**Survey on the Status of publishing practitioners' Occupation (2019-2020)**

**The first part of the basic situation**

**Question 1 The nature of your unit: [fill in the blank]**

**Question 2 Where is your unit: [fill in the blank]**

**Question 3 Your gender: [Multiple choice]**

Option Subtotal Scale

Male 1139 30.52%

Female 2593 69.48%

3732 valid fill-in times for this question

**Question 4 Your age: [Multiple choice]**

Option Subtotal Scale

≤25 221 5.92%

26~30 820 21.97%

31~35 875 23.45%

36~45 1242 33.28%

46~55 466 12.49%

56~60 87 2.33%

Over 60 21 0.56%

3732 valid fill-in times for this question

**Question 5 Your educational background: [Multiple choice]**

Option Subtotal Scale

Junior high school 3 0.08%

High School 7 0.19%

College 170 4.56%

Bachelor 1733 46.44%

Master 1677 44.94%

Doctor 142 3.8%

3732 valid fill-in times for this question

**Question 6 Your years of publishing work: [Multiple choice]**

Option Subtotal Scale

Less than 5 years 1314 35.21%

6~10 937 25.11%

11~20 1094 29.31%

21~30 312 8.36%

Over 30 years 75 2.01%

3732 valid fill-in times for this question

**Question 7 Your job title: [Multiple choice]**

Option Subtotal Scale

None 944 25.29%

Primary title 321 8.6%

Intermediate title 1636 43.84%

Deputy senior title 661 17.71%

Senior professional title 170 4.56%

3732 valid fill-in times for this question

Part II Workload and working hours

**Question 8 Which job posts do you belong to? [Multiple choice]**

Option Subtotal Scale

Administration series 499 13.37%

Content editing series 3049 81.7%

Marketing distribution series 125 3.35%

Technical series 59 1.58%

3732 valid fill-in times for this question

**Question 9 Your position belongs to the administrative series: [Multiple choice]**

Option Subtotal Scale

Ordinary employees 136 27.2%

Middle-level leaders 274 54.8%

Senior Leadership 90 18%

500 valid fill-in times for this question

**Question 10 Your position belongs to the editor series: [Multiple Choice]**

Option Subtotal Scale

Copyright Editing 16 0.52%

Book Editing 1791 58.76%

Journal editor 709 23.26%

Audiovisual Editing 23 0.75%

Digital Editing 25 0.82%

New Media Editor 40 1.31%

Proofreading 303 9.94%

Quality inspection 127 4.17%

Art Editing 14 0.46%

This question is validly filled in 3048 times

**Question 11 The amount of text processing that the unit requires you to complete in one year is: [Multiple Choice]**

Option Subtotal Scale

No such indicator 1218 41.57%

Below 2 million words 377 12.87%

2 million words to 4 million words 603 20.58%

4.01 million words to 6 million words 302 10.31%

6.01 million words to 8 million words 177 6.04%

8.01 million words to 10 million words 105 3.58%

More than 10 million words 148 5.05%

2930 valid fill-in times for this question

**Question 12 Your position belongs to the marketing series: [Multiple choice]**

Option Subtotal Scale

Distribution Assistant 9 7.2%

Head of Distribution 30 24%

Marketing Assistant 30 24%

Marketing Executive 50 40%

E-commerce specialist 6 4.8%

This question is validly filled in 125 times

**Question 13 The code indicators that the unit requires you to complete in one year are: [Multiple Choice]**

Option Subtotal Scale

No such indicator 54 43.2%

Below 1 million 14 11.2%

1 million~2 million 13 10.4%

2.01 million~4 million 6 4.8%

4.01 million~6 million 9 7.2%

6.01 million~8 million 4 3.2%

8.01 million~10 million 3 2.4%

More than 10 million 22 17.6%

This question is validly filled in 125 times

**Question 14 Your position belongs to the technical service series: [Multiple Choice]**

Option Subtotal Scale

Typewriter 17 28.81%

Printing staff 11 18.64%

Programmer 4 6.78%

Technical Director 11 18.64%

Product Manager 16 27.12%

The number of valid fills in this question is 59

**Question 15 What do you think the current workload is: [Scale question]**

Average score for this question: 6.15

Option Subtotal Scale

Easy 106 2.84%

1 73 1.96%

2 116 3.11%

3 174 4.66%

4 141 3.78%

5 755 20.23%

6 561 15.03%

7 696 18.65%

8 674 18.06%

9 202 5.41%

Difficult to complete 234 6.27%

3732 valid fill-in times for this question

