

THE MEDIATING ROLE OF SUBJECTIVE WELL-BEING BETWEEN HOUSING CONDITIONS AND JOB PERFORMANCE AMONG URBAN RENTERS IN CHINA

Keyan Wang^{1*}, Karnjira Limsiritong², Liou-Yuan Li³

^{1,2}Graduate School of Management, Siam University, Thailand

¹International Business College, Shandong Technology and Business University, China

³Faculty of Creative Industry, Srinakharinwirot University, Thailand

Received: October 1, 2025 / Revised: April 9, 2026 / Accepted: April 20, 2026

Abstract

Purpose: This study addresses a significant yet underexplored issue in China's urbanization context: how housing conditions relate to job performance among urban rental residents, who comprise approximately 25% of the urban population and often experience inferior living conditions compared with homeowners. Despite extensive research on housing and well-being, limited evidence exists on work-related outcomes among renters, the psychological mechanisms linking housing to job performance, and the measurement tools tailored to rental housing conditions. By focusing on the mediating role of Subjective Well-Being (SWB), this study aims to clarify the psychosocial pathway through which housing may influence work outcomes.

Study Design/Methodology/Approach: A cross-sectional survey of 400 employed urban renters across mainland China was conducted using multi-stage stratified sampling. Housing conditions were assessed with a newly developed multidimensional scale (affordability, quality, neighborhood, accessibility). SWB was measured using the Satisfaction with Life Scale and the Chinese revised PANAS, and job performance was assessed with adapted the Individual Work Performance Questionnaire subscales. Structural Equation Modeling with bootstrapping was employed for analysis.

Findings: Housing conditions showed a strong positive association with SWB ($\beta = .809, p < .001$), and SWB significantly predicted job performance ($\beta = .499, p = .004$). No significant direct path from housing conditions to job performance was found. Mediation analysis revealed that, in the tested model, SWB fully mediated this relationship (indirect $\beta = .415, p = .005$), accounting for the total effect of housing on performance. The model explained 65.5% of the variance in SWB and 34.2% in job performance.

Originality/Value: This study offers three contributions. Theoretically, it validates SWB as a full statistical mediator in the housing–job performance nexus among Chinese renters. Methodologically, it develops a context-sensitive multidimensional housing conditions scale for China's rental context.

*Corresponding Author: Keyan Wang
E-mail: keyan0830@126.com

Empirically, it provides the first evidence of the psychological pathway linking housing to work outcomes in China's large rental population. Findings suggest that improving rental housing quality may relate to enhanced well-being and self-reported job performance, although broader economic implications require further research.

Keywords: Housing Conditions, Job Performance, Subjective Well-being, Rental Housing, China

Introduction

Housing represents a fundamental human need and the most significant expenditure for most households in China (Zhang et al., 2018). Beyond providing shelter, it symbolizes wealth and social status, influencing individuals' self-perception and societal valuation (Zumbro, 2014). At a macro level, housing conditions are pivotal indicators of urban livability and a central focus of public policy (Wei & Wei, 2020). A robust body of international research has consistently corroborated the profound direct and indirect impacts of housing on critical life outcomes, including SWB and Job Performance (JP) (Dettmers et al., 2020; Hu et al., 2022; Murat et al., 2023). These relationships are often explained through theories such as the Conservation of Resources (Hobfoll, 2001), which posits that stressful environments deplete personal resources, and the Bottom-Up Spillover theory, which suggests satisfaction in life domains like housing influences overall well-being.

Despite its scale, empirical research specifically examining the work-related outcomes of China's rental housing population remains scarce and fragmented. The Seventh National Population Census (2020) revealed that approximately 25% of China's urban population resides in rental housing (Li, 2023). This segment often experiences poorer housing conditions compared to homeowners, within a market that remains underdeveloped and faces persistent challenges affecting residents' quality of life (Jin & Meng, 2021).

More specifically, three critical gaps in the literature warrant attention. First, while extensive research has documented the health and well-being consequences of housing (Riva et al., 2022; Tang et al., 2022), limited evidence exists on how housing conditions influence work-related outcomes, particularly job performance, among renters. Second, although psychological mechanisms such as subjective well-being have been proposed to link living environments to behavioral outcomes, few studies have empirically tested the mediating role of SWB in the Chinese rental context. Third, existing housing measurement tools often fail to capture the multidimensional nature of rental housing conditions—including affordability, quality, neighborhood, and accessibility—That are particularly salient for China's urban renters.

Given the government's increasing emphasis on citizen well-being and housing as a basic necessity, critical questions emerge: What are the specific mechanisms through which the housing conditions experienced by this substantial demographic affect their psychological state? How do these psychological states, in turn, translate into their capacity to perform in the workplace, which is crucial for both individual economic security and national productivity?

This study addresses these gaps by investigating the interaction mechanisms among housing conditions, SWB, and job performance specifically for China's urban rental housing residents. The scope is confined to the urban working population living in rental housing within mainland China, estimated at approximately 50.7 million households (Office of the Leading Group for the Seventh National Population Census, 2022), excluding Hong Kong, Macao, Taiwan, and rural areas.

Objectives

The primary objectives of this study are designed to systematically unpack the relationship between the physical environment of housing and the economic outcome of job performance through psychological lenses, thereby addressing the three identified gaps: the lack of evidence on work-related outcomes, the untested psychological mechanism, and the absence of a context-sensitive measurement tool.

1. To examine the direct effects of housing conditions (conceptualized as affordability, quality, neighborhood, and accessibility) on SWB and job performance of urban rental residents in China. This establishes the foundational links in the proposed model.

2. To investigate the mediating roles of SWB in the relationship between housing conditions and job performance. This objective aims to discern whether housing impacts work primarily through cognitive evaluation, affective state, and overall SWB.

Literature Review

Subjective Well-Being (SWB)

Subjective Well-Being (SWB), commonly referred to as happiness, represents an individual's holistic evaluation of their own life quality. This construct has evolved from philosophical roots to become a central, empirically measurable focus in psychology, economics, and sociology. The modern operational definition was crystallized by Diener (1985), who conceptualized SWB as a person's overall assessment of their life according to their own criteria, encompassing both cognitive judgments and affective reactions.

Diener's tripartite model posits that SWB comprises three interrelated yet distinct components: frequent positive affect, infrequent negative affect, and cognitive life satisfaction. This model has gained dominant scholarly acceptance. Life satisfaction represents the conscious, global cognitive appraisal of one's life as a whole. Emotional (or affective) well-being refers to the balance, frequency, and intensity of positive and negative emotions experienced in daily life. For the purpose of this study, SWB is adopted as the overarching psychological construct, with life satisfaction and emotional well-being serving as its two primary dimensions.

