



**FACTORS EFFECTING WORKERS WORKING UNDER THE  
996 WORK SYSTEM:  
A CASE STUDY IN CHINA**

**UNDERGRADUATE THESIS**

**Submitted as one of the requirements to obtain  
Sarjana Manajemen**

**By**

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**FACULTY OF BUSINESS  
INTERNATIONAL BUSINESS STUDY PROGRAM  
CIKARANG**

**May 2023**

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## ABSTRACT

Since the launch of the 996 work system, the discussion on it has never stopped. However, as Chinese employees have paid more and more attention to working hours over the years, many people have resisted the 996 work system, believing that it is a kind of squeezing of employees. Although there are so many objections in the society, many people still choose it because of salary and promotion channels. The purpose of this study is to investigate the influencing factors on employee work in China's 996 work system. The independent variables used in this study are work attitude, subjective norms and perceived behavior control, while the dependent variable is the behavior of the working system, and the intermediary variable will be expressed by the intention of the working system. This quantitative study obtained data from 208 employees with 996 work system from various regions of China through an online questionnaire and analyzed them using SEM (Structural Equation Model). The results showed that work attitude, subjective norms and perceived behavior control affected the intention of the 996 work system. Then, the intention affects the 996 work system behavior.

**Keywords:** *Working attitude, subjective norms, perceived behavior control, 996 working system intention, 996 working system behavior.*



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Beijing, China, May 2023

Researcher,

JILIN SONG

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