey organization, and forms the fun activity scale that can be used for measurement. For example, Ford et al. (2003) used questionnaire survey to divide the activities into important anniversary, activities and recreational activities, and developed a scale including 10 items; Karl et al. (2005) developed a scale of fun activities including dinner, competition, outdoor activities and gift sharing, including 40 items.

Multi-dimensional scale is different according to different scholars, so there are many different scales, which provides convenience for the subsequent research

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on the influence mechanism of workplace pleasure. For example, McDowell (2004) developed a 4-dimensional scale including colleagues social (Socializing With Co-workers), celebration (Celebrating), personal freedom (Personal Freedoms), and overall fun (Global Fun), with a total of 24 items. On the basis of McDowell (2004), Tews et al. (2004) proposed a 14-item scale including three dimensions: fun activity (Fun activities), colleague social (Coworker socializing) and manager support fun (Manager support for fun). In addition, some scholars have only divided the dimensions of workplace fun, without developing corresponding scales, but these research results can still provide some reference for future research in scale development. Such as, Bolton and Houlihan (2009) think dominated by the manager of fun activities does not apply to all employees, but the staff initiated activities can meet their needs and can stimulate the positive work attitude and behavior, so they from the subject, the workplace fun into official fun (Official or Packaged Fun) and employees launched fun (Organic Fun). Plester et al. (2015), combined with the dimension of job responsibility fun proposed in Tews et al. (2012), it is divided into three dimensions: official fun, employee fun and task fun, and further expand the fun to the scope of employee work, so the workplace fun and work-related also need scholars to pay attention to.

In conclusion, the current foreign scholars on the workplace fun scale development is more, but due to the existence of cultural differences, in different cultural background of workplace fun understanding and understanding, willing to participate in the fun form are different, so in the research of workplace fun should pay attention to combined with the actual.

2.1.3 Study on the Outcome Effect of Workplace Fun

By reviewing the previous literature on workplace pleasure, this study found that scholars disagree on the effect of workplace pleasure, and the current research on its outcome effect focuses more attention on the individual level, mainly including work attitude and work behavior.

Work attitude mainly includes job satisfaction, job input, turnover tendency and so on. In terms of job satisfaction, one is the workplace fun for employees to create a relaxed, good environment, Chan and Mak (2016) based on the theory of social exchange research found that fun environment not only help promote the relationship between colleagues more harmonious, and help, improve managers' trust, and to promote employee job satisfaction, and workplace fun and the strength of the relationship between the trust of managers will be affected by the individual experience of fun level. Second, starting from the subjective feelings of employees, the fun of the workplace also depends on the employee experience of fun. Individual fun experience in the work environment will reduce the negative effects of emotional exhaustion on job satisfaction (Karl and Peluchette, 2006); in addition, the survey of Generation Y employees by Choi et al. (2013) found that this intergenerational employees will have a stronger preference for workplace fun. When they have a high supportive attitude towards workplace pleasure, the interesting working environment can further enhance their job satisfaction. In terms of work engagement, workplace fun promotes their commitment to work (Fluegge-Woolf, 2014); Muceldili and Erdil (2016) found that supervisors' support for fun and colleague social relationships can further promote employee change and responsibility engagement. Tsaur et al. (2019) studied workplace pleasure as a work resource based on the job requirement-resource model, and found that this fun environment can improve their psychological capital. Tews et al. (2014) used the theory of job embedding to explore the impact of workplace pleasure on employee turnover orientation, and the results showed that both colleagues 'social interaction and managers' support for fun help to reduce employee turnover orientation.

Work behavior mainly includes innovative behavior, performance, and informal learning. Shi Guanfeng and Yao Poland (2019) used resource preservation theory to find that employees can have more opportunities to seek feedback in a fun environment, enhance their creativity, and employees have more creativity in the fun

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environment; scholars used this theory to find that employees participate in fun activities and social interaction with colleagues help to improve their work prosperity, thus actively promoting the generation of innovative behavior (Yang Jie et al., 2019). Some scholars have studied from the perspective of social cognitive theory and social exchange theory, and found that workplace fun can have a positive impact on employees' innovative behavior by improving their work input (Zhao Bo et al., 2020) or emotional commitment (Jing et al., 2021). In terms of performance research, Wang Congying and Yang Dongtao (2012), from the perspective of generations, found that employees born in the reform and opening up period will produce higher task performance in a fun environment. Workplace fun also helps to improve adaptive performance, in which work autonomy positively regulates the relationship between the two and promotes its adaptive performance when personal attention is high in the future (Wang Xueqin, 2018 ; Zhou Lu, 2019). In addition, Tews et al. (2017) found that workplace fun positively promotes informal learning, in which managers' support for fun had a more positive impact on informal learning than fun activities.

In addition to the above studies on the positive impact of workplace fun on employee attitudes and behaviors, some scholars have questioned its effectiveness, arguing that workplace fun sometimes has a negative impact on employees. In terms of employee attitudes, for example, managers in the public sector are resistant to interesting work environments, and sometimes workplace fun is a burden to them (Baptiste, 2009), which can lead to a negative work attitude. In the study, Fleming (2005) found that some people believed that there were no formal fun activities, so they did not like to participate in these activities, and even some employees developed cynicism. In addition, the study of Becker and Tews (2016) showed that some activities (such as theme day activities) had inhibitory effects on employee work engagement, and the relationship between interesting activities and employee turnover tendency was not significant, which varies somewhat from previous studies. In addition, some scholars pay attention to the behavior of

employees. For example, Tews et al. (2013) found that their attitude towards fun will reduce their work performance; Plester and Hutchison (2016) believe that interesting work environment is a relaxed environment for some employees, but some employees think that these fun activities will distract their work experience and derpeople from work. In addition, Tews et al. (2019) found through empirical analysis that workplace pleasure also increases the likelihood of unwanted sexual attention (Unwanted sexual attention), and the relationship between the two is affected by individual gender.

In conclusion, most scholars at home and abroad have studied the positive effects of fun in the workplace, but some scholars have discussed their negative effects. In the face of academic differences on the effectiveness of the workplace fun, the specific mechanism of action is needed. Therefore, this study on the basis of workplace fun, further discusses the role of different dimensions of fun to employees, again from the perspective of employee emotion, discusses the fun experience in work, for fun and employee performance between the intermediary conduction role, and from the aspects of personal factors and organizational situation factors to explore the workplace fun in the process of boundary conditions.

2.2 Summary of Employee Satisfaction Research

2.2.1 Concept of Employee Satisfaction

The study of employee satisfaction began in the 1930s. American scholar Hoppock (1935) first proposed the concept of job satisfaction in his book Job Satisfaction. Hoppock believes that job satisfaction is the subjective response of employees to the work and the overall work environment, and a subjective satisfaction feeling. After that, the academic community began to study the concept of job satisfaction. However, due to the different research objects and research perspectives, the definition of employee job satisfaction has not been unified.

Taiwan scholar Xu Guangzhong (1977) summarized the academic definition

of the concept of employee job satisfaction into three types: comprehensive definition, definition of expectation gap and reference architecture definition.

The first category, a comprehensive definition, holds that job satisfaction is a single concept that reflects the overall psychological state of employees, and is the overall emotional response of employees to the work itself and the relevant environment.

Robbins (1996) believes that job satisfaction is a general personal attitude towards his work. An employee has high job satisfaction and he may maintain a positive job attitude. In turn, he may maintain a negative job attitude. Yang Zhenlong (2006) believes that job satisfaction is a comprehensive reflection of individuals' attitude to work, and it is the overall attitude or average attitude towards different dimensions of work. Jiao Niantao and Zheng Xiangmin (2019) pointed out that job satisfaction is the comprehensive evaluation of employees on whether they can meet the work itself and various factors related to the work or help them realize their work expectations, and it is the overall attitude of employees towards work.

The second category, the expected gap definition. This view holds that job satisfaction is the gap between the actual value gained by an individual in the work environment and the value expected by him. Porter And Lawler (1968) pointed out that job satisfaction is determined by the gap between the value employees work in a specific environment and the value expected, and the gap is inversely proportional to the satisfaction. Lu Jia (2001) et al. believe that job satisfaction is a relative concept, which depends on employees' evaluation attitude towards their work, feelings about work and related aspects. If employees feel higher than expected, job satisfaction is high, on the contrary, job satisfaction is low. Du Pengcheng, Yao Yao et al. (2017) pointed out that employees will evaluate and compare their actual work experience with their work expectations, and the psychological gap generated by the comparison results is job satisfaction. They believe that the smaller the gap between employees, the higher the job satisfaction and the more motivated.

The third category, which refers to the architectural definition. This view that job satisfaction is the individual according to the reference framework of the results, the important factors affecting job satisfaction is the individual, itself to the work environment and objective characteristics of the subjective perception and interpretation, and the subjective feeling and interpretation by the employee personal reference structure.

Dessler (1978) believes that job satisfaction is the system result of employee work evaluation according to its reference framework, which is composed of personal safety, interpersonal relationship, individual growth and other factors. Wang haiwen, shu-hua zhang (2018) that job satisfaction is multidimensional, influenced by the individual self reference framework, such as the work itself, personal development, interpersonal aspects of subjective explanation, which can affect job satisfaction involves many factors, the individual is according to the framework of its work cognitive evaluation and emotional feedback.

2.2.2 Factors Affecting Employees' Satisfaction

Research on the influencing factors of job satisfaction can be summarized into three categories:

1. First category is work itself, such as the nature of work, work content, work achievements and other content related to the work itself. The research found that satisfactory work content and the sense of achievement brought by work tasks are helpful to improve employees' satisfaction with the job. Terry et al. (2001) believe that if employees can get happiness from the work themselves, their satisfaction is relatively high. According to S Kim and SMPark (2014), the main factors affecting employee job satisfaction include the job itself, boss, remuneration, promotion, work environment and colleagues. Herzberg & Mausner (1959) analyzed the influencing factors of job satisfaction from both incentive factors and health care factors. Satisfying factors, namely, incentive factors, include the work itself, sense of achievement, responsibility, personal development space, while salary, interpersonal relationship, working atmosphere,

corporate policies and system are all health factors. Strengthening health care factors may reduce employee dissatisfaction, but it does not improve employee satisfaction. According to Lu Jia et al. (2001), the factors affecting employee job satisfaction include six aspects: work itself, work return, work cooperation, leadership behavior, enterprise management measures, enterprise development and personal career development.