Influencing Factors of SWB are multifaceted, with meta-analyses suggesting environmental factors account for 60-70% of the variance (Diener et al., 2018). Key social-environmental influences relevant to a housing context include: Residential environmental factors (such as access to green spaces, neighborhood

safety, pollution levels, and commute duration) have demonstrated significant associations with SWB (Zhu et al., 2019; White et al., 2013); Changing house also can influence the subjective well-being of individuals, with the more they change house, the lower their subjective well-being and even the increased risk of death afterwards (Oishi & Schimmack, 2010).

Outcomes of SWB extend beyond mere feeling states to predict significant life results. Crucially for this research, higher SWB is robustly associated with superior job performance. Individuals with higher SWB tend to demonstrate greater productivity, creativity, organizational citizenship behaviors (e.g., helping colleagues), resilience, and lower burnout and absenteeism. While the direction of causality can be complex, evidence supports that SWB acts as a resource that fosters effective functioning in the work domain.

Housing Conditions (HC)

The conceptualization of housing conditions has evolved from a narrow focus on physical structure to a holistic, multidimensional construct. For this study, we synthesize contemporary scholarship and contextualize it within China's urban rental market to define housing conditions along four interlinked dimensions:

1. **Affordability:** This is a primary concern globally and particularly acute in China's high-cost cities. It encompasses not just the absolute rent-to-income ratio, but also the subjective financial burden, the availability of housing subsidies, and the stability of rental costs (Borgoni et al., 2021; Vybostok & Stefkovicova, 2023).

2. **Housing Quality:** This foundational dimension includes the structural integrity of the dwelling, the quality of internal facilities (plumbing, heating, appliances), indoor environmental quality (air, light, noise), space adequacy, and overall safety and livability (Battisti et al., 2021).

3. **Neighborhood and Community Conditions:** This dimension captures both the physical and social fabric surrounding the home. It includes the quality of public spaces, maintenance, security, noise levels, the quality of property management, and critically, the sense of community and social interaction among residents (Murat et al., 2023).

4. **Accessibility to Basic Needs:** This refers to the proximity and convenience of accessing essential services and amenities, including public transportation, healthcare facilities, educational institutions (a paramount concern in China's "school district housing" system), supermarkets, and cultural/recreational venues (Wang & Zhang, 2021; Borgoni et al., 2021).

Empirical evidence consistently links deficiencies in these dimensions to adverse outcomes. Poor housing quality is associated with physical health problems (respiratory issues, injuries) and mental health strains like depression and anxiety (Riva et al., 2022; Tang et al., 2022). These health outcomes, in turn, are well-established determinants of work capacity and performance (Lu et al., 2022). Furthermore, housing conditions have been directly linked to subjective well-being metrics, including both life satisfaction and emotional states (Zhou et al., 2022).

Housing conditions are multidimensional. This study synthesizes literature to define them through four key dimensions: 1) Affordability: relating to cost burdens and support mechanisms; 2) Housing Quality: encompassing structural safety, indoor environment, and livability; 3) Neighborhood and Community Conditions: including both physical infrastructure and social environment; and 4) Accessibility to Basic Needs: proximity to essential services like healthcare, education, and transportation (Borgoni et al., 2021; Wang & Zhang, 2021). Poor conditions across these dimensions are associated with adverse physical and mental health outcomes, which in turn can impair functioning, including work performance (Riva et al., 2022; Tang et al., 2022).

Job Performance (JP)

Job performance study originated in scientific management (Taylor, 1911). Primary conceptualizations include: 1) Outcomes Perspective: defines performance as the tangible results employees achieve within a timeframe, reflecting organizational expectations for outputs and achievements (Campbell & Wiernik, 2015). 2) Behavioral Perspective: Employee actions linked to productivity, fostering capabilities, innovation, engagement, and citizenship behaviors (Hakim & Fernandes, 2017). 3) Competency Perspective: emphasizes the underlying employee attributes—expertise, experience, resilience—that drive performance differences in achieving goals (Ng & Feldman, 2009).

Woodroffe (1992) expanded on the connotation of job performance as a combination of behaviors, competencies, and outcomes, with behaviors and outcomes connected through employee competencies (Pulakos et al., 2000). An integrated view, combining behaviors, competencies, and outcomes, is adopted in this study. Factors influencing job performance include competencies (knowledge, skills), personality traits (conscientiousness, emotional intelligence, proactivity), attitudes/emotions (organizational justice, satisfaction, commitment, motivation), physical and mental health status, and family and social support (Pandey, 2018).

Empirical Review and Hypotheses Development

Research demonstrates multiple dimensions of housing conditions impact residents' well-being. Internal factors (size, quality, facilities) and external factors (neighborhood design, community facilities, accessibility) significantly affect health and subjective well-being (Riva et al., 2022; Tang et al., 2022; Yu et al., 2022). Location, commuting, and affordability also contribute (Park & Seo, 2020; Sun et al., 2021). Consequently, we hypothesize:

H1: Housing conditions positively affect subjective well-being among Chinese rental housing residents.

Meta-analytic evidence establishes robust links between subjective well-being and job performance (Salgado & Moscoso, 2022). Therefore, we propose:

H2: Subjective well-being positively influences job performance among Chinese rental housing residents.

Although indirect, empirical evidence suggests pathways linking housing conditions and job performance (commute demands, insecurity, recovery states) (Dettmers et al., 2020). Therefore, the third hypothesis is proposed:

H3: Housing conditions positively affect job performance among Chinese rental housing residents.

Housing conditions influence key mediators of job performance (health, recovery, SWB) (Riva et al., 2022; Sun et al., 2021; Tang et al., 2022). We therefore hypothesize mediating roles:

H4: Subjective well-being mediates the relationship between housing conditions and job performance.

Synthesizing the above literature, this study addresses the identified gaps by proposing and testing an integrated model that links housing conditions to job performance through the mediating mechanism of subjective well-being. The model is grounded in Conservation of Resources theory and Bottom-Up Spillover theory, and employs a multidimensional measurement of housing conditions tailored to the Chinese rental context.

Based on the literature review and hypotheses, the research framework of this paper can be constructed as follows:

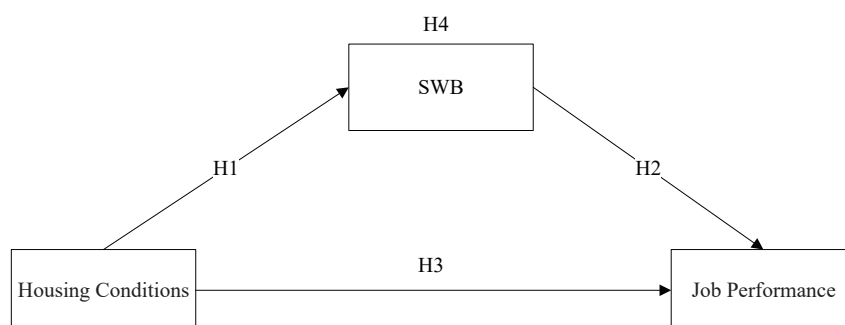


Figure 1 Research Framework

Methodology

Population and Sampling

The target population was defined as working-age urban residents living in rental housing in mainland China who were actively attached to the labor market. This included individuals who were currently employed (formally, flexibly, or self-employed) as well as those who were temporarily out of work but had recent work experience (within the past three months) and were actively seeking new employment. This broader definition was adopted to capture the dynamic nature of the rental population, which includes many young professionals and migrant workers who frequently transition between jobs. All respondents included in the final sample had recent work experience and were able to report on their job performance based on their most recent employment.