**Question 16 Your unit's attendance system: [Multiple choice]**

Option Subtotal Scale

Very strict 1433 38.4%

Relatively loose 2220 59.49%

Total freedom 79 2.12%

3732 valid fill-in times for this question

**Question 17 How satisfied are you with the current attendance system: [Scale question]**

Average score for this question: 6.12

Option Subtotal Scale

Very dissatisfied 203 5.44%

1 76 2.04%

2 137 3.67%

3 212 5.68%

4 197 5.28%

5 738 19.77%

6 390 10.45%

7 397 10.64%

8 627 16.8%

9 300 8.04%

Very satisfied 455 12.19%

3732 valid fill-in times for this question

**Question 18 Your weekly overtime hours: [Multiple choice]**

Option Subtotal Scale

No overtime 581 15.57%

Within 5 hours 1069 28.64%

5~10 hours 1117 29.93%

11~20 hours 644 17.26%

21~30 hours 178 4.77%

Over 30 hours 143 3.83%

3732 valid fill-in times for this question

**Question 19 The number of days on business trip in a year: [Multiple choice]**

Option Subtotal Scale

No business trip 1383 37.06%

Within 3 days 431 11.55%

3~7 days 848 22.72%

8~14 days 561 15.03%

15~30 days 359 9.62%

More than 30 days 150 4.02%

3732 valid fill-in times for this question

Part 3 Salary and Benefits

**Question 20 What is your average monthly actual after-tax income (including provident fund, excluding year-end bonus): [Multiple Choice]**

Option Subtotal Scale

Below RMB 3000 134 3.59%

3000~5000 yuan 1003 26.88%

5001~8000 yuan 1373 36.79%

8001~12000 yuan 835 22.37%

12001~15000 yuan 212 5.68%

15001~20000 yuan 117 3.14%

20001~30000 yuan 41 1.1%

Above RMB 30,000 17 0.46%

3732 valid fill-in times for this question

**Question 21 Your actual monthly income is compared to the income among local peers, how do you feel: [Multiple choice]**

Option Subtotal Scale

Low 1917 51.37%

Medium 1673 44.83%

Higher 142 3.8%

3732 valid fill-in times for this question

**Question 22 How much do you think your actual monthly income is reasonable (including provident fund, excluding year-end bonus)? [Multiple choice]**

Option Subtotal Scale

At present it is basically reasonable 219 5.87%

3000~5000 yuan 59 1.58%

5001~8000 yuan 779 20.87%

8001~12000 yuan 1153 30.89%

12001~15000 yuan 709 19%

15001~20000 yuan 470 12.59%

20001~30000 yuan 241 6.46%

Over 30,000 102 2.73%

3732 valid fill-in times for this question

**Question 23 Your year-end bonus in 2019 after tax is: [Multiple Choice]**

Option Subtotal Scale

0 yuan 657 17.6%

Below 10,000 yuan 881 23.61%

11,000~30,000 1031 27.63%

31,000~50,000 yuan 518 13.88%

51,000~100,000 yuan 410 10.99%

101,000~150,000 132 3.54%

151,000~200,000 yuan 56 1.5%

Above RMB 200,000 47 1.26%

3732 valid fill-in times for this question

**Question 24 Do you think the most important factor in determining your income is: [Multiple Choice]**

Option Subtotal Scale

Overall development of the publishing industry 811 21.73%

Economic development of the province and city where the unit is located 307 8.23%

Unit's level 181 4.85%

Unit Benefit 1382 37.03%

Personal position 420 11.25%

Personal work ability 381 10.21%

Working years 90 2.41%

Relationship with leadership 160 4.29%

3732 valid fill-in times for this question

**Question 25 In addition to salary, your company's current benefits include: [Multiple Choice Questions]**

Option Subtotal Scale

Subsidies (meal allowance, transportation, heating, etc.) 2485 66.59%

Security (supplementary medical care, supplementary provident fund, enterprise annuity, etc.) 1663 44.56%

Annual physical examination 2701 72.37%

Holidays and birthday condolences 2111 56.56%

Paid leave (annual leave, winter and summer vacation, etc.) 2377 63.69%

Maternity room, childcare center 148 3.97%

Tourism 290 7.77%

Industry Training Forum 946 25.35%

On-the-job education 161 4.31%

Study abroad 36 0.96%

Children entering kindergarten school 164 4.39%

Solving housing problems 62 1.66%

Solve business establishment 204 5.47%

Settlement of local hukou 251 6.73%

3732 valid fill-in times for this question

**Question 26 The benefits that you expect the unit to increase first include: [Multiple Choice Questions]**

Option Subtotal Scale

Subsidies (meal subsidy, transportation subsidy, heating subsidy, etc.) 676 18.11%