2.The second category is environmental factors. Outside and within the organization have a certain impact on employees' job satisfaction. Social environmental factors such as external political, economic and social capital, including policy changes, economic development and the use of social capital. The environmental factors within the organization include working hardware conditions, environmental security, organizational culture and organizational atmosphere, whether communication is smooth, whether colleagues have harmonious interpersonal relationship, leadership support, reasonable fairness of the system, etc. Trow (1974) and Sanyal Tew (1987) found that with the expansion of the scale of higher education, college education changed from elite education to mass education, and the employment quality and satisfaction of college graduates became lower and lower. In their study, Xiong Zhengde, Yao Zhu et al. (2018) also found that job satisfaction was affected by the job itself, interpersonal relationship, and salary and benefits. Robbins (1989) pointed out that the main factors affecting employee job satisfaction include job challenge, salary, whether the friendly work environment, the harmonious relationship between colleagues, and whether the personality and work match, etc. Dubinsky et al. (1989) believe that organizational fairness affects job satisfaction, thus affecting employee performance.

3.The third category is personal factors, which include not only personal basic conditions such as age, educational background and gender, but also individual characteristics such as occupational expectation, psychological characteristics and professional ability. Under the same organizational environment, different employees' job satisfaction will be different according to their special individual conditions or individual characteristics.

Hulin and Smith (1969) found that the longer they worked, the higher their job satisfaction. Brown (1996) summarized the factors influencing employee job satisfaction into four categories: personal differences and characteristics, work outcomes, role perception, and organizational variables. In their study on the job satisfaction of knowledge-based employees, Zhao Wu et al. (2014) pointed out that there is a correlation between personality traits and job satisfaction, and there is a positive relationship between extroversion and conscientious personality traits and overall job satisfaction. YuWenZhao (2007) found that the joint venture employee job satisfaction is the main influencing factors of personal factors, colleagues, leadership factors, work, piece, welfare, salary and job characteristics, etc., employee gender, age, education level, fixed number of year of office and position level, such as demographic variables, also has a significant positive effect on employee job satisfaction.

2.2.3 Measurement of Employees' Satisfaction

There are many measures of job satisfaction, and here are some representative ones.

1) The job satisfaction questionnaire compiled by Tsui (1992) measures employees' job satisfaction as a whole. There are 6 questions in this scale, and level 5 is used to score. The higher the score, the higher the individual satisfaction. The questionnaire is concise and clear, and it is a common tool to measure job satisfaction. Chinese scholars Li Chaoping, when kan (2006) and others based on Tsui scale, and the adaptation of the job satisfaction refers to the domestic applicability scale, the scale is a single dimensional scale of six items, the cumulative variance explanation reached 44.53%, each project has a large factor load, reliability, validity is good.

2) The Minnesota Job Satisfaction Survey (MSQ) prepared by Wiess, Davis, England & Lofquist (1969), including a short scale of 20 questions and a long scale of 100 items. The short scale contains two aspects of internal and external satisfaction, and the long scale is a holistic evaluation. The advantage of MSQ lies in the

complete measurement of the integrity and aspects of job satisfaction. The disadvantage is that there are many questions, which need the patient cooperation of the interviewees, and the error is also worth further discussion.

3) Job description given by Smith, Kendall & Hullin (1969) (JDI). The scale contains 72 questions, measured from five dimensions: work, promotion, remuneration, managers and colleagues.

4) The job satisfaction survey scale developed by Chinese scholar Lu Jia and Shi Kan (2001), which is divided into the dimensions of corporate image, work return, work cooperation and so on.

2.3 Organizational Atmosphere

2.3.1 Concept of Organizational Atmosphere

There are three indispensable factors in enterprise operation and management: people, money and material, and among them, people are the most subjective consciousness and uncontrollable factors. In the nine-year "Hawthorne experiment", Mayo, the management psychologist, first changed the perspective of work and things, to the importance of human factors in management research. The modern management theory holds that man is not an "economic person" driven by interests, but a "social person" with complex social relations. In order to mobilize the enthusiasm of workers, in addition to meeting their material needs, we must also pay attention to meet the needs of workers in social relations and psychological aspects. Therefore, the concept of "organizational atmosphere" has attracted the attention and research of more and more experts at home and abroad. In 1962, Tolman first proposed the concept of "cognitive map", which means that an individual formed a corresponding cognitive map in the brain based on their own perception of the surrounding environment, so as to obtain their corresponding understanding of the environment. Many scholars at home and abroad. However, due to the different entry points or directions of discussion, the definition of

organizational atmosphere is different to a certain extent. According to the perspective of previous scholars, it can be basically divided into the following three research aspects:

First, define it from the perspective of organizational attributes. Argyris (1958) regards the organizational atmosphere as a constant and continuous state of existence within the organizational environment. Campbell (1970) defines organizational atmosphere as a series of attributes formed by the interaction of organization, personnel and environment in a specific environment, and formed by the degree of perception of the working environment in. CAI Pei icun (1985) believes that organizational atmosphere is an attribute of the surrounding environment itself, which is common with the characteristics of the objective environment. Members of the organization can have an overall perception or subjective cognition of the environment through their commonality.

Second, define it from the perspective of individual perception. Tagiuri (1968) believes that organizational atmosphere can directly affect their behavior through the degree of perception of the surrounding environment. Litwin, Stringer (1968) published "Motivation and Organizational Atmosphere", which focuses on the perspective of the overall system of the organization. It is believed that the members of the organization will have some direct or indirect perception of some specific situations in which they are in. This perception can guide some behaviors of the employees, such as behavior motivation, confidence, attitude, values, etc., and thus have a certain impact on the performance of the organization. Xu Shijun (1972) believes that there will be a psychological environment that can be perceived by the members of the organization, and the differences in each person's psychological environment will lead to different behavior motivation and work performance of employees. Zhang Ruichun (1999) believes that the organizational atmosphere is the members of the organization's perception of their working environment, and their own perception reflects a series of behaviors.G.-W. Bock et al (2005) believes that the members of the organization will have a cognition or feeling about the working environment of their own individuals, and this psychological cognition

will have an impact on the performance of individuals in behavioral activities.

Third, define from the perspective of the organization. Chen Weizheng and Li Jinping (2006) described the concept of organizational atmosphere from an overall perspective, and defined its meaning from a multidimensional perspective. Organizational atmosphere is not only a constant feature of the organization, but also the unique style of the organization itself, which reflects the characteristics of the environment. It is the main medium connecting the organization system and the subjective perception of the organization, thus affecting their own behavior in the working environment. Gu Yuandong and Peng Jisheng (2010) also believe that organizational atmosphere refers to a series of characteristics that can be measured, and organizational members perceive and experience in a direct or indirect way.

According to the above summary of the research on organizational atmosphere, based on the research direction of the article, this article adopts Xu Shijun and G.-W. Bock et al The combination of Chen Weizheng and Li Jinping expounds the definition of organizational atmosphere: organizational atmosphere is a series of measurable and multi-dimensional environmental attributes, which are influenced by the attitude and reflection of work perceived by the members of the organization, thus showing a series of behaviors.

2.3.2 Structure and Measurement of the Organizational Atmosphere

To study the organizational atmosphere, we must first divide its dimension. Compared with the diversity of definitions of organizational atmosphere, the academic community has many differences in the division of its dimensions.

To summarize and summarize the relevant literature of organizational atmosphere, foreign countries have made considerable contributions to the early research of the dimension division of organizational atmosphere. Halpin & Croft (1966) analyzed 71 different types of organizations in the United States as sample objects, and divided the organizational atmosphere into eight different aspects, namely care, intimacy, morale,

estrangement, barriers, obstruction, alienation, setting an example, and emphasis on performance. Campbell (1970) Research and summary of the existing scales, in which the four dimensions of understanding and support, individual autonomy, reward direction, and the structure degree of position giving almost all appear in the division results. Zarraga With the background of organizational innovation research, Bonache divides the organizational atmosphere into three dimensions, namely, trust and mutual help, mutual encouragement, active communication and tolerance. Wallach (1983) Through research, the organizational atmosphere is divided into three aspects: organizational innovation, structural discipline, and staff support. In 2002, through continuous research on organizational atmosphere, Stringer summarized six core dimensions of organizational atmosphere, namely, structure, standard, responsibility, support, cognition and commitment.

Domestic scholars for organization atmosphere dimension of the division of research process later than western countries, mainly has the following aspects: scholars Xu Shijun (1972) of Litwen & Stringer (1968) development of organization atmosphere scale for translation, combined with Chinese cultural background modification and cut the part does not apply to Chinese situation, scholars rui-chun zhang (1998), Jiang Jinghua (2003) under the background of its modification and further combined with Chinese enterprise situation of organization atmosphere scale further modification, cut to 22 topics. Chen Weizheng and jin-ping li (2006) on the basis of 22 problems, the dimension of organization atmosphere, using related statistical analysis software classification and frequency statistics, found that even in the Chinese and western cultural background, interpersonal and communication, leadership and support, organize the three dimensions of frequency is higher. When discussing the organizational atmosphere, Ren Jingang (1996), he compared and analyzed it with the data of the organizational culture, and divided the organizational atmosphere into eight levels: regulations, leadership, communication, development, promotion, salary, assessment and

welfare. In 2002, When Zhang Zhen, Ma Li and Ma Wenjing discussed the organizational atmosphere and employee relationship through questionnaire survey, they put the organizational atmosphere was divided into three dimensions: support for employees, innovation and hierarchical organization. Liu Rongqin (2004) took a hospital of a military area area as the reference object to study the organizational atmosphere, which was divided into four dimensions: mutual trust, management form, interpersonal relationship and bureaucratic culture. Through the integration of existing literature, Wang Duanxu and Hong Yan (2011) divided the organizational atmosphere into controlled and supporting organizational atmosphere according to the different nature and direction of the organizational atmosphere. Through the above literature summary of organization atmosphere dimension, combined with the actual situation of this paper, this paper chose the scholars Litwen & Stringer (1968) development, Xu Shijun (1972), rui-chun zhang (1998), Jiang Jinghua (2003) translation revised organization atmosphere scale, Chen weizheng, Li Jinping (2006) the organization atmosphere dimension divided into: management style, interpersonal relationship, organization.

