

THE IMPACT OF GOVERNMENT ACTIONS UNDER PUBLIC EMERGENCIES ON THE EMPLOYMENT QUALITY OF MEDICAL COLLEGE GRADUATES: CHINESE DOCTORS DURING COVID-19

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ABSTRACT – This study examines the changes in the evaluation of the employment quality of Chinese doctors during the COVID-19 pandemic under the intervention of government actions. In June 2020, 563 doctors were selected to conduct an employment quality survey in western China. This employment quality survey mainly focuses on social identity, work value and organizational behaviour commitment from three dimensions, and tests the impact of government actions on the employment quality of Chinese doctors in the face of job risk and increased work pressure through the form of questionnaire. The results of hierarchical analysis and regression analysis show that after the outbreak of COVID-19, under the intervention of government actions, the turnover tendency of Chinese doctors decreases from 9% to 3%, and there are varying degrees of positive reflection in the evaluation of social identity, work value and organizational behaviour commitment. The results show that government action, as an external influencing mechanism of employment quality, plays an important role in the face of occupational crisis. The intervention of government actions is helpful to study the positive changes in social identity, work value and organizational behaviour commitment of Chinese doctors during the COVID-19 pandemic and find the positive impact on their employment quality.

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INTRODUCTION

In January 2020, a new virus spread around the world and was officially named COVID-19 by the World Health Organization. Since the outbreak, the number of confirmed cases and deaths has increased rapidly. This COVID-19 is transmitted from person to person and is highly contagious (DeBarros et al., 2021). Due to its high susceptibility in the general population, the virus was identified as a Class B infectious disease and treated under the Class A Infectious Disease programme (Chen, 2020). The novel coronavirus has a long incubation period and various clinical characteristics, which seriously affects the normal work and life of people in the whole country (Ip, 2021; Day et al., 2021). As of 8 September 2020, COVID-19 has been confirmed in more than 200 countries, with a total of more than 20 million confirmed cases and 4 million deaths, and these numbers have continued to rise since then (WHO, 2020).

During the COVID-19 pandemic, more than 50 million health care workers are working around the clock to provide high-quality medical care to more than 200 million confirmed cases worldwide (as of May 2021). Medical staff of various countries play a positive role in facing public health emergencies, but the shortage of medical staff is a problem that cannot be ignored in all countries, especially in economically underdeveloped countries, and this shortage increases the working pressure of medical staff and increases the high attrition rate in the medical field (O'Neill et al., 2011). It reduces the quality of doctors' employment.

According to the 2019 Physician Career Dynamics Research Report, 37% of doctors have "changed jobs", and 51% of them are from the emergency department. Overall, doctors are most likely to "change jobs" in jobs with high work intensity and high risk. Of course, due to the limitation of their major, medical graduates have less flexibility in employment than graduates of other majors. In order to avoid the loss of professional skills and knowledge they have accumulated, they usually choose to work in the same industry or in health management government departments when "job-hopping".

With the vigorous development of the market economy, university graduates tend to focus on the development of their own career planning when choosing employment, which is inseparable from the vocational education for graduates in colleges and universities in the past 5 years. This choice may expand the imbalance of human resources in the medical industry and the career-oriented employment mode also leads to the weakening of the government's control over the market economy and employment quality.

This paper mainly studies whether the actions of the Chinese government can improve the employment quality of doctors. The employment quality of doctors may be influenced by multiple factors such as gender, family, economy and psychology. In the statistical analysis of the factors influencing the employment of college graduates, personal personality and interest, personal development space and self-realization rank the top three (Li, 2016). This employment quality evaluation standard, which takes personal development as the primary choice, increases the reduction in the cost of breaking the existing contract when faced with high intensity, high inhibition and high risk occupational environment such as public health emergencies.

Starting from the relationship between government actions and social identity, work value and organizational actions, this paper conducted a survey on employment quality of 563 Chinese doctors by questionnaire in June 2020. We investigated (1) Chinese doctors' pro-social sense of self-dedication and benefit to others was enhanced by the media's encouragement of their heroic performance in the COVID-19 pandemic and the government's policies and society. Under the influence of specific social situations, individuals, families, groups, knowledge and activities can coordinate with social needs in psychology and action, and achieve sustainable development. (2) The influence of government actions on the promotion of internal motivation, especially on personal career development and the willingness to quit or change posts, of Chinese doctors in the process of work. COVID-19 and other public events have a positive impact on work values. Under the macro national actions, Chinese doctors' work values are combined with government policies to improve the happiness of Chinese doctors, shoulder the responsibility of government public services, and improve the quality of medical care. (3) The external motivation and the effect of government actions in the work environment and welfare policy, under the influence of Chinese doctor will show the active, spontaneous and willing to pay extra effort, to ensure and success, to achieve the goal of the government and the incentive for the government actions, maintain a positive attitude, to ensure that encourage between members of the organization, And make this kind of positive actions play a role in the employment quality evaluation.