Security (supplementary medical care, supplementary provident fund, enterprise annuity, etc.) 1149 30.79%

Routine physical examination 429 11.5%

Holidays, birthday benefits 222 5.95%

Paid leave (annual leave, winter and summer vacation, etc.) 493 13.21%

Maternity room, childcare center 196 5.25%

Tourism 594 15.92%

Participate in industry training forums 1171 31.38%

On-the-job education 1088 29.15%

Study abroad 650 17.42%

Children entering kindergarten 530 14.2%

Solving housing problems 913 24.46%

Settlement preparation 562 15.06%

Settle local household registration 298 7.98%

3732 valid fill-in times for this question

**Question 27 Your satisfaction with the unit's salary and benefits: [Scale question]**

Average score for this question: 4.8

Option Subtotal Scale

Very dissatisfied 183 4.9%

1 142 3.8%

2 228 6.11%

3 413 11.07%

4 409 10.96%

5 997 26.71%

6 556 14.9%

7 421 11.28%

8 296 7.93%

9 50 1.34%

Very satisfied 37 0.99%

3732 valid fill-in times for this question

**Question 28 Your salary package compared to your local peers: [Scale question]**

Average score for this question: 4.42

Option Subtotal Scale

Not at all competitive 412 11.04%

2 243 6.51%

3 532 14.26%

4 564 15.11%

5 926 24.81%

6 545 14.6%

7 313 8.39%

8 150 4.02%

9 23 0.62%

Very competitive 24 0.64%

3732 valid fill-in times for this question

Part IV Career Growth

**Question 29 What are your main ways to improve your business capabilities? [Multiple Choice Questions]**

Option Subtotal Scale

Training organized by the unit 1660 44.48%

Social organization training (except continuing education) 463 12.41%

Continuing Education 1210 32.42%

Industry high-end forum 421 11.28%

Academic seminars 622 16.67%

Study abroad 45 1.21%

Consult colleagues and peers 1925 51.58%

Self-study 2721 72.91%

Others 86 2.3%

3732 valid fill-in times for this question

**Question 30 What kind of training would you like to attend? [Multiple Choice Questions]**

Option Subtotal Scale

Macro-oriented policies 659 17.66%

Enterprise management ability 489 13.1%

Interpretation of industry norms 1132 30.33%

Topic selection and planning ability 1987 53.24%

Editing and proofreading business knowledge 2139 57.32%

Marketing theory case 673 18.03%

New Media and Technology 1515 40.59%

Application guidance for various projects 442 11.84%

Copyright knowledge 531 14.23%

Printing process 261 6.99%

People and Team Management 280 7.5%

Finance and tax related 122 3.27%

Other 40 1.07%

3732 valid fill-in times for this question

**Question 31 In your current unit, how many departments have you worked in? [Multiple choice]**

Option Subtotal Scale

1 2015 53.99%

2 1046 28.03%

3 480 12.86%

4 99 2.65%

5 61 1.63%

6 or more 31 0.83%

3732 valid fill-in times for this question

**Question 32 Your career planning route is: [Multiple choice]**

Option Subtotal Scale

Business series: business novice → business expert 1848 49.52%

Management series: grassroots administration → senior management 231 6.19%

Cross series: business novice → senior management 572 15.33%

Cross series: grass-roots administration → business experts 289 7.74%

Freedom Series: Work hard, as needed 792 21.22%

3732 valid fill-in times for this question

**Question 33 In your current unit, do you think the most important factor affecting your career development is: [Multiple Choice]**

Option Subtotal Scale

Specialty major 1370 36.71%

Comprehensive ability 2479 66.43%

Entry age 540 14.47%

Work performance 1790 47.96%

Education 600 16.08%

Mass base 230 6.16%

Relationship with immediate superior 963 25.8%

Special background 583 15.62%

Chance luck 704 18.86%

3732 valid fill-in times for this question

**Question 34 In your professional experience, when do you feel the most sense of professional honor is: [Multiple Choice]**