2.3.3. Related Research on Organizational Atmosphere

Constantly communication and interaction between organization members formed the organization atmosphere, through the enterprise daily affairs, project process and rewards and punishment system behavior cognition, produce a subjective perception of organizational environment, this perception can cause the employee behavior, so that the different degree of influence on their work performance. Managers can fundamentally solve the problems existing within the organization according to the function mechanism of the organizational atmosphere, increase the work enthusiasm of employees, and improve their work efficiency. On the basis of sorting out and studying the existing literature in the same field, this paper summarizes the research of most scholars on the organizational atmosphere, which can be divided into three categories.

First, the impact of the organizational atmosphere on the employee behavior. Organizational atmosphere is one of the important factors that affect employee participation. Zhang Zhen, Ma Li and Ma Wenjing (2002) conducted a questionnaire survey on 148 enterprises in provinces and cities across the country, and found that the higher the organizational support, the stronger the innovation atmosphere, the lower the discipline, and the higher the level of participation of employees. Wang Duanxu and Hong Yan (2011) collected cross-sectional data from employees of different regions in Zhejiang province, analyzed and discussed the potential intermediary mechanism between organizational atmosphere and employee creativity, and found that internal motivation and information input played a complete intermediary role between them. Yuan Luoyang (2017) in its academic papers, reference to the existing mature scale foreign organization atmosphere is divided into three dimensions: fair, innovation and friendly relations atmosphere, through exploring the research found that innovation, fair atmosphere for improve employee creativity has a positive effect, and friendly relations atmosphere this dimension in promoting creativity this aspect has no obvious effect.

Second, the impact of the organizational atmosphere on employee performance. Organizational atmosphere indirectly affects employees' work performance level through their behavior performance. Pan Xiaofu, Qin Qiwen, Tan Xiaohong (2006) to 378 teachers as samples, using the method of random stratified sampling questionnaire survey, discusses the school organization atmosphere and the relationship between teachers 'work performance, organization atmosphere only significantly affect the work performance, according to the specific situation the organization atmosphere is divided into teaching, learning, management and interpersonal atmosphere, but only the teaching atmosphere is positive effect on teachers' work performance, the other three dimensions and no obvious influence. Wang, Lin Sheng (2014) to high-tech enterprise personnel as the investigation object, the introduction of implicit knowledge sharing as an intermediary, through the organization atmosphere is divided into trust, communication, emotional and

fair atmosphere four measurement dimensions, found that implicit knowledge sharing in trust atmosphere and fair atmosphere for the role of employee innovation performance mechanism, part of the intermediary role in the communication atmosphere.

Third, the influence of leadership behavior on the organizational atmosphere. The action mechanism of organizational atmosphere has important reference significance for managers. Managers can improve the behavior mode of the organization with this concept, fundamentally improve the work enthusiasm and effectiveness of employees, and then effectively achieve the organizational goals. Wang Siying (2012) in its academic papers concluded that for high technology of small and medium-sized enterprises, leadership behavior of organization innovation atmosphere has obvious positive correlation, influence, it mainly includes transformative and transactional leadership behavior two types, and the exception of transactional leadership dimension management is affecting high technology small and medium-sized enterprise innovation atmosphere significant predictor variables. Chen Yanyan and Wang Shan (2015) took the perspective of service remediation performance as the entry point, and found that the supervisor's sense of support has a positive impact on mutual encouragement, mutual trust and help, active communication and tolerance in the dimension of organizational atmosphere. Among them, the most significant impact on active communication and tolerance is the one dimension.

2.4 Research on Correlation Between Workplace Fun,Job Satisfaction and Organizational Atmosphere

1.Correlation between Workplace fun and Employee satisfaction

Henry Samuel Edosomwan(2022) research on workplace fun and employee satisfaction shows the relationship between workplace fun and job satisfaction among university administrative staff, and whether perceived organizational support (POS) moderates this relationship. Chenin Chen(2019) Generation Y employees in MNCs value

workplace fun, and higher exposure to workplace fun activities leads to higher job satisfaction and task performance. Dr. B.Vimala, A.Jerina Bee(2014)highlight the importance of a positive work environment and its impact on employee satisfaction and turnover rates,and suggests that company cultures must align with their employees to increase job satisfaction and to prevent employees from seeking opportunities elsewhere,also recommend integrating workplace fun culture into the company culture to create a positive work environment and improve employee satisfaction.

2.Correlation between Organizational Climate and Job Satisfaction

Collins Reuben Gaunya(2016)investigates the influence of organizational climate on employee job satisfaction, highlights the relevance of organizational climate in determining employee job satisfaction, which can have implications for overall productivity, turnover rates, and the quality of services provided to the public. McWinner Yawman(2019) shows seven different relationships, including organizational design, leadership communication, teamwork, motivation, and organizational commitment, indicates that a positive organizational climate tends to lead to higher employee commitment and vice versa. The review emphasizes the relevance of organizational climate in determining employee job satisfaction and highlights the importance of a supportive work environment that fosters relationships, trust, and teamwork.Jufrizen , Sandra Pratiwi (2021) indicate that organizational climate has a significant direct effect on employee job satisfaction, but there is no direct moderating effect of work ethics on the relationship between organizational climate and employee job satisfaction.

3.Correlation between Workplace fun and Organizational climate

Tsaur et al. (2017)found that a positive work culture characterized by a fun and enjoyable work environment enhanced employee job satisfaction, retention, and performance. Furthermore, they found that fun work had a direct positive effect on employee motivation, which in turn led to improved organizational performance.Jiang et

al. (2015) showed that workplace fun had a positive effect on employee engagement and creativity, leading to increased innovation and organizational productivity.Biron et al. (2011)found that a positive work environment, characterized by fun and enjoyment, reduced job-related stress and improved employee well-being, leading to lower absenteeism and higher performance.Therefore, from the existing literature research, we can find that the workplace fun has a significant correlation with the organizational atmosphere.

2.5 Summary of This Chapter

To sum up, many research results show that organization atmosphere of employees' work attitude has an important influence, organization atmosphere of employee job satisfaction research is one of the past scholars, there are a lot of foreign research shows that fun workplace to employee job satisfaction has an important influence, workplace fun helps to improve staff relations, harmonious organization atmosphere and improve the internal cohesion. Workplace fun activities such as humor and banter can promote communication between employees and help create a relaxed and harmonious organizational atmosphere.

At present, foreign scholars have made rich achievements in the research of workplace fun, while it is slightly insufficient in China, and the existing studies can not fully and clearly explain the specific mechanism of workplace fun affecting employee behavior, so there is still room for in-depth research. A fun workplace environment helps to relieve the work pressure of employees, promote a harmonious interpersonal relationship atmosphere, reduce personnel friction, and make employees show higher job satisfaction in a fun workplace environment.

Therefore, this paper adopts the workplace fun scale compiled by McDowell (2005), the workplace fun into colleagues social activities, work celebration, individual freedom and overall work fun four dimensions, combined with the maslow needs theory and emotional event theory, study the influence of the workplace fun on employee satisfaction, and the intermediary role of organizational atmosphere.

CHAPTER 3

RESEARCH METHODS

3.1 Study Subjects

In this study, Internet employees in Jiangxi Province were the subjects, and their evaluation of workplace fun, organization atmosphere and employee' satisfaction were investigated, and the questionnaire was distributed through the Sojump questionnaire platform. The demographic data are shown in the figure below, which is in line with the actual situation.

Table 3.1 Descriptive statistics of characteristics

	class	**N**	**percentage (%)**
age	Under 22	107	26.8
	22-30 Years old	132	33.0
	31-40 Years old	91	22.8
	Over 40 years old	70	17.5
gender	man	203	50.8
	woman	197	49.3
marital status	unmarried	183	45.8
	married	217	54.3
education background	High school and below	77	19.3
	undergraduate course	142	35.5
	Master	96	24.0
	Doctoral and above	85	21.3

3.2 Sample and data acquisition

    1) Pre-experiment

      In this study, through reading a large number of relevant literature, the corresponding questionnaire was designed, and the test was started. For the employees around them, 50 questionnaires were distributed in a small range, and the reliability and validity of the questionnaire, the fitness of the questionnaire content and the evaluation of the collected data were analyzed, so as to make the questionnaire more authentic and operable.

      After testing, the questionnaire used in this study had good reliability and validity, and modified the individual statements of the questionnaire to make the questionnaire more suitable for this study design.

    2) Formal experiment

      In this study, the Internet employees in Jiangxi Province as the subjects investigated the fun of the workplace, job satisfaction and organizational atmosphere during their job satisfaction. The questionnaires were distributed through the questionnaire media, and a total of 405 questionnaires were collected, invalid questionnaires with answer time less than 100 seconds were deleted, and a total of 401 valid questionnaires were left.

3.3 Research Tools

    3.3.1 Workplace Fun Scale

      This paper uses the Workplace Fun Scale developed by McDowell (2005), a self-rating scale with level 5 scoring, ranging from "never happened" to "almost always happens". The questionnaire was divided into four dimensions, including social activities with colleagues, celebrations at work, degree of individual freedom, and fun in work overall, with each dimension including six items,24 items in total. The reliability of the

respective subscales was 0.874,0.892,0.945, and 0.914, respectively, and the validity was 0.817.