Using Yamane's formula for a finite population ($N = 50.7$ million, $e = 0.05$), a minimum sample size

of 400 was determined. Due to the absence of a complete sampling frame for China's rental population, a multi-stage targeted convenience sampling approach was employed. First, mainland China was stratified into four economic regions (Eastern, Central, Western, Northeastern) based on National Bureau of Statistics criteria. Second, a target sample of 400 was proportionally allocated across the first three regions (Eastern: $n = 180$, Central: $n = 117$, Western: $n = 122$), with the Northeastern region used for pretesting ($n = 31$). Third, within each region, participants were recruited through rental-focused online social media groups (WeChat/QQ) using the Questionnaire Star platform.

It is important to acknowledge that this recruitment approach may introduce sampling bias, as participants recruited through online rental groups tend to be younger, more educated, and more digitally active. The demographic profile indeed reflects this skew (82.1% aged 18-35; 92.3% with college degree or higher). However, this profile is broadly representative of China's urban rental population in major cities, where renters are disproportionately composed of young professionals, recent graduates, and migrant workers with relatively higher educational attainment (National Bureau of Statistics of China, 2022). While the sample is not fully representative of all rental residents (e.g., older or less-educated renters), it captures a significant and policy-relevant segment of the rental market. Readers should interpret the findings with this sampling limitation in mind, as discussed in the Limitations section.

Instruments

Data were collected using a structured questionnaire with 7-point Likert scales (1 = Strongly Disagree, 7 = Strongly Agree).

Housing Conditions (HC): A multidimensional scale was developed specifically for this study to capture the unique housing experiences of urban renters in China. The scale development process followed a five-stage procedure.

Stage 1: Literature review and dimension identification. Based on a comprehensive review of housing studies (Borgoni et al., 2021; Wang & Zhang, 2021; Murat et al., 2023), four core dimensions of rental housing conditions were identified: Affordability, housing quality, neighborhood and community conditions, and accessibility to basic needs.

Stage 2: Item generation and content validity assessment (IOC). An initial pool of 20 items was generated based on the literature and semi-structured interviews with five urban renters. To assess content validity, a panel of five experts—two professors in urban studies, two associate professors in organizational behavior, and one senior researcher in public health—was invited to evaluate each item. Experts rated each item on a three-point scale: +1 (clearly measuring the intended construct), 0 (uncertain), or -1 (clearly not measuring the intended construct). The Item-Objective Congruence (IOC) index was calculated for each item by summing the ratings and dividing by the number of experts. Items with an IOC score ≥ 0.60 were retained, while those below 0.60 were revised or removed based on expert feedback (Rovinelli & Hambleton, 1977). This process resulted in the rewording of three items and the removal of one item from the neighborhood dimension.

Stage 3: Exploratory Factor Analysis (EFA). Prior to pilot testing, an EFA was conducted on a separate sample of 150 urban rental residents to examine the preliminary factor structure. The Kaiser-Meyer-Olkin (KMO) measure was 0.929, and Bartlett's test of sphericity was significant ($p < .001$), indicating suitability for factor analysis. Principal axis factoring with promax rotation revealed a clear four-factor structure consistent with the hypothesized dimensions, explaining 54.18% of the total variance. Four items with low factor loadings (< 0.50) or substantial cross-loadings were removed, resulting in a 15-item scale with clean factor structures (loadings ranging from 0.55 to 0.98). The four factors were interpreted as affordability, housing quality, neighborhood conditions, and accessibility.

Stage 4: Pilot testing and item refinement. The revised 15-item scale was pilot tested with 31 rental residents from Northeastern China (a region not included in the main survey). All items demonstrated acceptable item-total correlations and internal consistency, and no further items were removed.

Stage 5: Final scale structure. The final 15-item scale measures four dimensions: Affordability (2 items), Housing Quality (3 items), Neighborhood Conditions (6 items), and Accessibility (4 items). All items were rated on a 7-point Likert scale.

Supporting evidence of validity: As reported in the Results section, Confirmatory Factor Analysis (CFA) confirmed the four-factor structure of the HC scale, with all fit indices meeting recommended thresholds ($\chi^2/df = 1.704$, CFI = .978, RMSEA = .042). Composite Reliability (CR) values ranged from .76 to .92, and Average Variance Extracted (AVE) values ranged from .61 to .80, demonstrating adequate convergent validity. Discriminant validity was also established, as the square root of AVE for each dimension exceeded its correlations with other dimensions.

Subjective Well-Being (SWB): SWB was measured as a second-order construct comprising cognitive and affective components. The cognitive component was assessed using the 5-item Satisfaction with Life Scale (Diener et al., 1985); one item was later removed based on CFA results, yielding a 4-item scale. The affective component was measured using the Chinese revised version of the Positive and Negative Affect Schedule (PANAS) (Qiu et al., 2008), from which an emotional balance score was calculated using 9 pairs of positive and negative affect items. Both scales were also subjected to the same IOC review process described above, resulting in minor wording adjustments to enhance contextual relevance for Chinese rental residents, but no items were removed.

Job Performance (JP): Relevant subscales from the Individual Work Performance Questionnaire (Koopmans et al., 2012) were adapted to a 7-point scale, focusing on task and contextual performance (5 items). The adapted scale underwent IOC review, with minor wording modifications to ensure clarity and relevance for the rental population, but no items were removed.

Results

Sample Characteristics

The final sample comprised 400 respondents. The majority were female (70.75%), aged 18-35 (82.1%), unmarried (70.5%), and held a college degree or higher (92.3%). Most were formally employed

(78.6%).

Measurement Model and Validity

Confirmatory Factor Analysis (CFA) confirmed the validity of the three-factor measurement model (HC, SWB, JP). All fit indices met recommended thresholds (e.g., CFI > 0.90, RMSEA < 0.08) as shown in Table 1.

Table 1 CFA Model Fit Indices (n = 400)

Model Fit Indices	Threshold Range	SWB	Housing Conditions	Job Performance	Research Model
Chi-square/df	below 5.00	2.670	1.704	3.310	1.808
GFI	above 0.90	0.961	0.943	0.984	.920
AGFI	above 0.90	0.932	0.925	0.953	.902
CFI	above 0.90	0.983	0.978	0.990	.962
TLI	above 0.90	0.976	0.974	0.980	.958
RMSEA	below 0.08	0.065	0.042	0.076	.045

Sources: Cheung et al., (2024)

In addition to the IOC-based content validity, the internal consistency of the scales was further supported by Cronbach's α and Composite Reliability (CR), as shown in Table 2. Internal consistency and convergent validity were evaluated using: Standardized factor loadings (threshold ≥ 0.5 ; ideally ≥ 0.7) (Cheung et al., 2024), Composite Reliability (CR > 0.7) (Cheung et al., 2024), Average Variance Extracted (AVE > 0.5) (Fornell & Larcker, 1981). All constructs met or exceeded criteria (Table 2).