Option Subtotal Scale

Received various honors and awards at all levels 488 13.08%

Get more bonus 438 11.74%

Product or item best-selling market 661 17.71%

Recognized by renowned authors and collaborators 672 18.01%

Job promotion 280 7.5%

Become a recognized expert in the organization and industry 1091 29.23%

Other 102 2.73%

3732 valid fill-in times for this question

**Question 35 In your career experience, when do you feel most frustrated in your career: [Multiple Choice]**

Option Subtotal Scale

Penalties for unqualified product or item quality 849 22.75%

Bonuses for substandard performance are reduced 211 5.65%

No market for product or item 480 12.86%

Complained by authors and collaborators 178 4.77%

Demotion or transfer 187 5.01%

Occupational confusion, ability has not improved 1600 42.87%

Others 227 6.08%

3732 valid fill-in times for this question

**Question 36 Your future career prospects: [Scale question]**

Average score for this question: 5.33

Option Subtotal Scale

Very pessimistic 86 2.3%

1 83 2.22%

2 148 3.97%

3 304 8.15%

4 329 8.82%

5 1085 29.07%

6 713 19.11%

7 492 13.18%

8 351 9.41%

9 65 1.74%

Very optimistic 76 2.04%

3732 valid fill-in times for this question

**Question 37 Your future career plans: [Scale question]**

Average score for this question: 5.99

Option Subtotal Scale

Very unclear 53 1.42%

1 41 1.1%

2 88 2.36%

3 209 5.6%

4 277 7.42%

5 882 23.63%

6 663 17.77%

7 659 17.66%

8 532 14.26%

9 146 3.91%

Very clear 182 4.88%

3732 valid fill-in times for this question

Part 5 Career Options

**Question 38 Why did you choose to work in the publishing industry? [Multiple Choice Questions]**

Option Subtotal Scale

Like books, love publishing 2358 63.18%

State-owned enterprises have stable and secure jobs 909 24.36%

Relatively high salary and good benefits 193 5.17%

Solve the problem of children's education 43 1.15%

Hit by mistake 1198 32.1%

Can't find another job 194 5.2%

Settlement account 98 2.63%

Have career establishment 233 6.24%

Time is more free 511 13.69%

Professional counterpart 921 24.68%

Feeling of high social status 350 9.38%

Freedom to work, time at your disposal 426 11.41%

3732 valid fill-in times for this question

**Question 39 What is your current attitude towards this job? [Multiple choice]**

Option Subtotal Scale

Like it very much 452 12.11%

Satisfied 2141 57.37%

Make do 1083 29.02%

Dislike 56 1.5%

3732 valid fill-in times for this question

**Question 40 How many industries have you worked in? [Multiple choice]**

Option Subtotal Scale

1 1647 44.13%

2 1389 37.22%

3 558 14.95%

4 or more 138 3.7%

3732 valid fill-in times for this question

**Question 41 What type of industry did you work in before entering the publishing industry? [Multiple choice]**

Option Subtotal Scale

Government sector 118 5.66%

Education industry (eg: universities) 801 38.42%

Internet/IT 166 7.96%

Finance 53 2.54%

Manufacturing 149 7.15%

Business Services 189 9.06%

Other industries 609 29.21%

2085 valid fill-in times for this question

**Question 42 Do you plan to change jobs (leave the unit)? [Multiple choice]**

Option Subtotal Scale

Yes, looking for opportunities 683 18.3%

Yes, not ready to implement now 995 26.66%

Never 463 12.41%

Not now, don't know in the future 1591 42.63%

3732 valid fill-in times for this question

**Question 43 Why do you want to change jobs: [Multiple Choice]**

Option Subtotal Scale

Pessimistic about the future of the publishing industry 396 23.6%

Disagree with current corporate culture 714 42.55%

Unsatisfactory salary and benefits 1022 60.91%

Leadership issues 442 26.34%

Colleagues are tense 68 4.05%

Dislike the publishing industry 32 1.91%

Personal reasons (family, health, etc.) 353 21.04%

Children's education 89 5.3%

Can't tell 153 9.12%

1678 valid fill-in times for this question

**Question 44 The main reason why you stick to the publishing industry and do not want to change jobs at present: [Multiple Choice]**

Option Subtotal Scale

Confidence in the cultural publishing industry 629 16.85%

Satisfied with the current development, unwilling to take any more risks 626 16.77%

The unit has a good atmosphere and is reluctant to bear leaders and colleagues 337 9.03%

Personally like the scent of books, but dislike challenges 604 16.18%

High life pressure and high risk of job-hopping 675 18.09%

Worried about lack of ability and finding suitable jobs 494 13.24%

The pay is decent, just to support the family 367 9.83%

3732 valid fill-in times for this question

**Question 45 If you change jobs, what industry do you want to go to? [Multiple Choice]**

Option Subtotal Scale

Government sector 779 20.87%

Education industry (eg: universities) 1752 46.95%

Internet/IT industry 403 10.8%

Finance 145 3.89%

Manufacturing 63 1.69%

Business Services Industry 213 5.71%

Other publishing (newspaper) 1576 42.23%

Private cultural companies 513 13.75%

Publishing upstream and downstream institutions 617 16.53%

Self-employed and published 463 12.41%

3732 valid fill-in times for this question

**Question 46 As the epidemic spreads globally, what is your opinion on the future of the publishing industry: [Multiple choice]**