3.3.2 Organizational Atmosphere (GSES)

The Organizational atmosphere compiled by Huang Lixiong (2021) is tested. The scale is compiled by Morgeson & Humphrey and divided into four dimensions: work characteristics, personal autonomy, work return, and support from superior leaders. The questionnaire used grade 1 – 5 ratings, choosing between 'strongly disagree' to 'strongly agree'. For 14 items, the total reliability of the questionnaire was 0.892, and the subscale reliability was 0.813, 0.788, 0.879 and 0.865, respectively, with good reliability and overall validity of 0.843.

3 3.3 Employees Satisfaction Scale

Through the employee Satisfaction Scale, the job satisfaction level of Internet employees was compiled by Brayfield and Fothe (2006) by integrating the questionnaire content of previous scholars. The questionnaire included six items of satisfaction with the nature of work, development opportunities, income, boss, colleagues, and overall work, with a total reliability of 0.884 and validity of 0.836. Using the level 5 evaluation method, very disagree is 1 and 5.

3.4 Data analysis

Analysis the recovered data by SPSS21.0. Firstly, the basic data of the questionnaire were sorted and analyzed to describe the characteristics of the samples; Secondly, the structure of the questionnaire was tested by the reliability and validity test, and the basic information of the four variables were described and differential analyzed by descriptive statistical analysis, t-test and F-test. Finally, according to the theoretical model proposed in this study, the relationship between the three is tested through correlation analysis and regression analysis, and finally the mediation effect of the organizational atmosphere is analyzed, so as to lay a solid foundation for the next analysis.

CHAPTER 4

RESEARCH RESULTS

4.1 Research Findings

4.1.1 Workplace Fun Statusquo

4.1.1.1 Description and Analysis of Workplace Fun

The questionnaire data was input into SPSS21.0 data analysis software, and the workplace fun scores were described and analyzed, and the mean and standard deviation of the sample scores in each dimension were analyzed. The details are shown in Table2.

Table 4.1 Descriptive statistics of workplace fun

	Minimumalue	Maximum value	mean value	standard deviation
Social activities with your colleagues	1.00	4.67	2.48	0.85
Celebrations at work	1.00	4.83	2.43	0.87
The degree of individual freedom	1.00	4.67	2.45	0.91
Fun in the overall work	1.00	4.86	2.47	0.89
Fun in the workplace	1.00	4.71	2.46	0.85

The average evaluation of Internet employees on workplace pleasure is 2.46, which is at the medium level, indicating that Internet employees generally feel good feelings of workplace pleasure and the evaluation is moderate. Among them, the average

value of social activities with colleagues is 2.48 and the standard deviation is 0.85, indicating that Internet employees' social activities; the mean value of celebration is 2.43 and the standard deviation is 0.87, less than 1, indicating that the attitude of Internet employees in the workplace is small; the mean degree of individual freedom is 2.45 and the standard deviation is 0.91, that is, the degree of individual freedom in the workplace.

4.1.1.2 Analysis of Workplace Fun Differences

1) Gender differences

Independent sample t-tests for sex were performed with the workplace pleasure and the dimension scores as dependent variables, and the results are shown in Table 3. It can be seen from Table4-2 that Internet employees scored significantly different scores in workplace fun, $p < 0.05$, and female had higher scores than male. There were significant gender differences in the four dimensions ($p < 0.05$), and the female scored higher than the male. Indicating significant gender differences in workplace pleasure.

Table 4.2 Gender differences in workplace fun

	gender	M	SD	t	p
Social activities with your colleagues	male	2.34	0.79	-3.208	.001
	female	2.61	0.89		
Celebrations at work	male	2.32	0.77	-2.781	.006
	female	2.55	0.94		
The degree of individual freedom	male	2.29	0.79	-3.515	.000
	female	2.61	1.00		
Fun in the overall work	male	2.31	0.79	-3.382	.001
	female	2.61	0.97		
Fun in the workplace	male	2.32	0.75	-3.329	.001
	female	2.60	0.92		

2) Age difference

According to univariate ANOVA analysis, Internet employees had significantly different scores in workplace fun and four dimensions, with p <0.05. Data further test found that in the workplace fun, in addition to 23-30 and 31-40 years of age score of Internet employees no significant difference (p> 0.05), the rest of the age stage of Internet employees have obvious differences, and according to the score, the younger the Internet employees, the higher the trust in the workplace fun. In the dimension of social activity with colleagues, there was no difference between 31-40and23-40 and 23-30 and 40 years old (p> 0.05), and the other age employees were significantly different, with p <0.05. There was no significant difference in the scores of Internet employees aged 23-30 and under22years old and 31-40 (p> 0.05), while the other ages were significantly different.According to the score, Internet employees in young and teenage years rated workplace fun higher, and the older the age, the lower the workplace fun.

Table 2.3 Age differences of the study variables

age		M	SD	F	p
Social activities with your colleagues	Under 22	2.86	0.91	24.486	.000
	23-30 Years old	2.56	0.77		
	31-40 Years old	2.41	0.74		
	Over 40 years old	1.84	0.64		
Celebrations at work	Under 22	2.82	0.92	22.488	.000
	23-30 Years old	2.51	0.80		
	31-40 Years old	2.36	0.72		
	Over 40 years old	2.43	0.87		

Table 3.3 Age differences of the study variables

age		M	SD	F	p	
The degree of individual freedom	Under 22	2.81	0.97	28.214	.000	
	23-30 Years old	2.59	0.87			
	31-40 Years old	2.41	0.84			
	Over 40 years old	1.67	0.42			
Fun in the overall work	Under 22	2.82	0.96	26.339	.000	
	23-30 Years old	2.60	0.83			
	31-40 Years old	2.41	0.82			
	Over 40 years old	1.74	0.49			
Fun in the workplace	Under 22	2.82	0.92	27.116	.000	
	23-30 Years old	2.56	0.78			
	31-40 Years old	2.40	0.76			
	Over 40 years old	1.77	0.54			

3) Differences in marital status

Independent sample t-test of the data was conducted with marital classification variables, workplace fun and each dimensional score of dependent variables, and the results are shown in the following table. As can be seen from the following table, there are significant differences in workplace fun scores among married Internet employees, with $p < 0.05$, and unmarried people have a higher evaluation of workplace fun. In the four dimensions, only individual freedom score on marital status there is no obvious difference ($p > 0.05$), and colleagues social activities, work celebrations, overall work fun are obvious gender differences ($p < 0.05$), and according to the score, unmarried people to the workplace fun and colleagues social activity evaluation to high and married people.

Table 4.4 Marital status Differences of the study variables

	marital status	*M*	*SD*	*t*	*p*
Social activities with your colleagues	married	2.30	0.84	-3.946	.000
	unmarried	2.63	0.83		
Celebrations at work	married	2.31	0.88	-2.647	.008
	unmarried	2.54	0.85		
The degree of individual freedom	married	2.38	0.91	-1.450	.148
	unmarried	2.51	0.91		
Fun in the overall work	married	2.36	0.88	-2.037	.042
	unmarried	2.55	0.89		
Fun in the workplace	married	2.34	0.85	-2.565	.011
	unmarried	2.56	0.84		

4) Educational degree difference

According to the one-factor ANOVA analysis, Internet employees have different degrees, p <0.05, and employees with higher education had higher evaluation of workplace fun. In four dimensions, only the work celebration, overall work fun on degree score there is no obvious difference (p> 0.05), and colleagues of social activities, individual freedom are obvious gender differences (p <0.05), and according to the score, high degree staff evaluation of the workplace fun to high and low degree of employees.

Table 4.5 Academic qualifications Differences for the study variables

academic qualifications		*M*	*SD*	*F*	*p*
Social activities with your colleagues	High school and below	2.41	0.82	2.746	.043
	undergraduate course	2.37	0.83		
	Master	2.52	0.84		
	Doctoral and above	2.68	0.89		
Celebrations at work	High school and below	2.37	0.84	2.362	.071
	undergraduate course	2.33	0.85		
	Master	2.48	0.86		
	Doctoral and above	2.63	0.91		
The degree of individual freedom	High school and below	2.29	0.87	2.935	.033
	undergraduate course	2.38	0.91		
	Master	2.46	0.88		
	Doctoral and above	2.68	0.97		

Table 4.5 Academic qualifications Differences for the study variables

academic qualifications		*M*	*SD*	*F*	*p*
The overall fun of work	High school and below	2.34	0.86	2.605	.052
	undergraduate course	2.38	0.89		
	Master	2.49	0.86		
	Doctoral and above	2.68	0.94		
Fun in the workplace	High school and below	2.35	0.82	2.743	.043
	undergraduate course	2.37	0.84		
	Master	2.49	0.83		
	Doctoral and above	2.67	0.90		

4.1.2 Current Situation of Organizational Atmosphere

4.1.2.1 Description and analysis of organizational atmosphere

The questionnaire data was input into SPSS21.0 data analysis software to conduct descriptive statistical analysis on the organization atmosphere and each dimension, and analyze the mean and standard deviation of the sample scores in each dimension. The details are shown in Table 7.

Table 4.6 Descriptive statistics of the organizational atmosphere

	minimum value	maximum value	mean value	standard deviation
Work characteristics	1.00	5.00	2.47	0.86
Personal autonomy	1.00	5.00	2.45	1.09
Work return	1.00	5.00	2.62	1.11
Support from superior leaders	1.00	5.00	3.00	1.15
Organizational atmosphere	1.00	5.00	2.63	1.00

The average evaluation of Internet employees on the organizational atmosphere is 2.63, which is at the middle level, indicating that the applicant have a good feeling of the organizational atmosphere. Among them, the mean value of personal autonomy in organizational atmosphere is the lowest, 2.45, and the standard deviation is 1.09, close to 1, indicating that Internet employees' attitudes towards personal autonomy are not very different; the mean support of superior leaders in organizational atmosphere is 3, the score is the highest, and the standard deviation is 1.15.