This paper, using Regression Analysis model and Analytic Hierarchy Process (AHP), to analyze the employment quality of Chinese doctors in the context of COVID-19, found that government actions had a positive impact on the employment quality of Chinese doctors in the context of public emergencies. The government in the face of public health emergencies, and establish and perfect the medical security system, increase the intensity of medical and health personnel training and team building, to make medical talent cultivation system of sustainable development, further promote the reform of the medical system, fully integrated resources from all walks of life, promote Chinese doctor employment quality evaluation. Government action promotes the active role of medical institutions in society. On the one hand, do a good job in the role of mentor training, actively promote vocational training and other policy guarantees, increase social care and social respect, establish social positive emotions, improve the subjective evaluation of sense of achievement and prosocial identity. On the other hand, the work values of medical workers should be combined with the practice of core values of socialism with Chinese characteristics. Embody the dominant ideology of Chinese socialism at the national, social and individual levels, and improve the sense of life happiness and career gains. Thirdly, through the establishment of a sound incentive mechanism, improve the working environment and welfare treatment, optimize the individual interests in the organization from the aspects of working relationship, work facilities, salary, recognition, etc., to promote the impact of incentive mechanism on the evaluation of the employment quality of Chinese doctors.

Government actions promotes the positive effect of social values on employment quality. This study results show that during the COVID-19, the Chinese government actions reduces the danger Chinese doctors' working environment induced actions reflect, to cover up the heterogeneity in the career planning choice, improving the subjective response of pro-social approval, commitment to the work values and organizational actions of subjective evaluation plays a positive role.

RESEARCH QUESTION

Faced with public health emergencies such as the novel coronavirus outbreak, the Chinese government has issued some policies, for example, safety, family, facilities, career development. Calling on doctors from all over the country to assist hard-hit areas and establish mobile cabin hospitals in these areas to ensure social stability in all aspects.

Unlike many developed countries, China's economic strength does not match its population, China ranks its per capita GDP at 59th in the world (as of March 2021). The per capita occupancy of facilities in China is very low, and when public health emergencies occur, the problems China needs to solve are far more difficult than the support it can provide.

Due to the imbalance of economic development, the distribution of medical institutions and medical talents is also uneven. When doctors in economically underdeveloped areas are faced with increasing work intensity and risk, their evaluation of employment quality is bound to change.

Irrefutable, these government actions have played an important role in containing the outbreak in China. Then, in the study of the employment quality of Chinese doctors, whether government actions can affect the employment quality and from what dimensions does it change during the period of COVID-19? Therefore, whether government actions has a positive correlation with the employment quality of Chinese doctors is the focus of our study.

Here's what to watch for:

1. What is the impact of government actions on the employment quality of Chinese doctors?
2. What is the relationship between government actions and Chinese doctors' social identity, work values and commitment to organizational actions?
3. Which dimensions are the core factors affecting the employment quality of doctors?

This paper will analyze it.

LITERATURE REVIEW

There are many factors affecting the employment quality of Chinese doctors (Kirsten et al., 2020). This paper will analyze the impact of employment quality from the perspectives of government actions and social identity, government actions and organizational actions commitment, government actions and work values (Ganapati et al., 2021; Ganz et al., 2019).

Combined with China's national conditions, in the crisis against emergency public health events, the government to ensure social stability policy actions can improve Chinese doctor social identity, and promote the sustainable development of organization actions commitment, and positive correlation to the doctor work values, eventually improve the employment quality of Chinese doctors, is the key problem in this paper.

Research on government actions and social identity

Government actions, also called administrative actions, refer to the responsibilities and functions of the administrative subject, as the executive organ of the state administration, when managing the state political, economic and social public affairs according to law. Here this article focuses only on the impact of policies and instructions made by the Chinese government in public health emergencies.

Chinese doctors have always been regarded as the cornerstone of social people's livelihood and health care security, and occupy a special position in society. While Chinese doctors receive the attention of all classes of society in their professional activities, their emotional and psychological acceptance and recognition of social organizations and other things related to organizations is the same focus of the whole society. Social identity is a dynamic process, specifically, is the dynamic process of organizational individuals connecting their own relevant elements with the organization under the action of specific social situations (Jones et al., 2021), including individuals, families, collective, groups, goals, values, knowledge and activities in line with the organization in psychology and action (Eldor et al., 2020).

In the face of the public health emergency, the Chinese government responded quickly and organized more than 30,000 outstanding medical personnel in 29 Chinese provinces and military systems to support the severe outbreak. This is an act in line with China's national conditions and reflects social justice. In the study, this paper summarizes their sense of social identity into two points, namely, the professional expectation and the professional return (Jackson et al., 2020). The researchers' analysis of career satisfaction (Furåker et al., 2012; Fahed, 2020) found that when career returns can be largely consistent (Gebrine et al., 2019) with career expectations, career job satisfaction will increase.

Under the influence of the social environment, Chinese doctors listen to the call of the government. From inside, not because of hard and dangerous (Halbesleben et al., 2013) choice retreat and disapproval (Hampton et al., 2019). From outside, actively cooperate with the national government unified deployment, emergency mobilize doctors to participate in action, medical team, into the most dangerous areas, finally control the spread of the virus in China.

In order to ensure this action, the Chinese government has made political actions and introduced and implemented a number of policy guarantees (Maclean et al., 2020). The actions of both sides have won the approval and support from all aspects of Chinese society.

Research on government actions and work values

The working values of Chinese doctors not only need the medical discipline spirit, but also have the humanistic spirit, which is the unity of the two. Its professional satisfaction is composed of multidimensional factors such as professional fairness, professional attitude, professional ability and professional responsibility (Hampton et al., 2019).

In the face of crisis, the overall environment society need to bear their obligations and responsibilities to balance, blindly employment quality require medical staff to make higher professional dedication is obviously unreasonable (Gebrine et al., 2019), will lead to the imbalance of medical staff career choice (Wang et al., 2019), thus increasing the lack of physician professional responsibility and the possibility of the change of work values (Fernandez et al., 2019).