Option Subtotal Scale

Temporary impact, will not change the underlying trend 1063 28.48%

A little influence, driving digital transformation in publishing 1390 37.25%

Has a greater impact, online business will have explosive growth 992 26.58%

There is a fundamental impact, it is a chance to reshuffle the publishing industry 287 7.69%

3732 valid fill-in times for this question

Part VI Stress Investigation

Question 47 Your current work pressure [scale questions]

Average score for this question: 6.58

Option Subtotal Scale

Very small 27 0.72%

1 22 0.59%

2 64 1.71%

3 128 3.43%

4 177 4.74%

5 681 18.25%

6 618 16.56%

7 769 20.61%

8 683 18.3%

9 260 6.97%

Very large 303 8.12%

3732 valid fill-in times for this question

Question 48 Now your work pressure mainly comes from: [Multiple Choice]

Option Subtotal Scale

Difficulty adapting to industry transformation 765 20.5%

Increased workload and difficulty 2124 56.91%

The corporate culture of the unit is not good 776 20.79%

Tension among leaders and colleagues 252 6.75%

Low salary and benefits 1380 36.98%

Insufficient own ability 720 19.29%

Poor physical fitness 238 6.38%

Strict quality inspection 674 18.06%

Poor external cooperation (authors, bookstores, etc.) 250 6.7%

Fewer promotion opportunities 1067 28.59%

Longer commute 328 8.79%

Strict attendance system 154 4.13%

3732 valid fill-in times for this question

Question 49 Facing the integration of new technologies in publishing, you are: [Multiple Choice]

Option Subtotal Scale

Not prepared, rely on old skills to eat 296 7.93%

Be mentally prepared, but don't know how to start 1751 46.92%

Actively adapting and learning new technologies 1365 36.58%

Boldly exploring and advancing new projects 264 7.07%

Basic adaptation, there are already successful projects 56 1.5%

3732 valid fill-in times for this question

Question 50 Your relationship with your immediate superior [scale questions]

Average score for this question: 6.7

Option Subtotal Scale

Very bad 53 1.42%

1 27 0.72%

2 52 1.39%

3 76 2.04%

4 115 3.08%

5 725 19.43%

6 524 14.04%

7 740 19.83%

8 819 21.95%

9 334 8.95%

Very good 267 7.15%

3732 valid fill-in times for this question

Question 51 Your relationship with colleagues [scale questions]

Average score for this question: 7.48

Option Subtotal Scale

Very bad 5 0.13%

1 4 0.11%

2 11 0.29%

3 27 0.72%

4 46 1.23%

5 453 12.14%

6 410 10.99%

7 718 19.24%

8 1090 29.21%

9 535 14.34%

Very good 433 11.6%

3732 valid fill-in times for this question

**Question 52 What health problems do you have because of your work? [Multiple Choice Questions]**

Option Subtotal Scale

No problem 222 5.95%

Bad eyes 2696 72.24%

Cervical and lumbar spine diseases 2824 75.67%

Liver disease 206 5.52%

Cardiovascular disease 286 7.66%

Gastrointestinal disease 576 15.43%

Wrist disease 466 12.49%

Nervous breakdown 745 19.96%

Throat disease 247 6.62%

Varicose veins 179 4.8%

Obesity 1113 29.82%

Hair loss 1002 26.85%

Insomnia 897 24.04%

Others 225 6.03%

3732 valid fill-in times for this question

**Question 53 Overall, your satisfaction with your current job status: [Scale question]**

Average score for this question: 5.58

Option Subtotal Scale

Very dissatisfied 75 2.01%

1 53 1.42%

2 104 2.79%

3 258 6.91%

4 323 8.65%

5 907 24.3%

6 820 21.97%

7 670 17.95%

8 398 10.66%

9 80 2.14%

Very satisfied 44 1.18%

3732 valid fill-in times for this question

**Question 54 Write a self-evaluation on your current occupational status. You would write this (optional): [fill in the blank]**

【special Note] Due to the use of third-party platform surveys, other links such as lucky draws or free coupons may appear after submitting the questionnaire, which have nothing to do with this survey. It is recommended that you participate with caution!