Table 2 Reliability and Convergent Validity (n = 400)

Constructs	Item	Significance Estimates				FL	Cronbach's α	CR	AVE
		β	S.E.	t-value	P				
HC	affordability	1.000				.537	.899	.759	.623
	quality	1.078	.161	6.691	***	.661			
	neighborhood	1.191	.181	6.672	***	.802			
	accessibility	.917	.142	6.448	***	.645			
affordability	aff1	1.000				.786	.796	.797	.664
	aff2	1.150	.126	8.967	***	.843			
quality	qua_6	1.000				.913	.922	.923	.800
	qua_7	1.002	.036	27.996	***	.916			
	qua_8	.948	.039	24.189	***	.852			

Table 2 Reliability and convergent validity (n = 400) (Cont.)

Constructs	Item	Significance Estimates				FL	Cronbach's α	CR	AVE
		β	S.E.	t-value	P				
neighborhood	nei_2	1.000				.770	.904	.905	.613
	nei_6	.960	.058	16.622	***	.792			
	nei_7	.967	.059	16.460	***	.801			
	nei_9	.904	.054	16.892	***	.806			
	nei_10	.964	.062	15.523	***	.751			
	nei_13	.896	.056	16.009	***	.776			
accessibility	acc_1	1.000				.788	.865	.865	.617
	acc_2	1.086	.062	17.408	***	.843			
	acc_3	.996	.064	15.615	***	.774			
	acc_4	.936	.063	14.908	***	.732			
SWB	Cognitive	1.000				.886	.907	.750	.605
	Affective	.579	.064	8.976	***	.652			
cognitive	lf_1	1.000				.855	.924	.926	.759
	lf_2	.991	.042	23.353	***	.882			
	lf_3	1.111	.044	25.365	***	.928			
	lf_4	1.065	.052	20.354	***	.815			
affective	EB3	1.000				.762	.897	.898	.639
	EB4	1.169	.069	16.943	***	.827			
	EB5	1.009	.059	17.224	***	.839			
	EB6	.930	.062	14.908	***	.737			
	EB8	1.075	.064	16.914	***	.825			
JP	job_4	1.000				.713	.892	.897	.637
	job_7	1.146	.073	15.463	***	.829			
	job_9	1.215	.075	16.161	***	.870			
	job_10	1.305	.075	16.548	***	.869			
	job_13	1.144	.087	13.176	***	.693			

Remarks: β = Unstandardized Estimate; FL = Factor Loading; SMC = Squared Multiple Correlations; *** $P < 0.001$

Discriminant validity was examined using the Fornell-Larcker criterion (Fornell & Larcker, 1981), which requires that the square root of the AVE for each construct exceed its correlations with other constructs. As shown in Table 3, the square root of AVE for HC (0.789) was slightly lower than its correlation with SWB (0.809), indicating a potential overlap between these two constructs. This finding

is not entirely unexpected given the strong theoretical link between housing conditions and subjective well-being, and it is consistent with the high path coefficient ($\beta = .809$) observed in the structural model. Nevertheless, the remaining comparisons (SWB–JP and HC–JP) met the criterion, and all other validity and fit indices were satisfactory. Thus, while the distinctiveness of HC and SWB may be limited, the overall measurement model remains acceptable for the purpose of this study.

Table 3 Discriminant Validity Analysis (Fornell-Larcker Criterion)

Constructs	AVE	HC	SWB	JP
HC	.623	.789		
SWB	.605	.809	.778	
JP	.637	.467	.550	.798

Remarks: Diagonal values (bold) are the square root of the Average Variance Extracted (AVE); off-diagonal values are inter-construct correlations.

Structural Model Evaluation

Prior to model estimation, the normality of the observed variables was assessed by examining skewness and kurtosis. All items exhibited skewness values within ± 2 and kurtosis values within ± 7 , which are considered acceptable for Maximum Likelihood (ML) estimation under moderate non-normality (Curran et al., 1996). Nevertheless, given the ordinal nature of the 7-point Likert scale, a Bollen–Stine bootstrap (5,000 iterations) was applied to obtain bias-corrected standard errors and confidence intervals, as recommended for non-normal data (Bollen & Stine, 1992).

The research model of this study demonstrated a good fit to the empirical data. The ratio of chi-square to degrees of freedom (χ^2/df) was 1.808, falling well below the conservative threshold of 3.0. The Comparative Fit Index (CFI) was 0.962, and the Root Mean Square Error of Approximation (RMSEA) was 0.045, with both indices surpassing their respective benchmarks of 0.90 and 0.08. These collective indices indicate that the hypothesized model provides an adequate representation of the observed covariance structure among the variables. The final structural model is depicted in Figure 2.

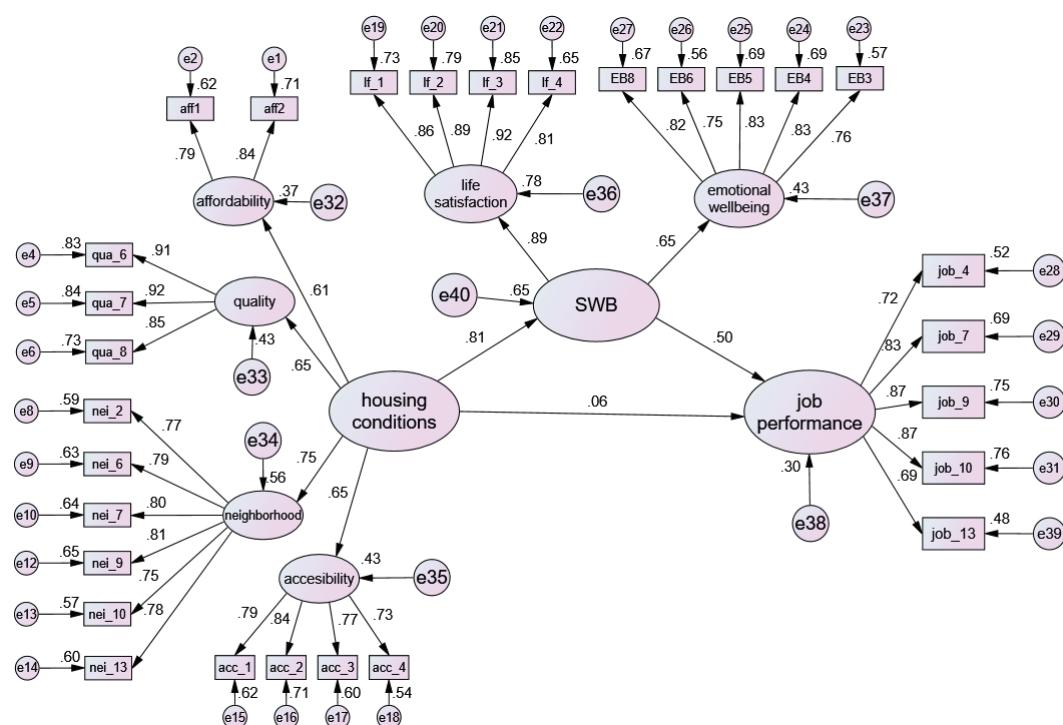


Figure 2 The Structural Equation Model of Research Framework

Hypothesis Testing

The standardized path coefficients derived from the Structural Equation Modeling were examined to test the direct relationships posited in Hypotheses 1 through 3. The results are summarized in Table 4.