Many studies divide internal values, external values (Wrench et al., 2014; Bresan et al., 2021) and incidental value, and fully explain the structural theory of work values. According to relevant research theory, many researchers focus on work values in altruism, independence, beauty, wisdom stimulation, creativity (Seibert et al., 2020), lifestyle, economic remuneration, safety, reputation, sense of achievement, management ability, work environment and colleague relationship. Some researchers divide work values into three types of instrumental work values, starting from the characteristics of work results, such as work status and economic interests, cognitive work values, such as interest, achievement (Dust et al., 2021), reputation, creativity, and emotional work values, such as relationship with colleagues and relationship with superiors (Bresan et al., 2021).

Based on the work value of the survey of college students, Chinese researchers summarize the work values into ten aspects: giving full play to personal ability, creativity, income, working status and reputation, development into a leader, guarantee of stability and future, autonomy, partnership, adventure and helping others.

The new round of reform of the national medical and health system that China launched in 2009 reemphasized the public welfare nature of medical and health undertakings, and emphasized the government's responsibility to ensure the fairness, accessibility and sociality of medical and health resources. Under the background of the national macro system, the construction of the working values of medical workers combined with the government's fine governance and humanistic governance concept is an important method and measure to improve the quality of medical treatment, enhance the happiness of medical and health workers in the field and assume the responsibility of the government's public services.

Research on government actions and organizational actions commitment

Organizational actions commitment is to explore the response that individuals make to organizational groups as well as within organizations, which can be applied to improve the effectiveness of organizational implementation. This paper focuses on whether government actions has an impact on Chinese doctors' positive response to organizational actions, that is, in the face of crisis events, Chinese doctors can make additional efforts proactively, voluntarily and voluntarily to ensure the realization and success of organizational goals (Seibert et al., 2020). Whether the government, as a national manager, can ensure the continuous positive organization of Chinese doctors with comprehensive incentives.

Chinese doctors usually receive two types of rewards in professional activities: One is external rewards, including salary, bonus, honorary titles; The second type is internal remuneration, whether medical staff feel the realization of self-worth (Jones et al., 2021), whether they contribute to society, whether they get professional satisfaction, etc. To this reason, the typical elements of Chinese doctors' commitment to organizational actions were counted:

Table 1. Chinese physicians focus on typical elements for their commitment to organizational actions.

Author	Element type	Typical elements (not exhaustive)
Eldor et al.(2020) Halbesleben et al.(2013) Hampton et al.(2019)	Ethical principles	Honesty, Integrity, Confidentiality
Ganz et al.(2019) Lu et al.(2011) Vilnai et al.(2020)	Positive and effective interactions	Respect diversity, Compassion, Care, Joint decision-making, Maintain professional boundaries, Reasonably accommodate, Self-interest , Insiders
Kirsten et al.(2020) Wang et al.(2019)	Organizational identification	Respect diversity, Maintain professional boundaries, Consider own interests
Gebrine et al.(2019) Jackson et al.(2020) Seibert et al.(2020)	Credibility	Commitment, Responsibility, Organizational skills, Rigor
Gebrine et al.(2019) Halbesleben et al. (2013)	Pursuit of excellence	Reflection, Self-assessment, Lifelong learning, Leadership

To a large extent, the evaluation of employment quality is inseparable from the commitment of organizational action. By extracting the elements of organizational behavior commitment mentioned by many researchers in their studies, the factors influencing the employment quality of Chinese doctors are combined. The extracted typical elements were divided into five categories for observation. We found that these elements basically belong to the internal working environment.

However, not all of the internal environmental factors extracted are suitable for measuring the employment quality of doctors in China. During the pandemic, the working environment and values of Chinese doctors have changed, and social recognition will also change the psychology of Chinese doctors. The affirmation of government actions to doctors' organizations will increase the improvement of doctors' professional identity, comprehensive incentive, practice environment, organizational atmosphere and other aspects, which will enable Chinese doctors to make positive organizational commitments (Vilnai et al., 2020) and continue government actions.

Of course, the evaluation of organizational behavior commitment cannot only be based on the Internal working environment. In order to increase its comprehensiveness, in addition to the Internal working environment, elements of reward type one should be added to the influencing factors in the investigation. Such as Working conditions and performance, Salary and welfare.

Analytic Hierarchy Process (AHP)

The Analytic Hierarchy Process (AHP) was formally proposed by Saaty (1970s). It is widely used in medical, economic, social, energy and other fields for its practicability and effectiveness in dealing with complex decision-making problems. Here, the evaluation of doctors' employment quality during the epidemic will be analyzed at different levels according to different pilot conditions.

In order to ensure the diversity and comprehensiveness of the survey, the participants of the survey were preliminarily divided. Before making a final conclusion, we must consider many influencing factors and make a final conclusion on the evaluation of Chinese doctors' employment quality through these influencing factors. The influencing factors here should take into account the differences in demographic characteristics such as gender and age, leading to changes in their evaluation of employment quality during the epidemic. These factors restrict and influence each other. As mentioned before, the evaluation of employment quality is itself a complex system. There are many factors in this system that are

impossible to determine who is right and who is wrong, so the use of analytic hierarchy process can effectively layer these problems.