4.1.2.2 Differential analysis of organizational atmosphere

1) Gender differences

Independent sample t-test for gender of the data and the results are shown in the table. As can be seen from Table 8 that the scores of different gender Internet employees are significantly different in organizational atmosphere, with $p < 0.05$, and the scores of female are higher than that of male. There were significant gender differences in the four dimensions ($p < 0.05$), and the female scored higher than the male. It indicates that there are significant gender differences in gender in organizational atmosphere and dimensions.

Table 4.7 Gender differences in the study variables

	gender	*M*	*SD*	*t*	*p*
Work characteristics	male	2.33	0.77	-3.200	.001
	female	2.60	0.92		
Personal autonomy	male	2.26	0.97	-3.448	.001
	female	2.63	1.17		
Work return	male	2.41	1.01	-3.772	.000
	female	2.82	1.18		
Support from superior leaders	male	2.81	1.06	-3.267	.001
	female	3.18	1.20		
Organizational atmosphere	male	2.81	1.06	-3.625	.000
	female	3.18	1.20		

2) Age difference

According to the univariate ANOVA analysis, the scores of Internet employees of different ages in the organizational atmosphere and the four dimensions were significantly different, with p <0.05. Further post-hoc examination of the data found that in terms of organizational atmosphere, except for no significant difference in the scores of 23-30 and 31-40 (p> 0.05), the younger the age of the Internet employees, the higher the score.

Table 4.8 Age differences of the study variables

age		M	SD	F	p
Work characteristics	Under 22	2.65	0.83	8.878	.000
	23-30 Years old	2.60	0.94		
	31-40 Years old	2.39	0.86		
	Over 40 years old	2.05	0.55		
Personal autonomy	Under 22	2.89	1.06	19.109	.000
	23-30 Years old	2.53	1.15		
	31-40 Years old	2.38	1.05		
	Over 40 years old	1.71	0.62		
Work return	Under 22	3.02	1.10	19.213	.000
	23-30 Years old	2.73	1.18		
	31-40 Years old	2.58	1.04		
	Over 40 years old	1.83	0.57		
Support from superior leaders	Under 22	3.50	1.11	17.164	.000
	23-30 Years old	3.04	1.24		
	31-40 Years old	2.86	1.07		
	Over 40 years old	2.32	0.67		
Organizational atmosphere	Under 22	3.01	0.96	17.767	.000
	23-30 Years old	2.73	1.09		
	31-40 Years old	2.55	0.94		
	Over 40 years old	1.98	0.51		

3) Differences in marital status

Marriage was taken as the categorical variable, organizational atmosphere and each dimension was scored as dependent variables, and the results are

shown in the table below. As can be seen from the following table, there is no significant difference in the scores of married Internet employees in the organizational atmosphere (p> 0.05). In each of the four dimensions, there was no obvious difference, with p>> 0.05.

Table 4.9 Marital status for the study variables

	marital status	*M*	*SD*	*t*	*p*
Work characteristics	married	2.44	0.80	-.635	.526
	unmarried	2.49	0.91		
Personal autonomy	married	2.35	1.10	-1.678	.094
	unmarried	2.53	1.08		
Work return	married	2.52	1.09	-1.645	.101
	unmarried	2.70	1.13		
Support from superior leaders	married	2.93	1.09	-1.029	.304
	unmarried	3.05	1.19		
Organizational atmosphere	married	2.56	0.97	-1.348	.178
	unmarried	2.69	1.02		

4) Education Background difference

Through single factor ANOVA analysis, different degree of Internet employees in the organization atmosphere and each dimension scores are significant differences to further test data, in the organization atmosphere, only PhD and above of Internet employees and other three degrees of Internet employees have obvious difference and PhD and above Internet staff evaluation of organization atmosphere is higher than other people.

Table 4.10 Academic qualifications for the study variables

academic qualifications		*M*	*SD*	*F*	*p*
Work characteristics	High school and below	2.43	0.78	2.213	.086
	undergraduate course	2.38	0.80		
	Master	2.45	0.86		
	Dr. and above	2.67	1.00		
Personal autonomy	High school and below	2.35	1.02	3.589	.014
	undergraduate course	2.35	1.06		
	Master	2.38	1.08		
	Dr. and above	2.79	1.18		
Work return	High school and below	2.51	1.05	2.954	.032
	undergraduate course	2.51	1.09		
	Master	2.59	1.12		
	Dr. and above	2.93	1.16		
Support from superior leaders	High school and below	2.86	1.09	3.207	.023
	undergraduate course	2.90	1.12		
	Master	2.95	1.15		
	Dr. and above	3.33	1.19		
Organizational atmosphere	High school and below	2.54	0.93	3.326	.020
	undergraduate course	2.53	0.95		
	Master	2.59	1.00		
	Dr. and above	2.93	1.10		

4.1.3. Current Situation of Employee Satisfaction

4.1.3.1 Description and Analysis of Employee satisfactions

The questionnaire data was input into SPSS22.0 data analysis software to conduct descriptive statistical analysis of job satisfaction, and analyze the mean and standard deviation of sample scores in each dimension. See Table 12 for details.

Table 4.11 Employee satisfaction, Descriptive statistics

	Minimum value	maximum value	mean value	standard deviation
Employee satisfaction	1.00	5.00	2.40	0.98

The average job satisfaction of Internet employees is 2.40, which is at the middle level, indicating that Internet employees generally feel good about job satisfaction.

4.1.3.2 Differential Analysis of Employees Satisfaction

1) Gender differences

As can be seen from the following table, the employee satisfaction scores of Internet employees of different genders are significantly different, with $p < 0.05$, and the score of female is higher than that of male.

Table 4.12 Gender differences in the study variables

	gender	*M*	*SD*	*t*	*p*
Job satisfaction	male	2.23	0.85	-3.598	.000
	female	2.58	1.08		

2) Age difference

By univariate ANOVA analysis, Internet employees had significant differences in job satisfaction scores at different ages, with $p < 0.05$. In terms of job satisfaction, except for the Internet employees under 22 and 23-30 years old ($p > 0.05$), all the other age employees had significant differences, and according to the score, the younger the Internet employees, the higher the evaluation of job satisfaction.

Table 4 Age differences of the study variables

age		*M*	*SD*	*F*	*p*
Employee satisfaction	Under 22	2.77	1.01	25.338	.000
	23-30 Years old	2.58	1.00		
	31-40 Years old	2.32	0.94		
	Over 40 years old	1.62	0.31		

3) Differences in marital status

Data were tested by getting married as the categorical variable and employee satisfaction score as the dependent variable, and the results are shown in the following table. As can be seen from the following table below, there is no significant difference in employee satisfaction scores among married Internet employees (p> 0.05).

Table 5 Marital status of the study variables

	marital status	*M*	*SD*	*t*	*p*
Employee satisfaction	married	2.34	0.98	-1.302	.194
	unmarried	2.46	0.99		

4) Educational degree difference

By univariate ANOVA analysis, Internet employees with different degrees, p <0.05. After-examination tested the data to further analyzed the detailed differences of various degrees. There were only obvious differences between doctors and above, p <0.05. There was no difference in the scores of the other Internet employees, and p was> 0.05.

Table 4.15 Academic qualifications for the study variables

academic qualifications		*M*	*SD*	*F*	*p*
Employee satisfaction	High school and below	2.22	0.92	3.688	.012
	undergraduate course	2.34	0.96		
	Master	2.40	0.97		
	Dr. and above	2.69	1.04		

4.1.4 Correlation Analysis of Workplace Fun, Organizational Atmosphere and Employee Satisfaction

Valid scale data were entered using SPSS 21.0 and Person correlation was performed for the total score of three factors (Table 17); Person correlation was also performed for each dimension of the three factors (Table 18).

Workplace fun and organizational atmosphere was significantly correlated and positively correlated (r=0.675 * *, p <0.05), indicating that the higher the evaluation of workplace fun, the higher the evaluation of organizational atmosphere. Among them, social activities, celebrations at work, individual freedom, fun in work and organizational atmosphere (p <0.05).

There was a clear positive correlation between workplace pleasure and employee satisfaction (r=0.876 * *, p <0.05), indicating that the higher the workplace pleasure, the higher the job satisfaction of Internet employees. Among them, the results of each dimension were similar, and the social activities of colleagues, work celebration and individual freedom, and overall fun in work were also obviously positively correlated with employee satisfaction, and the employee satisfaction was also positively correlated to different degrees, with statistical significance.

Organizational atmosphere and employee satisfaction showed an obvious positive correlation (r=0.861 * *, p <0.05), indicating that Internet employees

with high evaluation of organizational atmosphere have high employee satisfaction. Among them, Internet employees' evaluation of work characteristics, personal autonomy, work return and superior leadership support are all related with employee satisfaction, with both results.

Table 4.16 Correlation analysis of the total scores

	Fun in the workplace	Organizational atmosphere	Employee satisfaction
Fun in the workplace	1		
Organizational atmosphere	.675[**]	1	
Employee satisfaction	.876[**]	.861[**]	1

Note: * p <0.05, * * p <0.01.

4.2 Hypothesis Test

4.2.1 Regression Analysis of Workplace Fun and Employee Satisfaction

As shown in Table 19, workplace pleasure scores were included as an independent variable in the regression model, and available by linear regression, Internet employee workplace fun had a positive predictive level of employee satisfaction (β =0.876, p <0.05), and equation R^2=0.767, said The good goodness of fit indicates that the higher their evaluation of workplace fun and the higher their satisfaction of the job, assuming that workplace fun has a direct impact on employee satisfaction.