Table 4 Direct Path Effects (n = 400)

Hypothesis	Relation Path	β	S.E.	C.R.	P	Std. Estimate	Result
H1	HC $\rightarrow$ SWB	.971	.122	7.964	***	.809	Supported
H2	SWB $\rightarrow$ JP	.428	.148	2.890	.004	.499	Supported
H3	HC $\rightarrow$ JP	.065	.158	.412	.680	.063	Not Supported

Remarks: β = unstandardized estimate; *** $p < 0.001$

As presented in Table 4, Hypothesis 1 (H1), which proposed a positive effect of Housing Conditions (HC) on Subjective Well-Being (SWB), was strongly supported. The path coefficient was statistically significant ($\beta = .809, p < .001$), indicating that improvements in housing conditions are associated with substantially higher levels of resident well-being. Hypothesis 2 (H2) was also supported, confirming a significant positive relationship between subjective well-being and job performance (JP) ($\beta = .499, p = .004$). This suggests that residents reporting greater overall well-being tend to demonstrate better performance in their occupational roles.

Conversely, Hypothesis 3 (H3), positing a direct positive link from housing conditions to job performance, was not supported. The direct path coefficient was negligible and non-significant ($\beta = .063$, $p = .680$). This finding implies that, within this model, housing conditions do not exert a straightforward, unmediated influence on job performance.

Given the non-significant direct effect (H3) alongside the significant effects leading to and from SWB (H1 and H2), a mediation analysis was conducted to test Hypothesis 4 (H4). Using a bootstrapping procedure with 5,000 resamples to generate bias-corrected confidence intervals, the indirect effect of housing conditions on job performance through subjective well-being was examined. The results are detailed in Table 5.

Table 5 Mediation Test Results (Bootstrapping, 5,000 samples)

Relationship	Point Estimate	Product of Coefficient		Bootstrapping (5,000 times)				
				Percentile 95%CI		BC 95%CI		P
		S.E.	Z	Lower	Upper	Lower	Upper	
Direct effect:								
HC→JP	.065	.298	.218	-.567	.412	-.525	.426	.801
Indirect effect:								
HC→SWB→JP	.415	.290	1.431	.120	1.036	.112	.983	.005
Total effect:								
Total effect	.481	.089	5.404	.319	.669	.323	.676	***

Remarks: *** $P < 0.001$; BC = Bias-corrected; CI = Confidence interval

The analysis revealed a statistically significant indirect effect ($\beta = .415$, 95% BC CI [.112, .983], $p = .005$). Crucially, the direct effect of housing conditions on job performance remained non-significant ($\beta = .065$, 95% BC CI [-.525, .426], $p = .801$), while the total effect was significant ($\beta = .481$, $p < .001$). This pattern of results—A significant total effect, a non-significant direct effect, and a significant indirect effect—Provides clear evidence for complete mediation (Preacher & Hayes, 2008). Therefore, Hypothesis 4 is fully supported.

The structural model explained a substantial proportion of variance in both endogenous variables. Specifically, housing conditions accounted for 65.5% of the variance in subjective well-being ($R^2 = 0.655$, 95% BC CI [0.490, 0.837]), and together with the indirect effect, the model explained 30.4% of the variance in job performance ($R^2 = 0.304$, 95% BC CI [0.175, 0.442]). a large effect size according to Cohen's (1988) guidelines for multiple regression ($R^2 \geq 0.26$ considered large).

The findings indicate that the influence of housing conditions on the job performance of urban rental residents is not direct but is entirely channeled through the psychological mechanism of subjective well-being. In other words, housing conditions primarily affect how residents feel and evaluate their lives (SWB), and this enhanced psychological state, in turn, leads to improved performance at work.

Summary of Findings

The results of the Structural Equation Modeling and mediation analysis offer clear empirical insights into the proposed relationships:

1. Housing conditions have a strong, positive direct impact on the subjective well-being of renters.
2. Subjective well-being has a significant positive direct impact on job performance.
3. No significant direct link exists between housing conditions and job performance when Subjective Well-Being is accounted for in the model.
4. Subjective well-being fully mediates the relationship between housing conditions and job performance, serving as the essential psychological pathway through which the quality of the living environment translates into occupational outcomes.

Discussion

This study investigated the mechanism through which housing conditions influence the job performance of urban rental residents in China, with a specific focus on the mediating role of Subjective Well-Being (SWB). The findings delineate a clear psychosocial pathway from the external material environment to internal psychological states and subsequently to external work behaviors, providing empirical evidence for understanding the broad socio-economic correlates of this fundamental living condition.

The Central Finding: Complete Mediation by Subjective Well-Being

The core finding of this research is that, in the tested model, the relationship between Housing Conditions (HC) and Job Performance (JP) is fully mediated by Subjective Well-Being (SWB). This indicates a statistical pattern consistent with full mediation, wherein the direct effect of HC on JP becomes non-significant after accounting for SWB. This model of complete mediation carries substantial theoretical weight. It indicates that, for urban renters, housing conditions do not enhance performance through direct, mechanistic means such as shortening commutes to increase work time. Instead, their influence operates through the more fundamental and complex pathway of shaping overall psychological well-being.

This result offers robust support for the applicability of the Conservation of Resources (COR) Theory (Hobfoll, 2001) in this context. Favorable housing conditions-characterized by safety, comfort, and accessible communities-can be viewed as critical external resources. They may help reduce chronic daily stressors (e.g., financial strain, neighborhood disputes, exhausting commutes), which is in turn associated with the preservation of psychological resources. Conversely, poor housing conditions may perpetually deplete these resources. Individuals reporting greater psychological resource reserves tend to report enhanced concentration, creativity, interpersonal cooperation, and resilience. Consequently, the role of housing is essentially that of a resource enrichment and protection mechanism, whose efficacy is realized through the conduit of psychological resources.

Analysis of the Non-Significant Direct Path (H3)

An intriguing finding of this study is the non-significant direct effect of housing conditions on job performance ($\beta = .063$, $p = .680$), despite the significant total effect mediated through subjective well-being. This result warrants further analytical consideration.