The study was stratified according to the demographic characteristics of participants, such as age, gender and whether they intend to leave their jobs. In the analytic hierarchy Process (AHP), doctors of different ages and genders have different stress responses in the face of negative results such as work pressure and dangerous working environment caused by public health emergencies. The increased risk of workplace exposure to COVID-19 during the pandemic may reduce their motivation for medical research (Ripp et al., 2020.). The government's external compensation to them, in the form of salary and welfare, may violate the expected direction and reduce the intrinsic motivation of doctors (Judson et al., 2015). Therefore, behavioral behaviors during the epidemic have a two-way impact on doctors' incentives to work in the medical industry, and their evaluation or impact result depends on their subjective evaluation of social identity, work value and organizational behavior commitment.

In the AHP, the weight setting of each layer will eventually directly or indirectly affect the result, and the influence degree of each factor in each layer on the result is quantified, very clear and definite. We can understand the probability of their selection and evaluation to a greater extent by stratification of age, gender and turnover intention.

RESEARCH OBJECTIVES

This study focused on the employment quality of medical college graduates and selected doctors from hospitals in economically underdeveloped areas in western China, as samples for analysis, aiming to study the framework of the employment quality and evaluation system of Chinese doctors during the COVID-19 outbreak, and further explore the impact of government actions on the employment quality of Chinese doctors. It provides a basis for national employment policy and improvement of medical industry management level.

Our research objectives:

1. To determine the research dimension of government actions on Chinese doctor employment quality.
2. To establish the relationship between dimensions of employment quality of Chinese doctors.
3. To measure the weight of government actions in the employment quality evaluation, and determine the core factors of the Chinese doctors employment quality.

In order to achieve the purpose of the study, we analyzed the dimensions of the employment quality of Chinese doctors. Starting from the main factors of the dimension study, the purpose is to verify: In the face of public health emergencies, the Chinese government has implemented a unified macro deployment for doctors nationwide, providing point-to-point medical support; Daily supplies and medical supplies have also been unified deployment, the implementation of security policies, Influence on the employment quality of Doctors in China.

The influence of these government actions on the employment quality of Chinese doctors is studied from three dimensions of social identity, work values and organizational actions commitment, and the relationship between government actions and these three influencing factors is established, and the research hypothesis is established:

H1: government actions has a positive relationship to the social identity of Chinese doctors.

H2: government actions is positively correlated to the working values of Chinese doctors.

H3: The positive relationship exists between government actions and the organizational actions commitment of Chinese doctors.

RESEARCH METHOD

Analytic Hierarchy Process (AHP) and questionnaire design

Given the relatively broad definition of employment quality in the literature of many researchers, these measures vary widely. Through the review, analysis and collation of other researchers, the internal relationship and attribution of the concepts related to the employment quality of Chinese doctors are found. Quality factors of obtaining employment of personnel of the study found that more and more attention to career planning and job satisfaction, and, of course, this is essential, but in different situations, especially in the case of public health emergencies, not ignore the influence of government actions, so we started from government actions, the employment quality of Chinese doctors. To ensure the validity of this study and the validity of the conclusion, the empirical data are tested.

Therefore, we start from social identity, work values and organizational actions commitment to analyze the impact of government actions on the employment quality of Chinese doctors, in order to ensure that the dimension of the study is detailed and convenient to operate, and improve our judgment. We conducted hierarchical analysis on social identity, work value and organizational actions commitment, determined the secondary and tertiary research indicators of each dimension, and developed questionnaires.

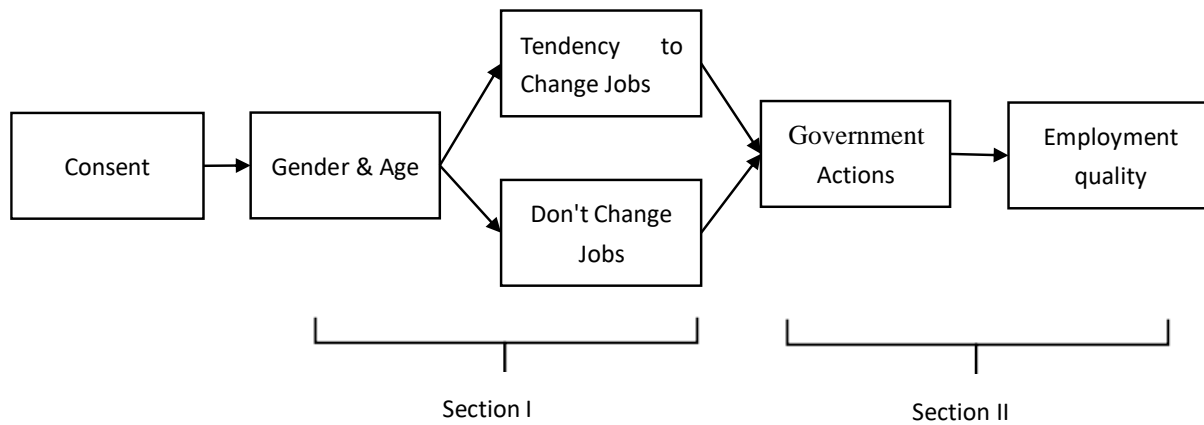


Figure 1. Flowchart of COOBSKF algorithm.

The questionnaire was conducted in a closed form with two sections. The first section of the survey was demographic data analysis, and participants were divided according to different genders, ages, and whether they had intention to quit or change jobs. The second section is to investigate the influence dimension. The second section is mainly divided into four parts using 5-The LIKERT evaluation method, namely part A: The impact of Government actions and social identity in the fight against COVID-19 (9 projects). Part B: The impact of government actions on work values (8 items). Part C: The impact of government actions on organizational actions commitment (10 items). Part D: Career expectations of Chinese doctors (2 items). Under the influence of political actions, whether doctors who have the tendency to leave or change jobs and those who have or not have such a tendency will stick to their original intention to work in the face of COVID-19 risks. Both are concerned about what the core impact dimension is, and described of the measurement indicators.