Table 4.17 Regression analysis of workplace fun and employee satisfaction

dependent variable	argument	B	SE	β	t	F	After the adjustment of R²
Employee satisfaction	(Constant)	-.073	.072		-1.003	183.49	0.767
	Workplace Fun	1.009	.028	.876	36.227 **		

Note: * p <0.05, * * p <0.01.

Four-dimensional scores of workplace fun were included in the regression model as independent variables, Available by a linear regression, The four dimensions of workplace fun are social activities with colleagues, celebrations at work and individual freedom are significant predictions of employee satisfaction, The regression equation is "employee satisfaction =0.069-0.255 * and colleagues-0.128 * celebration at work + 0.901 * degree of individual freedom + 0.386 * overall fun at work", Social activities with colleagues, celebrations at work, and individual freedom all have a direct impact on employee satisfaction.

Table 4.18 Regression analysis of workplace fun dimensions and employee
satisfaction

dependent variable	argument	B	SE	β	t	F	R2 after adjustment
Employee satisfaction	(Constant)	.069	.048		1.452	139.86	0.901
	Social activities with your colleagues	-.296	.070	-.255	-4.254**		
	Celebrations at work	-.145	.082	-.128	-1.755**		
	The degree of individual freedom	.969	.090	.901	10.823**		
	Fun in the overall work	.426	.121	.386	3.515**		

     4.2.2 Regression Analysis of Workplace Fun and Organizational Atmosphere

     As shown in Table 21, workplace fun scores were included as an independent variable in the regression model, and available by linear regression, workplace fun had a positive predictive level for organizational atmosphere ($\beta =0.675$, $p <0.05$), and equation $R^2=0.454$ said The clear goodness of fit is very good. The higher the Internet employees evaluate the fun of the workplace, the better they feel about the organizational atmosphere, which proves hypothesis 2 that the organizational atmosphere has a direct impact on employee satisfaction.

Table 4.19 Regression analysis of workplace fun and organizational atmosphere

dependent variable	argument	B	SE	β	t	F	After the adjustment of R^2
Organizational atmosphere	(Constant)	.693	.113		6.162	112.81	.454
	Workplace Fun	.789	.043	.675	18.234		

Note: * p <0.05, * * p <0.01.

The workplace fun the four dimensions of the score as independent variables into the regression model, through linear regression, the workplace fun and colleagues of social activities, individual degree of freedom dimension for organization atmosphere positive prediction level, the regression equation for the "organization atmosphere =0.378-0.407 * and colleagues social activity + 0.962 * individual freedom".

Table 4.20 Regression analysis of the dimensions of workplace fun

dependent variable	argument	B	SE	β	t	F	R2 after adjustment
Job satisfaction	(Constant)	.826	.104		7.981**	123.868	.552
	Work characteristics	-.480	.151	-.407	-3.185**		
	Personal autonomy	.147	.178	.127	.821		
	Work return	1.051	.194	.962	5.421**		
	Support from superior leaders	.026	.262	.024	.101		

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4.2.3 Regression Analysis of Organizational Atmosphere and Employee Satisfaction

As shown in Table 23, the tissue atmosphere score was included as an independent variable in the regression model, obtained by linear regression, the tissue atmosphere had a positive prediction level for job satisfaction ($\beta =0.860$, p <0.05), and equation R^2=0.741, said The clear goodness of fit is very good. The higher the Internet employees evaluate the organizational atmosphere, the more positive the Internet employees' job satisfaction, which verifies hypothesis 3 that the organizational atmosphere has a direct impact on job satisfaction.

Table 4.21 Regression analysis of organizational atmosphere and employee satisfaction

dependent variable	argument	B	SE	β	t	F	After the adjustment of R^2
Employee satisfactio n	(Constant)	.174	.071		2.462		
	Organizatio nal atmosphere	.848	.025	.861	33.80 4	112.39	0.741

Note: * p <0.05, * * p <0.01.

The organization atmosphere of four dimensions score as an independent variable into the regression model, through linear regression available, organization atmosphere of the four dimensions of work characteristics, personal autonomy, work return, superior leadership support for job satisfaction have positive prediction level, the regression equation for "employee satisfaction =0.279 + 0.109 * work characteristics + 0.378 * personal autonomy + 0.271 * work return + 0.141 * superior leadership support".

Table 4.22 Regression analysis of all dimensions of workplace fun and employee

       satisfaction

dependent variable	argument	B	SE	β	t	F	After the adjustment of R^2
Job satisfaction	(Constant)	.279	.081		3.439**	139.86	0.743
	Work characteristics	.124	.049	.109	2.538**		
	Personal autonomy	.341	.088	.378	3.886**		
	Work return	.239	.079	.271	3.016**		
	Support from superior leaders	.121	.059	.141	2.045*		

      4.2.4 Analysis of the Mediation Role of the Organizational Atmosphere

      3-step regression analysis was used to examine the mediation role of organizational atmosphere in workplace fun and employee satisfaction. Step 1: regression analysis of workplace pleasure on employee satisfaction, get path coefficient c; Step 2: regression analysis of workplace fun on organizational atmosphere, get path coefficient a; Step 3: regression analysis of organization atmosphere and workplace fun on employee satisfaction, get path coefficients b and c '. If all four regression equations are significant and the relationship of the independent variable workplace fun on the dependent variable employee satisfaction is diminished, i. e., c'<c, the organizational atmosphere is mediated, otherwise reversed.

Results are shown in Table 25, in step 1 regression analysis, workplace fun positive prediction, employee satisfaction, β =0.876, R2=0.767; In step 2 regression analysis, workplace fun positive prediction, organizational atmosphere, β =0.675, R2=0.454; In the analysis of step 3, the employee satisfaction because of the influence of organizational atmosphere on employee satisfaction. The regression coefficient was decreased to 0.541, R2=0.901, indicating that the organizational atmosphere plays a partially intermediary role between workplace fun and employee satisfaction.

Table 4.23 the mediating role of the organizational atmosphere significant

	Model 1 Dependent variable: employee satisfaction		Model 2 Factor variable: organizational atmosphere		Model 3 Dependent variable: employee satisfaction	
	β	t	β	t	β	t
(constant)	-1.003		6.162		-8.323	
Fun in the workplace	.876	36.227	.675	18.234	.541	25.348
Organizational atmosphere					.496	23.225
R^2	0.767		0.454		0.901	
F	183.49		112.81		232.41	

Note: * * indicates at 0.01, correlation is significant; * at 0.05, correlation is
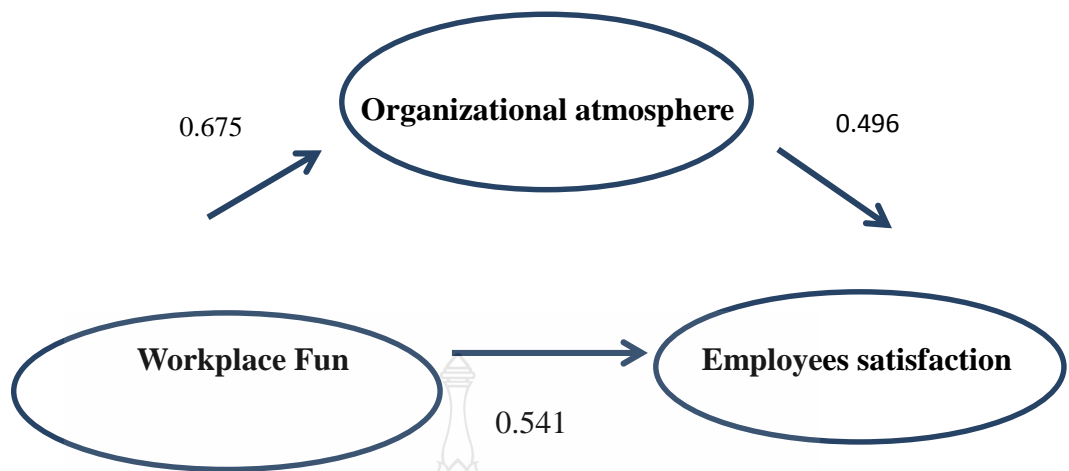
Figure 4.1 The mediation model in Fig

CHAPTER 5

CONCLUSION AND THINKING

5.1 Study Conclusions

In this paper, the basic research model is established through literature collation, which lays the direction for the research. Choose the four dimensions of the workplace fun, four direction of the organization atmosphere, job satisfaction as a variable, through the data analysis to verify the hypothesis, specifically: through descriptive statistics and differential analysis of the workplace fun, organization atmosphere and job satisfaction described the status quo of the three variables, through the Pearson correlation analysis and regression analysis of the relationship between the three, the final three-step regression rule verified the final hypothesis, namely the intermediary effect of organization atmosphere.

5.1.1 Workplace Fun and Employee Satisfaction

Workplace pleasure refers to the relaxing part that employees feel in the workplace, while job satisfaction is the comprehensive evaluation of Internet employees on work, forming individual attitude towards work. Many studies have been conducted to prove the correlation between workplace pleasure and job satisfaction. In this study, it was also proved that workplace pleasure can effectively improve employee job satisfaction, which is consistent with the conclusion reached by Men Zhifang (2013). Among them, the workplace fun and colleagues social activities, work celebrations and individual freedom, overall fun has a direct impact on job satisfaction, that, work environment and colleagues, enterprise entertainment and for employees free management will affect the Internet staff attitude to work.

Unlike previous studies, this study and colleagues of social activities and work celebrations will negative forecast job satisfaction, may be the survey mostly for young people, for contemporary young people, pay more attention to self feelings, for

work in the company is not interested, they enjoy the point off work, the feeling of their rest time, for colleagues also has a certain social distance, it is difficult to open up to colleagues even more social behavior, celebrations in the company will also feel nervous. Giving them more freedom makes them more satisfied and job satisfied than more activities in the company.

5.1.2 Workplace Fun, Organizational Atmosphere and Employee Satis faction

The results of this study show that there are obvious differences between male and female Internet employees in workplace fun, organizational atmosphere and job satisfaction evaluation, may be female than male pay more attention to the surrounding environment and individual own satisfaction, and because of the personality characteristics, women are more vulnerable to emotional control, while men are more rational, more focused on their heart, do not pay attention to the external environment and atmosphere.