From a theoretical standpoint, the absence of a direct effect is consistent with the Conservation of Resources (COR) theory and the Bottom-Up Spillover theory that underpin this study. According to COR theory, external environmental conditions—such as housing—function as resource caravans that influence outcomes primarily through their impact on individuals' psychological resource reservoirs (Hobfoll, 2001). Housing conditions do not directly translate into workplace behaviors; rather, they shape the affective and cognitive states that, in turn, enable or constrain performance. In other words, housing operates as a distal, contextual factor whose influence on work outcomes is fully channeled through proximal psychological mechanisms.

Methodologically, the non-significant direct path may also reflect the multidimensional nature of both housing conditions and job performance. Housing conditions—encompassing affordability, quality, neighborhood, and accessibility—may affect different facets of job performance (e.g., task performance vs. contextual performance) through different pathways, some of which may cancel out or remain unobserved when performance is measured as a unidimensional construct. The fact that the indirect effect through SWB fully captures the housing–performance relationship suggests that the psychological pathway is the dominant, if not exclusive, mechanism linking these two domains.

Furthermore, the characteristics of the sample—predominantly young, educated urban renters—may also contribute to this pattern. For this demographic, housing conditions may be less likely to directly constrain work performance (e.g., through physical limitations like lack of space for remote work) and more likely to operate through psychological well-being, given their relatively higher adaptive capacity and access to resources, consistent with prior research on housing and well-being among younger populations (Zhou et al., 2022). Future research could examine whether a direct effect emerges among more vulnerable subgroups, such as low-income migrant workers or multi-family households, where poor housing may more directly impede work functioning (e.g., through lack of sleep, health issues, or inability to work from home).

In sum, the non-significant direct path does not imply that housing conditions are irrelevant to job performance; rather, it underscores that their influence is indirect and psychologically mediated, reinforcing the theoretical premise that housing matters for work outcomes primarily through its impact on how people feel and evaluate their lives.

Housing Conditions, Subjective Well-Being, and Its Dual Components

The results strongly confirm that housing conditions are a significant positive predictor of SWB. This validates the core assumption of “housing as a living environment” and elevates its impact to the level of overall psychological assessment. It is noteworthy that SWB was operationalized as a construct

integrating both the cognitive dimension (life satisfaction) and the affective dimension (emotional balance), following Diener's (1985) tripartite model of subjective well-being. Housing conditions likely influence these two components through distinct pathways: improvements in community environment and spatial quality may directly elevate global life evaluations, while the enhanced sense of security, belonging, and reduction in daily hassles may more directly manifest in fluctuating daily emotional experiences. The joint elevation of these two dimensions constitutes a more robust and comprehensive state of psychological well-being, providing a solid foundation for subsequent impacts on work behavior.

Subjective Well-Being as a Potent Antecedent of Job Performance

The finding that SWB significantly predicts JP aligns with a substantial body of evidence from positive psychology and contemporary organizational behavior, including meta-analytic evidence (Salgado & Moscoso, 2022). Employees with high SWB typically exhibit higher levels of both task performance and contextual performance. By confirming this relationship within the specific demographic of rental residents, this study underscores the cross-domain, universal influence of personal holistic well-being on workplace functioning. A positive balance of affective experiences fosters constructive work attitudes and prosocial behaviors, while satisfaction with life may correlate with greater work engagement and organizational commitment. Therefore, enhancing employee well-being is not merely a welfare objective but also a potential strategy for human capital investment.

Implications within the Chinese Context

The conclusions of this study hold particular relevance against the backdrop of China's rapid urbanization and evolving rental market. The urban renting population in China primarily consists of young professionals, new entrants to the workforce, and migrant populations, as documented in the Seventh National Population Census (Office of the Leading Group for the Seventh National Population Census, 2022; Li, 2023). These groups are often more sensitive to housing conditions and are at a critical stage of career development. This research offers preliminary evidence that improving housing quality for this sizable segment is associated with enhanced individual-level well-being, which in turn relates to higher self-reported job performance. At the individual and organizational levels, these findings suggest that housing conditions may be a relevant consideration for employers seeking to support employee well-being and effectiveness. For policymakers, the results point to potential individual-level benefits of housing interventions, though broader claims about labor market productivity or macroeconomic outcomes would require further research using aggregate-level data and more comprehensive indicators.

Theoretical Contributions and Practical Implications

The theoretical contributions of this study are threefold. First, it explicitly extends housing research from traditional economics and public health domains into the intersection of organizational management and psychology, constructing and validating a complete "environment-psychology-behavior" chain model. Second, by confirming the complete mediation role of SWB, it deepens the understanding of the specific mechanism through which housing conditions exert their influence, moving beyond simple correlational

relationships. Finally, it tests and supports Western theories like COR (Hobfoll, 2001) within the unique context of China's rental market and socio-cultural environment, thereby enhancing their cross-cultural explanatory power.

The practical implications should be interpreted within the scope of this study. At the organizational level, employers may consider housing-related benefits-such as rental assistance or flexible work arrangements-as part of employee well-being initiatives, given the observed association between housing conditions and self-reported job performance through SWB. For policymakers, the findings suggest that rental housing quality may have individual-level implications for resident well-being and self-reported work performance. Within the limits of this study, this provides a rationale for considering housing conditions in urban planning and housing policy, particularly for the young and educated rental population that constitutes a significant portion of the urban workforce, consistent with calls in the literature for more nuanced approaches to rental housing policy in China (Jin & Meng, 2021). However, the translation of these individual-level associations into broader urban economic outcomes—Such as talent competitiveness or city-level productivity—Remains an open question that would benefit from future research using macro-level indicators and longitudinal designs.

Limitations and Avenues for Future Research

This study has several limitations that point to directions for future inquiry. First, the cross-sectional design constrains the strength of causal inference. Although the theoretical model posits a flow from HC to SWB to JP, reverse or bidirectional relationships are also plausible, as cross-sectional mediation findings are inherently model-dependent (Preacher & Hayes, 2008). Future research could employ longitudinal panel designs, tracking changes in residents' well-being and performance before and after a change in residence, to provide stronger causal evidence. Second, the sampling method introduces a potential selection bias. Participants were recruited through rental-focused online social media groups (WeChat/QQ), which may over-represent younger, more educated, and digitally active renters. As reflected in the demographic profile, the sample is predominantly aged 18-35 (82.1%) and holds a college degree or higher (92.3%). While this profile aligns with a significant segment of China's urban rental population-particularly in first-tier cities where young professionals constitute a large share of renters-it limits the generalizability of the findings to older, less-educated, or digitally excluded rental subgroups. It is plausible that the relationships among housing conditions, SWB, and job performance may differ for these underrepresented groups. For instance, low-income migrant workers may experience more severe housing deprivation, potentially amplifying the impact of housing on well-being and work outcomes. Future research should employ more diverse recruitment strategies, such as community-based sampling or offline outreach, to capture a broader spectrum of the rental population. Additionally, stratified sampling based on age, education, and income levels could help ensure greater representativeness and allow for subgroup comparisons. Finally, the reliance on self-reported measures is a limitation. Future work could incorporate objective performance data (e.g., supervisor ratings, sales metrics), more nuanced objective

assessments of housing quality, and methods like experience sampling to further validate the model's robustness using multi-method, multi-source data.