In addition, the medium used in this study is the online questionnaire developed in the form of questionnaire asterisk. In this survey, 700 questionnaires were sent to doctors in public hospitals from July to August 2020, and 563 questionnaires were effectively recovered, with a recovery rate of 80.4%. Participants were completely voluntary and were not remployment qualityured to provide their names or other personally identifiable information during the survey. In the first paragraph of the questionnaire, the purpose of the survey and the statement made to the public were clearly defined. Participants participated in answering the questionnaire with their consent. Participants took an average of 4 minutes to conduct the survey, with no more than 8 seconds to answer each question.

We described and analyzed the indicator survey in the three dimensions, which showed that influenced by government actions, 70% of departing doctors changed their ideas from different degrees, and gave high evaluation value to the indicators in the three measurement dimensions of employment quality. We analyzed the weight and ANOVA contrast of the indicators and explored the core factors affecting the employment quality of Chinese doctors.

Table 2. Descriptive Analysis (Detail)

Items	M±SD	Variance	Percentiles			Std. Error	Mean			Kurtosis	Skewness	Coefficient of variation (CV)
			25	Median	75		95% CI (LL)	95% CI (UL)	IQR			
20-25	0.000±0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	null	null	null
26-41	1.000±0.000	0.000	1.000	1.000	1.000	0.000	1.000	1.000	0.000	null	null	0.000%
40-60	2.000±0.000	0.000	2.000	2.000	2.000	0.000	2.000	2.000	0.000	null	null	0.000%
Gender	0.440±0.501	0.251	0.000	0.000	1.000	0.071	0.301	0.579	1.000	-2.020	0.249	113.961%
TI	0.420±0.499	0.249	0.000	0.000	1.000	0.071	0.282	0.558	1.000	-1.969	0.334	118.707%
AGB	0.100±0.303	0.092	0.000	0.000	0.000	0.043	0.016	0.184	0.000	5.792	2.750	303.046%
PR	3.740±1.006	1.013	3.000	3.000	5.000	0.142	3.461	4.019	2.000	-1.448	0.179	26.907%
PFR	3.280±0.927	0.859	3.000	3.000	4.000	0.131	3.023	3.537	1.000	-0.440	0.522	28.253%
SR	4.580±0.642	0.412	4.000	5.000	5.000	0.091	4.402	4.758	1.000	0.537	-1.276	14.012%
EL	3.360±0.802	0.643	3.000	3.000	4.000	0.113	3.138	3.582	1.000	0.299	0.973	23.870%
PC	4.160±0.912	0.831	3.000	4.000	5.000	0.129	3.907	4.413	2.000	-0.691	-0.666	21.914%
WE	4.880±0.328	0.108	5.000	5.000	5.000	0.046	4.789	4.971	0.000	3.974	-2.412	6.727%
LR	4.240±0.916	0.839	3.000	5.000	5.000	0.130	3.986	4.494	2.000	-1.647	-0.506	21.605%
HT	3.360±0.985	0.970	3.000	3.000	4.000	0.139	3.087	3.633	1.000	-0.877	0.275	29.309%

Table 2. Descriptive Analysis (Detail)

Items	M±SD	Variance	Percentiles		Std. Error	95% CI (LL)	Mean		Kurtosis	Skewness	Coefficient of variation (CV)
			25	Median			75	95% CI (UL)			
CR	4.620±0.635	0.404	4.000	5.000	0.090	4.444	4.796	1.000	1.041	-1.468	13.752%
IC	4.260±0.853	0.727	4.000	4.000	0.121	4.024	4.496	1.000	0.172	-0.949	20.014%
TS	4.060±0.740	0.547	3.750	4.000	0.105	3.855	4.265	1.250	-1.125	-0.097	18.222%
TIM	3.120±0.961	0.924	2.000	3.000	0.136	2.854	3.386	2.000	-0.443	0.613	30.811%
MB	4.180±0.774	0.600	4.000	4.000	0.110	3.965	4.395	1.000	-0.196	-0.602	18.525%
ML	3.760±1.153	1.329	3.000	4.000	0.163	3.440	4.080	2.000	-1.503	-0.172	30.660%
PO	3.320±0.999	0.998	3.000	3.000	0.141	3.043	3.597	1.000	-0.326	0.329	30.084%
FE	4.600±0.639	0.408	4.000	5.000	0.090	4.423	4.777	1.000	0.773	-1.370	13.889%
PW	3.660±0.917	0.841	3.000	3.000	0.130	3.406	3.914	1.250	-1.042	0.248	25.060%
PP	3.840±1.017	1.035	3.000	4.000	0.144	3.558	4.122	2.000	-0.619	-0.271	26.495%
PG	4.680±0.551	0.304	4.000	5.000	0.078	4.527	4.833	1.000	1.529	-1.534	11.775%
WI	3.240±0.716	0.513	3.000	3.000	0.101	3.042	3.438	0.250	1.250	0.997	22.099%
AP	4.360±0.802	0.643	4.000	5.000	0.113	4.138	4.582	1.000	0.138	-1.004	18.395%
CP	4.260±0.853	0.727	3.000	5.000	0.121	4.024	4.496	2.000	-1.420	-0.537	20.014%
SF	4.260±0.876	0.768	3.750	5.000	0.124	4.017	4.503	1.250	-0.780	-0.734	20.568%
WV	4.620±0.635	0.404	4.000	5.000	0.090	4.444	4.796	1.000	1.041	-1.468	13.752%
EM	4.200±0.990	0.980	3.000	5.000	0.140	3.926	4.474	2.000	-1.093	-0.684	23.565%
SC	4.040±0.968	0.937	3.000	4.000	0.137	3.772	4.308	2.000	-0.960	-0.504	23.962%
FC	3.400±0.728	0.531	3.000	3.000	0.103	3.198	3.602	1.000	0.510	1.188	21.424%