For workplace fun, organizational atmosphere, and attitude, There are also different evaluations at different age stages, generally speaking, As we get older, Both physically and mentally are growing, psychologically, People will gradually develop a sense of self, With your own judgment, A new employee, Just entering the society, Curious about everything, More easier to obtain satisfaction, Thus, the external evaluation is higher, on the other hand, The older the person is, The more life experience, The more experience is, So the more thoughtful and rational, Similarly, at work, Would be less affected by the external environment, And thus suffer less interference.

Marriage only in the workplace fun score has obvious difference, probably because the married life compared to marriage will have less free space, more occupied by family, children, work, so less affected, and unmarried Internet employees to more attention in the workplace, more vulnerable to the influence of the in the workplace fun.

The current social situation is that the greater the ability, the greater the responsibility. Therefore, in the work, the leaders will be more inclined to pay more attention and favoritism to the employees with higher education. These highly educated talents also have more choice space, so they feel better about the workplace and organizational atmosphere.

5.1.3 The Intermediary Role of the Organizational Atmosphere

In the conclusion of this paper, workplace fun can not only play a direct role in job satisfaction, but also plays a very important role in the influence of workplace fun on job satisfaction, that is, the organizational atmosphere can be partially adjusted as an intermediary between the two. The conclusion drawn by this study is partly in line with previous conclusions, that is, the impact of workplace entertainment on job satisfaction is also a part of the organizational atmosphere. When Internet employees face the like, enjoy the workplace fun, not only will directly affect their evaluation for work, but also through the organization atmosphere to influence, may be influenced by from the enterprise atmosphere, such as work characteristics, personal autonomy, work returns and superior leadership support, will influence the Internet staff comprehensive assessment of work.

If the individual organization atmosphere of the enterprise has a negative evaluation, when he faced low evaluation of the workplace fun, there is no doubt that will have a negative evaluation of the work, and for higher evaluation of the workplace fun, but for the organization atmosphere of low evaluation will also make the Internet employees to job evaluation of contradictions, so as to reduce the original workplace fun to job satisfaction, direct evaluation.

Therefore, enterprises in improving employee job satisfaction and work efficiency, in addition to considering the workplace fun, also want to invest good atmosphere of construction process, create a unique, excellent organization atmosphere, comprehensive propaganda and organization atmosphere, make the Internet employees

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for the work has a more positive attitude, thus fundamentally drive the development of enterprises, not only obtained the good wind review, also directly brought economic benefits, achieve a win-win situation.

5.2 Discussion

The effect of workplace fun on employee job satisfaction

workplace fun can provide employees with a sense of enjoyment and fulfillment, and create positive emotional experiences that contribute to overall job satisfaction.Fu et al. (2019) found that workplace fun has a direct and positive effect on employee job satisfaction, and that this relationship is mediated by work engagement. They also found that organizational support and organizational justice are important factors that influence workplace fun and employee job satisfaction.

In addition, workplace fun can help to build social connections and promote a sense of teamwork and collaboration, which may further enhance job satisfaction.workplace fun can have a positive effect on employee job satisfaction, and that managers and organizations can benefit from incorporating enjoyable and entertaining activities in the workplace to create a positive and engaging work environment. Hakanen et al. (2008) found that work engagement, which is characterized by high levels of vigour, dedication, and absorption, is positively related to workplace fun and job satisfaction. Thus, creating a fun and engaging work environment can enhance employee job satisfaction and promote a positive work culture.

The effect of workplace fun on Organizational Atmosphere

According to the conclusion of this study, enterprises should consciously create a good enterprise environment for fun, and create a good working atmosphere, so as to improve the satisfaction of Internet employees for their jobs, and ultimately improve their work efficiency. Enterprises can do targeted work from multiple angles. For the fun of the workplace, we should start from the external work, expand the scale of the

enterprise on the basis of the ability, find our own industry characteristics, and have a clear goal of enterprise development planning. Also from set out actually, consider the needs of employees own, to stand in the perspective of Internet employees to consider problems, to put yourself in the Internet employees, starting from many aspects of experience, close the distance with the Internet employees, through some handwritten blessing small CARDS close caring enterprise care for Internet employees, let it feel warm, thus has a more positive attitude to work.Therefore, managers should pay attention to employee work fun and workplace culture when developing employee welfare and incentive plans to improve employee satisfaction and performance.

The Intermediary Role of the Organizational Atmosphere

Creating a positive and supportive organizational atmosphere is important for enhancing the benefits of workplace fun on employee satisfaction. By promoting a positive work culture and supportive work environment, managers and organizations can enhance employee satisfaction and promote a positive and engaging workplace.Coetzee and Harry (2014) found that the quality of the organizational atmosphere mediates the relationship between workplace fun and job satisfaction, such that workplace fun has a stronger positive effect on job satisfaction when the organizational atmosphere is positive.Law, Sánchez and Yáñez-Araque (2016) found that the perception of a positive organizational culture mediates the relationship between workplace fun and job satisfaction, as well as organizational commitment.a positive and supportive organizational atmosphere is necessary for workplace fun to have a positive effect on employee satisfaction. This includes factors such as organizational culture, leadership, social support, work-life balance, and job autonomy.

5.3 Research Limitations and Recommendation

5.3.1 Study Limitations

Although the hypothesis is obtained in this study, there are still many problems. For example, the samples of this survey mainly come to Jiangxi Province, although the proportion of samples is kept in the sample extraction process, there are still some deficiencies. Due to the lack of representativeness and the sampling method, the research results lack universality. Moreover, this paper focuses on questionnaire survey and lacks empirical research, so the persuasion of the research results needs to be improved.

5.3.2 Recommendation

Longitudinal research approaches should be considered in future studies that follow up the dynamic impact of workplace pleasure on employee job satisfaction over a longer time range. At the same time, different research methods such as interview method and case method were adopted to carry out in-depth investigation of the interviewees, and draw more comprehensive and rigorous research conclusions through different investigation methods.

In future studies, a more in-depth investigation can be conducted on the intermediary effect between the fair atmosphere in the workplace and the work satisfaction of the employees, such as a more in-depth study on the dimensional division of the organizational atmosphere. Moreover, different mediation variables can be introduced to explore the mechanism of mediating influence in workplace pleasure on employee job satisfaction to further enrich the research in this aspect.

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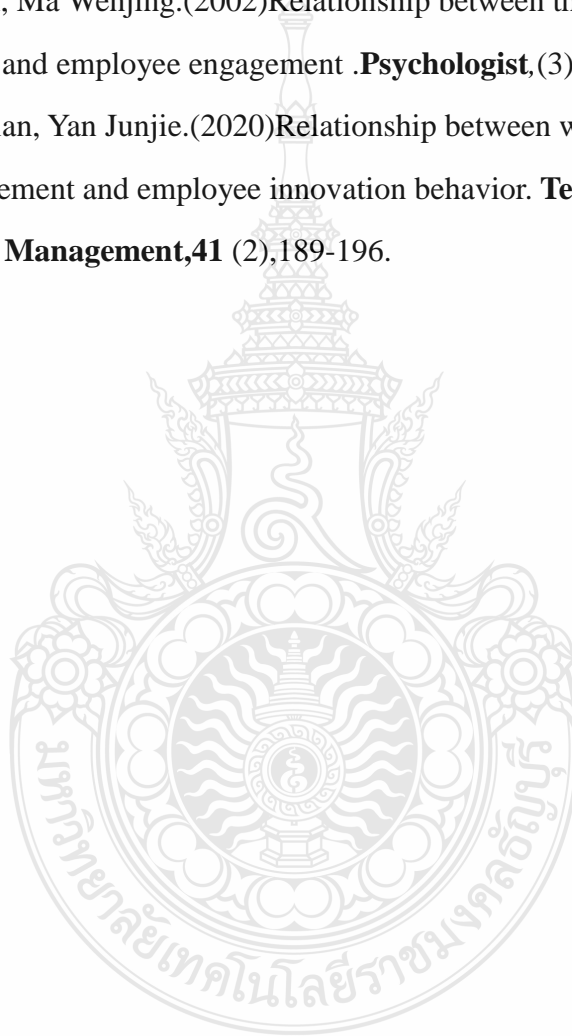
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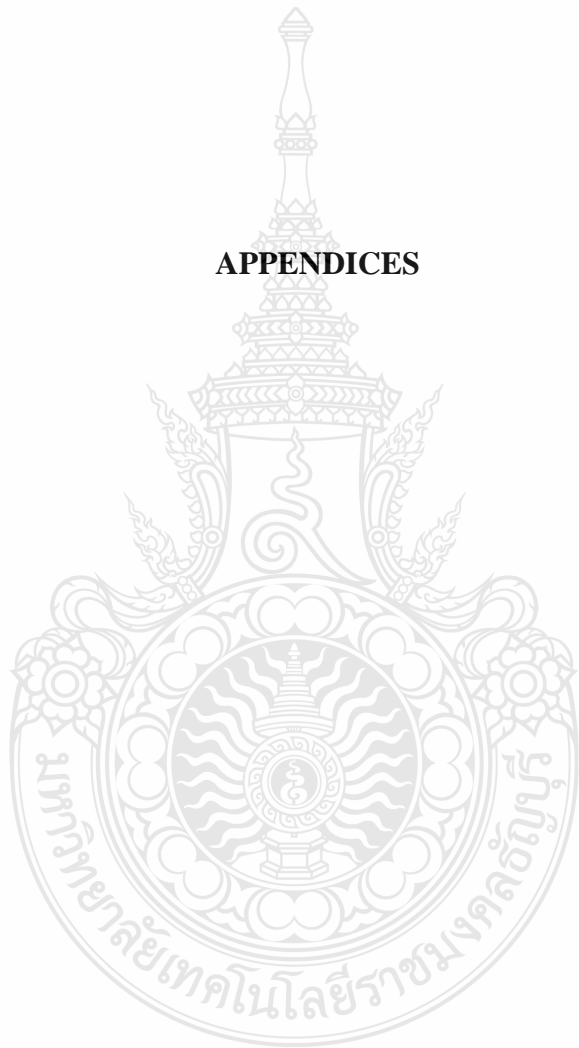
QUESTIONAIRE

Section 1

Dear Mr.A and Madam A,

shalom! Thank you for filling out this questionnaire.