Conclusions

This study provides robust empirical evidence for a psychosocial pathway linking housing conditions to job performance among urban rental residents in China. The findings confirm that housing conditions exert a significant positive influence on residents' subjective well-being, which in turn enhances their job performance. Crucially, the analysis reveals that, within the current model, subjective well-being functions as a full statistical mediator in this relationship. This suggests that, based on the variables included in this study, the association between housing conditions and work outcomes operates entirely through psychological mechanisms, with no significant direct link remaining after accounting for SWB. However, as with all cross-sectional mediation findings, this pattern is model-dependent and may vary with the inclusion of additional variables or alternative model specifications.

These results underscore the significant role of housing beyond mere shelter, positioning it as a critical form of "psychosocial infrastructure" that directly contributes to human capital by fostering psychological resources. The study advances the theoretical understanding of environment-behavior linkages by integrating the Conservation of Resources theory (Hobfoll, 2001) within the specific context of China's urban rental market. It affirms that improving housing quality is associated with enhanced subjective well-being, which in turn relates to higher self-reported job performance among rental residents. Within the limits of the study's scope, these findings suggest that housing quality may serve as a lever for supporting individual-level workforce outcomes, with potential implications for organizational human resource practices and urban housing policy.

Recommendations

Based on the conclusions, the following actionable recommendations are proposed for stakeholders:

For Policymakers and Urban Planners:

1. Integrate qualitative standards for rental housing—Focusing on safety, thermal comfort, noise insulation, and community facilities—Into housing regulations and urban development plans.
2. Develop targeted rental subsidy programs or tax incentives to alleviate affordability stress, a key dimension of housing conditions identified in this study.
3. Foster the development of "well-being-oriented" rental communities by ensuring access to green spaces, recreational facilities, and efficient public transportation, thereby enhancing neighborhood livability.

For Employers and Organizational Leaders:

1. Acknowledge housing stability and quality as components of employee well-being. Consider offering housing-related benefits, such as rental assistance or location-adjusted salaries, particularly in high-cost urban areas.

2. Implement and promote flexible work policies (e.g., remote work options) to help employees mitigate the negative well-being and performance effects associated with long and stressful commutes.

3. Strengthen workplace mental health and well-being support systems (e.g., Employee Assistance Programs) to help employees build resilience against external stressors, including those stemming from suboptimal living conditions.

For Future Research:

Future studies should employ longitudinal designs to better establish causality and explore the model's applicability among diverse renter subgroups (e.g., low-income migrants). Incorporating objective performance metrics and multi-source data would further enhance the validity of findings.

References

- Battisti, A., Calcagni, L., Calenzo, A., Angelozzi, A., Errigo, M., Marceca, M., & Iorio, S. (2021). Urban health: Assessment of indoor environment spillovers on health in a distressed urban area of rome. *Sustainability*, 13(10), 5760. <https://doi.org/10.3390/su13105760>
- Bollen, K. A., & Stine, R. A. (1992). Bootstrapping goodness-of-fit measures in structural equation models. *Sociological Methods & Research*, 21(2), 205-229. <https://doi.org/10.1177/0049124192021002004>
- Borgoni, R., Michelangeli, A., & Pirola, F. (2021). Handling heterogeneity in assessing residential satisfaction. *Geographical Analysis*, 53(3), 447-466. <https://doi.org/10.1111/gean.12249>
- Campbell, J. P., & Wiernik, B. M. (2015). The modeling and assessment of work performance. *Annual Review of Organizational Psychology and Organizational Behavior*, 2(1), 47-74. <https://doi.org/10.1146/annurev-orgpsych-032414-111427>
- Cheung, G. W., Cooper-Thomas, H. D., Lau, R. S., & Wang, L. C. (2024). Reporting reliability, convergent and discriminant validity with Structural Equation Modeling: A review and best-practice recommendations. *Asia Pacific Journal of Management*, 41(2), 745-783. <https://doi.org/10.1007/s10490-023-09871-y>
- Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2nd ed.). Lawrence Erlbaum Associates.
- Curran, P. J., West, S. G., & Finch, J. F. (1996). The robustness of test statistics to nonnormality and specification error in confirmatory factor analysis. *Psychological Methods*, 1(1), 16-29. <https://doi.org/10.1037/1082-989X.1.1.16>
- Dettmers, J., Wendt, C., & Biemelt, J. (2020). Already exhausted when arriving at work? A diary study of morning demands, start-of-work-day fatigue and job performance and the buffering role of temporal flexibility. *European Journal of Work and Organizational Psychology*, 29(6), 809-821. <https://doi.org/10.1080/1359432X.2020.1810666>
- Diener, E., Lucas, R. E., & Oishi, S. (2018). Advances and open questions in the science of subjective well-being. *Collabra-Psychology*, 4(1), 15. <https://doi.org/10.1525/collabra.115>

- Diener, E. D., Emmons, R. A., Larsen, R. J., & Griffin, S. (1985). The satisfaction with life scale. *Journal of Personality Assessment*, 49(1), 71-75. https://doi.org/10.1207/s15327752jpa4901_13
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39-50. <https://doi.org/10.2307/3151312>
- Hakim, W., & Fernandes, A. (2017). Moderation effect of organizational citizenship behavior on the performance of lecturers. *Journal of Organizational Change Management*, 30(7), 1136-1148. <https://doi.org/10.1108/JOCM-11-2016-0242>
- Hobfoll, S. E. (2001). The influence of culture, community, and the nested-self in the stress process: Advancing conservation of resources theory. *Applied Psychology: An International Review*, 50(3), 337-370. <https://doi.org/10.1111/1464-0597.00062>
- Hu, M., Su, Y., & Yu, X. (2022). Housing difficulties, health status and life satisfaction. *Frontiers in Psychology*, 13, 36619106. <https://doi.org/10.3389/fpsyg.2022.1024875>
- Jin, Z., & Meng, W. (2021). Analysis of existing problems in the housing rental market. *Shanghai Real Estate*, (2), 8-10. <https://doi.org/10.13997/j.cnki.cn31-1188/f.2021.02.005> [in Chinese]
- Koopmans, L., Bernaards, C., Hildebrandt, V., Van Buuren, S., Van der Beek, A. J., & De Vet, H. C. W. (2013). Development of an individual work performance questionnaire. *International Journal of Productivity and Performance Management*, 62(1), 6-28. <https://doi.org/10.1108/17410401311285273>
- Li, Y. (2023). Recent changes in China's housing rental market. *Housing and Real Estate*, (Z1), 10-13. <https://shorturl.asia/DSuy8> [in Chinese]
- Lu, X. F., Yu, H. J., & Shan, B. A. A. (2022). Relationship between employee mental health and job performance: Mediation role of innovative behavior and work engagement. *International Journal of Environmental Research and Public Health*, 19(11), 12, 6599. <https://doi.org/10.3390/ijerph19116599>
- Murat, D., Gur, M., & Sezer, F. S. (2023). Interaction between life satisfaction and housing and neighborhood satisfaction: "Privileged" housing areas in the city of Bursa. *Journal of Housing and the Built Environment*, 38, 1735-1760. <https://doi.org/10.1007/s10901-023-10014-4>
- National Bureau of Statistics of China. (2022). *National real estate development and sales in 2021*. https://www.stats.gov.cn/english/PressRelease/202201/t20220118_1826502.html
- Ng, T. W. H., & Feldman, D. C. (2009). Age, work experience, and the psychological contract. *Journal of Organizational Behavior*, 30(8), 1053-1075. <https://www.jstor.org/stable/41683883>
- Office of the Leading Group for the Seventh National Population Census. (2022). *China census yearbook-2020*. China Statistics Press.
- Oishi, S., & Schimmack, U. (2010). Residential mobility, well-being, and mortality. *Journal of Personality and Social Psychology*, 98(6), 980-994. <https://doi.org/10.1037/a0019389>
- Pandey, J. (2018). Factors affecting job performance: An integrative review of literature. *Management Research Review*, 42(2), 263-289. <https://doi.org/10.1108/MRR-02-2018-0051>