According to a descriptive analysis of 563 samples, 62.5% of doctors aged 20-25 had a tendency to leave their jobs before the epidemic, and 53.3% changed their choice after government behavioral intervention. Among participants aged 26-41, 35 percent of doctors were inclined to leave, but 40 percent changed their minds because of government actions during the pandemic. Among participants aged 40 - 60, 23.1% of doctors were likely to leave their jobs and 6.7% changed their minds before the pandemic.

According to gender, 48.1% of the female participants had the intention to leave their jobs before the epidemic, and 76.9% changed their minds after the government intervention. Among the male participants, 45.5% of them had the tendency to leave their jobs during the epidemic. After the government intervention, 80% of them changed their minds.

The tendency to leave during the outbreak was compared. Of the 563 Chinese doctors who participated in the survey, 40.8% said they were inclined to leave their jobs before the pandemic, and 78.3% of those who were inclined to leave their jobs said they changed their attitude and would not leave during the pandemic after the government intervention.

In the description of social identity factors by government behavior, the description value of social respect (SR) is 4.8, and the coefficient of variation is 14.0%. The peak offset was 1.3. Participants generally believed that government behavior had a great positive impact on the change of social respect.

In the description of government behavior on work value factors, the description value of policy security (PG) is 4.5, and the coefficient of variation is 11.8%. Participants believe that government behavior has a great influence on policy security, and this influence is positive. Secondly, WV and CR had a descriptive value of 4.44 and variation coefficient of 13.8%.

As can be seen from the description of government behavior to organizational behavior commitment factors, the smallest coefficient of variation is working environment (WE), which is 6.7%, the description value is 4.8, and the peak offset is 2.4. Participants generally believed that government actions had a significant impact on changes in the working environment. From the evaluation results, this effect is positive.

Regression Analysis

After collecting data, SPSS 20.0 statistical analysis software was used to establish a regression model, and systematic data analysis was conducted to explore the impact of government actions on the employment quality of doctors in China.

Table 3. AHP analysis

Items	Eigenvectors	Weight	Maximum eigenvalue	CI
Turnover intention	1.615	80.769%	2.000	0.000
After government actions	0.385	19.231%		

As can be seen from the above table, the judgment matrix for Turnover intention and After government actions is constructed to conduct AHP hierarchical research, and the characteristic vectors obtained from analysis are (1.615, 0.385), corresponding weight values are 80.769% and 19.231% respectively. In addition, the λ_{max} (2.000) can be calculated by combining the eigenvector, and then the CI value can be calculated by using the λ_{max} .

$$CI = \frac{\lambda_{max} - N}{N - 1}$$

We analyze the weight of the research index. When using AHP to calculate the weight, consistency test and analysis are needed. Consistency test needs to use CI and RI, which can be queried according to the table above. The judgment matrix constructed in this study can be queried to obtain random consistency RI values corresponding to the above table for consistency test calculation as follows.

Table 3. RI Table

Order	3	4	5	6	7	8	9	10	11	12	13	14	15	16
RI	0.52	0.89	1.12	1.26	1.36	1.41	1.46	1.49	1.52	1.54	1.56	1.58	1.59	1.5943
Order	17	18	19	20	21	22	23	24	25	26	27	28	29	30
RI	1.6064	1.6133	1.6207	1.6292	1.6358	1.6403	1.6462	1.6497	1.6556	1.6587	1.6631	1.6670	1.6693	1.6724

When AHP is used for weight calculation, consistency test analysis is needed to study and evaluate the consistency test results of weight calculation results, that is, to calculate consistency index CR value (CR = CI / RI). In general, the smaller the CR value is, the better the consistency of the judgment matrix is. In general, if the CR value is less than 0.1, the judgment matrix meets the consistency test. If CR value is greater than 0.1, it indicates that there is no consistency, and the judgment matrix should be properly adjusted and analyzed again. The calculation of judgment matrix meets the consistency test, and the weight obtained in the final calculation is consistent.

Table 4. Consistency test

Maximum eigenvalue	CI	RI	CR	Result of test
2.000	0.000	0.000	null	Pass

Regression analysis is mainly used to study the relationship between government actions and employment quality, and to analyze the relationship, direction and degree of influence between the two. Firstly, we analyze the model fitting situation, that is, analyze the model fitting situation through R square value, and analyze VIF value to judge whether the model has collinearity problem. Collinearity problem can be solved by regression or sectionwise regression. Then we analyze the significance of government actions; If significant (P < 0.05 or 0.01). It shows that government actions has an impact on employment quality. Then, we analyze the specific direction of the influence relationship, compare and analyze the degree of influence of government actions on employment quality with the regression coefficient β value, and summarize the analysis.