This survey is a purely academic study, and there is no "right" or "wrong" answer in the questionnaire, please answer according to your actual feelings. We guarantee that your answers will be completely confidential. Your cooperation and support is crucial to the successful completion of this study. It is expected to take cost & minutes to complete all the questions. I hope to check them patiently. Sincerely thank you for your support!

first

    1. Your gender:

        A.   female and   B.   male

    2.Your age:

        A. 25 years and below   B. 26-35   C. 36-45   D. over 45 years old

    3. Marital status:

        A. unmarried   B. married

    4. Education:

        A. college or below   B. bachelor   C. master or above

Section 2

Workplace Fun.

The following is a new judgment and evaluation of your fun in the workplace. Please choose the options that can best represent your opinions according to your actual feelings.

(1) Social activities with colleagues

1. Frequent social activities with colleagues at work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

2. Frequent social activities with colleagues outside of work (after work)

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

3. There is a friendship at work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

4. Share your experiences with your colleagues regularly

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

5. Make jokes with your colleagues very often

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

6. Share food with your colleagues regularly

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

(2) Celebrations at work

7. Collective celebration activities at work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

8. Companies provide refreshments

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

9. The company has parties in the office

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

10. There are individual anniversary celebrations such as birthdays

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

11. There are celebrations such as work reward banquets

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

12. The company will hold group celebrations on festivals or other special days

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

(3) The degree of individual freedom

13.Dress freely

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

14. Listen to personal music during working hours

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

15. Take a short break during your work period

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

16. Often go out to the company for lunch with my colleagues

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

17. Work is autonomous and free

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

18. Allow the work to be done in a relaxed atmosphere

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

(4) Overall fun

19.My company is a company full for fun

A. Completely disagree with the B. Small to agree that C.indeterminacy D.agree E.in full agreement

20.My immediate leadership attaches great importance to entertainment

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

21. My company has an atmosphere full of fun

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

22. Most of the employees of my company have fun working at work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

23.The overall corporate culture of my company is full of fun

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

24.My leaders encourage workplace fun

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

Employee satisfaction.

The following is your job satisfaction. Please choose the options that best represents your opinion according to your actual feelings.

1. I am satisfied with the nature of my work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

2. I am satisfied with the people (boss)

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

3. I am satisfied with the relationship between people (colleagues or peers) in my work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

4. I am satisfied with my work income

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

5. I am satisfied with the promotion opportunities I can get in my work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

6. Considering every aspect of my work, I am satisfied with the current work situation

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

Organizational Atmosphere.

The following is the atmosphere of your organization. Please choose the options that can best represent your opinions according to your actual feelings.

1.My job involves multiple job skills and tasks

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

2. I need to participate in multiple processes, and finally to complete the whole part of the

work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

3. The quality of my work in the factory will have a great impact on others

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

4. I can quickly know how well I have done in my work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

5. I can decide how to handle a task at work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

6. Management designs the necessary performance and evaluation of the objectives and production plan of each department

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

7. I can discuss with my supervisor about the progress of the project task

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

8, I can work with my supervisor to analyze the potential problems in the work

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

9. Our factory can promote excellent employees and give them good development space

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

10. My salary is commensurate with my job performance

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

11, I am proud to join such a team

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

12. My immediate boss showed me the benefits

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

13. My immediate boss focuses on my career development

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

14. My immediate boss has confidence that I can do a good job well

A. Completely disagree with the B.disagree C.indeterminacy D.agree E.in full agreement

Appendix B Survey Questionnaire (Chinese version)

调查问卷

尊敬的先生女士：

您好！丰常感谢填写本次问卷。

　　本次调研是一项纯学术性研究，问卷答案没有"对"与"错"之分，请根据自身的实际感受作答即可。我们保证对您的回答将完全保密。您的配合和支持，对本研究能否顺利完成至关重要，完成全部题项预计花费&分钟，希望耐心勾选.诚挚感谢您的支持！

第一部分

1，您的性别：

A 女　 B 男

2，您的年龄：

A 25 岁及以下　B 26-35 C 36-45 D45 岁以上

3，婚姻状况：

A 未婚　B 已婚

4, 学历：

A 大专及以下 B 本科 C 硕士及以上

第二部分
工作场所乐趣

以下是对您工作场所乐趣的判新与评价，请您根据自身实际感受选择最能代表您意见的选项。

(一)和同事额社交活动

1.在工作中和同事的社交活动频繁

A.完全不同意　　 B.不同意　　 C.不确定　　 D.同意　　 E.完全同意

2.在工作之外(下班后)和同事的社交活动频繁

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

3.存在工作中的友谊

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

4.经常和同事分享各自的经历

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

5.经常和同事开玩笑

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

6.经常和同事分享食物

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

(二)工作中的庆祝活动

7.存在工作中的集体庆祝活动

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

8.公司提供茶点

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

9.公司会在办公室开派对

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

10.存在生日等个体纪念日庆祝活动

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

11.存在工作奖励宴会等庆祝活动

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

12.公司会在节日或其他特殊的日子里举办集体庆祝活动

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

(三)个体自由程度

13.自由地着装方式

A.完全不同意　　B.不同意　　C.不确定　　D.同意　　E.完全同意

14.工作时间可以听个人音乐

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

15.工作期间可以短暂的休息

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

16.经常和同事一起外出公司吃午餐

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

17.工作具有自主性和自由性

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

18.允许在轻松的氛围中完成工作

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

(四)整体乐趣

19.我所在的公司是个充满乐趣的公司

A.完全不同意　　　B.小同意　　　C.不确定　　　D.同意　　　E.完全同意

20.我的直属领导很重视娱乐

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

21.我的公司具有充满乐趣的氛围

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

22.我所在公司的大多数员工在工作时都感受到了乐趣

A.完全不同意　　　B.不同意　　　C.不确定　　　D. 同意　　　E.完全同意

23.我的公司整体的公司文化都是充满了乐趣的

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

24.我的领导鼓励工作场所乐趣

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

工作满意度。

以下是您的工作满意度情况，请您根据自身实际感受选最能代表您意见的选项。

1.我对自己所从事的工作的性质感到满意

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

2.我对指导自己的人(上司)感到满意

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

3.我对工作中共事的人(同事或平级)之间的关系感到满意

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

4.我对工作收入感到满意

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

5.我对在工作中能获得的晋升机会感到满意

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

6.考虑到工作中的每个方面，我对目前的工作情形感到满意

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

组织氛围。

以下是您的组织氛围情况，请您根据自身实际感受选最能代表您意见的选项。

1，我的工作涉及多种工作技能和任务

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

2，我的需要参与多道工序，最后才能完成一整部分工作

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

3，我在厂里的工作质量会对他人产生很大影响

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

4，我在工作中能很快知道自己做的成果如何

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

5，我在工作中可以自己决定如何处理成任务

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

6，管理层设计各部门目标和生产计划必要的绩效和评估工作

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

7，我可以与我的主管一起讨论项目任务进展情况

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

8，我可以与我的主管一起分析工作中的潜在问题

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

9，我厂可以晋升优秀员工，给予好的发展空间

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

10，我的薪水与岗位绩效相称

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

11，我为能加入这样的团队而自豪

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

12，我的直属上司关照我的福利待遇

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

13，我的直属上司关注我的职业发展

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意

14，我的直属上司对我能做好岗位工作有信心

A.完全不同意　　　B.不同意　　　C.不确定　　　D.同意　　　E.完全同意
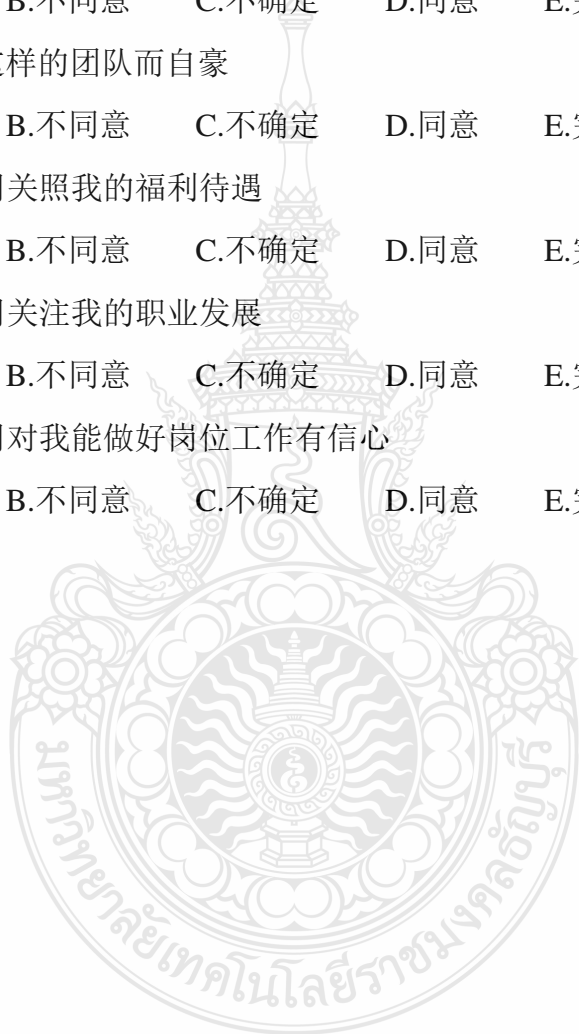
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....
Liu Huogen
(Miss Liu Huogen)