- Park, G. R., & Seo, B. K. (2020). Revisiting the relationship among housing tenure, affordability and mental health: Do dwelling conditions matter? *Health & Social Care in the Community*, 28(6), 2225-2232. <https://doi.org/10.1111/hsc.13035>
- Preacher, K. J., & Hayes, A. F. (2008). Asymptotic and resampling strategies for assessing and comparing indirect effects in multiple mediator models. *Behavior Research Methods*, 40, 879-891. <https://doi.org/10.3758/BRM.40.3.879>
- Pulakos, E. D., Arad, S., Donovan, M. A., & Plamondon, K. E. (2000). Adaptability in the workplace: Development of a taxonomy of adaptive performance. *Journal of Applied Psychology*, 85(4), 612-624. <https://doi.org/10.1037/0021-9010.85.4.612>
- Qiu, L., Zheng, X., & Wang, Y. (2008). Revision of the Positive and Negative Affect Schedule (PANAS). *Applied Psychology*, 14(3), 249-268. [in Chinese]
- Riva, A., Rebecchi, A., Capolongo, S., & Gola, M. (2022). Can homes affect well-being? A scoping review among housing conditions, indoor environmental quality, and mental health outcomes. *International Journal of Environmental Research and Public Health*, 19(23), 15975. <https://doi.org/10.3390/ijerph192315975>
- Rovinelli, R. J., & Hambleton, R. K. (1977). On the use of content specialists in the assessment of criterion-referenced test item validity. *Dutch Journal of Educational Research*, 2, 49-60. <https://psycnet.apa.org/record/1979-12368-001>
- Salgado, J. F., & Moscoso, S. (2022). Cross-cultural evidence of the relationship between subjective well-being and job performance: A meta-analysis. *Journal of Work and Organizational Psychology*, 38(1), 27-42. <https://doi.org/10.5093/jwop2022a3>
- Sun, B. D., Lin, J., & Yin, C. (2021). How does commute duration affect subjective well-being? A case study of Chinese cities. *Transportation*, 48, 885-908. <https://doi.org/10.1007/s11116-020-10082-3>
- Tang, J., Chen, N. Q., Liang, H. L., & Gao, X. (2022). The effect of built environment on physical health and mental health of adults: A nationwide cross-sectional study in China. *International Journal of Environmental Research and Public Health*, 19(11), 6492. <https://doi.org/10.3390/ijerph19116492>
- Taylor, F. W. (1911). *The principles of scientific management*. Harper & Brothers.
- Vybostok, J., & Stefkovicova, P. (2023). Housing affordability, quality of life, and residential satisfaction in the Austrian cross-border suburban region of bratislava, slovakia. *Moravian Geographical Reports*, 31(1), 2-13. <https://doi.org/10.2478/mgr-2023-0001>
- Wang, F. L., & Zhang, C. Y. (2021). Housing differentiation and subjective social status of Chinese urban homeowners: Evidence from CLDS. *Housing Studies*, 36(4), 567-591. <https://doi.org/10.1080/02673037.2020.1793915>
- Wei, W., & Wei, G. (2020). Economic development characteristics, housing inequality and life chances. *Sociological Research Online*, 35(4), 81-243. [in Chinese]

- White, M. P., Alcock, I., Wheeler, B. W., & Depledge, M. H. (2013). Would you be happier living in a greener urban area? A fixed-effects analysis of panel data. *Psychological Science*, 24(6), 920-928. <https://doi.org/10.1177/0956797612464659>
- Yu, X. F., Hu, D. P., & Hu, M. Z. (2022). Rental housing types and subjective wellbeing: Evidence from Chinese superstar cities. *Journal of Housing and the Built Environment*, 38, 1023-1046. <https://doi.org/10.1007/s10901-022-09982-w>
- Zhang, F., Zhang, C. Y., & Hudson, J. (2018). Housing conditions and life satisfaction in urban China. *Cities*, 81, 35-44. <https://doi.org/10.1016/j.cities.2018.03.012>
- Zhou, Z., Ma, Y., Du, W. B., Zhou, K. J., & Qi, S. J. (2022). Housing conditions and adolescents' socioemotional well-being: An empirical examination from China. *Applied Research in Quality of Life*, 17(5), 2721-2741. <https://doi.org/10.1007/s11482-021-09998-4>
- Zhu, Z. J., Li, Z. G., Chen, H. S., Liu, Y., & Zeng, J. (2019). Subjective well-being in China: How much does commuting matter? *Transportation*, 46(4), 1505-1524. <https://doi.org/10.1007/s11116-017-9848-1>
- Zumbro, T. (2014). The relationship between homeownership and life satisfaction in Germany. *Housing Studies*, 29(3), 319-338. <https://doi.org/10.1080/02673037.2013.773583>



Name and Surname: Keyan Wang

Highest Education: Doctoral Candidate

Affiliation: Graduate School of Management, Siam University, Thailand /
International Business College, Shandong Technology and Business University,
China

Field of Expertise: Housing, Job Performance, and Financial Performance



Name and Surname: Karnjira Limsiritong

Highest Education: Doctoral Degree

Affiliation: Graduate School of Management, Siam University, Thailand

Field of Expertise: Marketing and Human Resources Management



Name and Surname: Liou-Yuan Li

Highest Education: Doctoral Degree

Affiliation: Faculty of Creative Industry, Srinakharinwirot University,
Thailand

Field of Expertise: Human Resources Management and Organization
Behavior