Table 5. Parameter Estimates (n=563)

	Unstandardized Coefficients		Standardized Coefficients	t	p	VIF	R ²	Adj R ²	F
	B	Std. Error	Beta						
Constant	0.356	0.069	-	5.146	0.000**	-	0.153	0.136	F(1,48)=8.700,p=0.005
AGB	0.644	0.218	0.392	2.950	0.005**	1.000			

Dependent Variable: Turnover intention

D-W: 0.468

* p<0.05 ** p<0.01

Before regression analysis, box plot can be used to check whether there is abnormal data, or scatter plot can be used to visually display the correlation between government actions and employment quality. After regression analysis, the normal graph can be used to observe and display the normality of the preserved residual values. Or use scatter chart to observe and display heteroscedasticity of regression model. If there is no relation at all between residuals and scatter points of government actions, then is ANOVA.

Table 6. Parameter Estimates (Summary)

	Coefficients	95% CI	VIF
Constant	0.356** (5.146)	0.220 ~ 0.491	-
After government actions	0.644** (2.950)	0.216 ~ 1.073	1.000
<i>n</i>		563	
<i>R</i> ²		0.153	
Adj. <i>R</i> ²		0.136	
<i>F</i> Value		<i>F</i> (1,48)=8.700, <i>p</i> =0.005	

Dependent Variable: Turnover intention

D-W: 0.468

* *p*<0.05 ** *p*<0.01 *t* statistics in parentheses

As can be seen from the above table, linear regression analysis is conducted with After government actions as independent variable and Intention as dependent variable. As can be seen from the above table, the model formula is: Turnover intention=0.356 + 0.644*AGB, model R squared value is 0.153, It means that After government actions can explain 15.3% of the reasons for Turnover change. When conducting the F test on the model, it was found that the model passed the F test (*F* = 8.700, *P* = 0.005<0.05), which indicated that After government actions must have an impact on the change of Turnover intention. Finally, specific analysis showed that:

The regression coefficient value of After Government actions is 0.644 (*t* = 2.950, *P* = 0.005 < 0.01), It means that After government actions has a significant positive impact on the change of Turnover intention.

Table 7. Model Summary

<i>R</i>	<i>R</i> ²	Adj. <i>R</i> ²	RMSE	D-W	AIC	BIC
0.392	0.153	0.136	0.454	0.468	66.954	70.778

The summary analysis shows that all After government actions have a significant positive impact on the change of Turnover intention.

Table 8. ANOVA

	Sum of Squares	<i>df</i>	Mean Square	<i>F</i>	<i>p</i> value
Regression	1.869	29	1.869	8.700	0.005
Residual	10.311	534	0.215		
Total	12.180	563			

As can be seen from the above table, during the F test, the model is found to pass the F test (*F* = 8.700, *p* = 0.005). That is, to show that the model construction is meaningful.

Table 9. Parameter Estimates (Detail) (n=563)

	Unstandardized Coefficients		Standardized Coefficients	<i>t</i>	<i>p</i>	95% CI	VIF
	<i>B</i>	Std. Error	<i>Beta</i>				
Constant	0.356	0.069	-	5.146	0.000**	0.220 ~ 0.491	-
After government actions	0.644	0.218	0.392	2.950	0.005**	0.216 ~ 1.073	1.000

Dependent Variable: Turnover intention

* *p*<0.05 ** *p*<0.01

As can be seen from the above table, linear regression analysis is conducted by taking After government actions as independent variable and Turnover intention as dependent variable. It can be seen from the above table that the R square value of the model is 0.153. It means that After Government actions can explain 15.3% of Reasons for change of Turnover intention.

RESULTS AND DISCUSSION

10% of the 563 participants had a tendency to leave their jobs, especially during the COVID-19 pandemic, when they faced immeasurable work stress and dangerous conditions. After the government intervention in their employment choice, 70% of them changed their intention to leave, and they would stick to the rescue task. 30% of the doctors still have the tendency to quit their jobs, but by the time of the survey, they still did not quit their medical posts. We do not evaluate whether they will not quit their jobs in the future because of the decrease of work intensity and risk factor.

Determine the research dimension of government actions on the employment quality of Chinese doctors

Before the implementation of the survey, we divided the research dimensions of Chinese doctors' employment quality into three dimensions: social identity, work value and organizational actions commitment. Through the influence of government actions on these three dimensions, the paper examines the influence of government actions on the employment quality of Chinese doctors.

The evaluation indexes of the three dimensions are set to operationalize the research questions. Through participants' evaluation of the indicators, whether the three dimensions are affected by government actions is detected, so that participants can improve the evaluation coefficient of employment quality. If the evaluation of the three dimensions of Chinese doctors changes under the intervention of government actions, we believe that government actions has an impact on the quality of employment.

After the survey and index analysis, We conducted a classified analysis of all indicators of influencing factors, and found that 40.1% of the participants rated 5 and 19.8% rated 4 in the evaluation of the impact of government behavior on social identity. The results of comprehensive analysis calculation show that 79.05% of the participants believed that the government's intervention in the doctors employment quality during the COVID-19 pandemic had a positive effect on social identity. In the evaluation of the impact of government behavior on work value, and found that 41.8% of the participants rated 5 and 18.6% rated 4. The results of comprehensive analysis calculation show that 79.13% of participants' work value was improved by the intervention of government actions. In the evaluation of the impact of government behavior on organizational actions commitment, and found that 47.6% of the participants rated 5 and 34.9% rated 4. The results of comprehensive analysis calculation show that 82.65% of participants believed that government actions improved their organizational actions commitment.

Based on such research results, we can confirm that government actions has a positive correlation with the employment quality of Chinese doctors, and the three dimensions of the study on the employment quality of Chinese doctors are social identity, work value and organizational actions commitment.

Establish the relationship between government actions and employment quality dimensions of Chinese doctors

We have made three hypotheses between government actions and employment quality.

Government actions and Social identity

According to the survey results of the dimension of social perception. According to the statistics of the evaluation index of social respect, 65.6% of the participants rated 5 points, and 26.5% rated 4 points. The comprehensive calculation shows that 91.43% of participants believe that government actions promote the improvement of social respect. Even in the evaluation of social identity of those who insist on leaving their jobs, 26% of the participants rated 5 points, and 51% rated 4 points. The comprehensive calculation shows that 76% of participants still believe that social respect for doctors is significantly increased under government intervention. In the collation and review of literature review, we know that social identity is a dynamic process, specifically, a dynamic process in which an organization associates its own relevant elements with the organization under the action of a specific social situation (Jones et al., 2021).

During the COVID-19 pandemic, government actions have changed the performance of society, making Chinese doctors feel such social performance in a specific work and social environment, and they associate such performance with employment quality, showing a change in the evaluation of employment quality. From the results, we can see that such social performance has a positive impact on employment quality, which can be considered as a positive correlation between government actions and social identity of Chinese doctors.

Government actions and work value

Reviewing the literature, we know that in the face of crisis, the overall environment and society needs to shoulder balanced obligations and responsibilities. It is obviously unreasonable to blindly remployment qualityuire medical staff to make higher professional dedication (Ge Halogen et al., 2019), which will lead to unbalanced career choices of medical staff (Wang et al., 2019). This increases the likelihood of a lack of professional responsibility and a change in the value of the work (Fernandes et al., 2019).

Among the evaluation results of the work value dimension, we find that the work value is the highest, 92.25% of the participants think that the work value is interfered by the government actions, and they are very satisfied with it. During the epidemic, Chinese doctors faced the crisis of working environment and the rapid increase of work pressure, and their social responsibilities remployment qualityuired them to undertake unbalanced obligations and unreasonable dedication. In this situation, the intervention of government actions greatly satisfied the orientation of Chinese doctors to work values. Therefore, we can conclude that government actions has a positive correlation with the professional value of Chinese doctors.

Government actions and organizational actions commitment

Organizational actions commitment is to a large extent divided into external environmental actions commitment and internal environmental actions commitment, which has been sorted out in the literature review. In the results of the study on the indicators of actionsal commitment to the external environment, we found that during the COVID-19 pandemic, although salary and income were the focus of participants, they were not the focus.

Through the investigation of the three dimensions of employment quality, we find that government actions is positively correlated with Chinese doctors' social identity, work value and organizational actions commitment, so the hypothesis is established.

Determine the core factors of Chinese doctors employment quality under the influence of government actions

In the index evaluation analysis, the weight of each index and evaluation results are integrated and converted into percentages for comparison.

Through the investigation of the three dimensions of employment quality, we find that government actions is positively correlated with Chinese doctors' social identity, work value and organizational actions commitment, so the hypothesis is established.

The results show that government actions has a positive impact on social identity, work values and organizational actions commitment among the employment quality of Chinese doctors. By comparing the evaluation coefficients of all indicators, internal working environment (72.54), quality assurance and incentive policies (65.36) and self-value realization (58.50) rank the top three indicators. It can be concluded that government actions can effectively improve the internal working environment and incentive policies, and have a positive impact on the realization of doctors' self-value in terms of the impact on the employment quality of Chinese doctors. The results are basically consistent with the research hypothesis. Therefore, we list these three indicators as the core influencing factors of government actions on the employment quality of Chinese doctors.

In times of crisis, the government actions intervention that China can maximize the altruistic tendency of doctors, they volunteered to work extra time, even if the extra work without additional results or reward, but it improved Chinese doctors job satisfaction. We can draw the government actions in times of crisis is very necessary.

CONCLUSIONS AND SUGGESTIONS

The employment quality of Chinese doctors is a complex and systematic study, which is not a simple judgment in theory or in practice. Whether we are in the midst of COVID-19 or in our daily lives, the medical profession is on the front lines of the battle against viruses and bacteria. The quality of doctors' employment is not a simple or abstract unified standard, it will be affected by many factors. The interference of political actions on employment quality is the result of policies formulated by the state through macro means and belongs to the top-down process, which mainly reflects the state's emphasis on the medical and health system, policies, politics, economy, culture and social development level.

This study demonstrates a process of influence from external stimulus to internal stimulus. It provides the possibility for the government to intervene in the employment situation of the medical industry in China and realize the expected social outcome of the evaluation. A shift from an externally motivated work environment to an internal motivation for Chinese doctors to realize their own professional development. This has implications for the development and management of other industries in terms of policy thinking.

The development of society needs health security. As the implementor of health security, Chinese doctors' professional demands have become the focus of national and social attention. This paper is dedicated to exploring how to improve the employment quality of Chinese doctors, provide relevant practices and suggestions for Chinese doctors, and help them achieve self-career development.

The study shows that in the face of public health emergencies, government behavioral interventions can effectively improve the employment quality of doctors, which provides enlightenment and suggestions for the country to make better employment policies. The government should take the employment priority strategy as the means and the talent power strategy as the goal. In the midst of the epidemic, it is necessary to grasp the new situation and requirements of the medical industry, focus on key areas, formulate internal incentive policies for medical talents, better leverage the advantages of human resources, and improve job satisfaction. This is of great significance to improve the human resources of the national health industry, retain talents for the medical industry, and promote the high-quality development of doctors' employment. It is of great significance to promote socialized employment, stability and economic and social development.

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CONFLICT OF INTEREST

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