

## The Influence of the School Environment on the Formation of University Students' Labor Attitudes and Countermeasures

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### Abstract

**Background and Aims:** As an important part of values, the concept of labor has a significant impact on students' growth and success. However, in recent years, some new problems have appeared in college students' view of labor. This paper aims: (1) To study and understand what is the current situation and level of college students' labor views, school environment, peer trust, and self-identity. (2) Differences were found in the labor views of students of different sexes, grades, majors, and whether or not they were only children

**Methodology:** Students from two universities, Guangxi Normal University and Nanning Institute of Technology, were selected as samples for this study. Guangxi Normal University is a comprehensive public university focusing on liberal arts, and Nanning Institute of Technology is a private university focusing on science and technology. Data were collected by questionnaire survey using stratified random sampling with a target sample size of 500 students, 250 from each school.

**Results** of the study show that the school environment has a direct positive influence on college students' labor views, and self-identity and peer trust play a mediating role in the relationship between school environment and college students' labor views.

**Conclusion:** Among the demographic factors, there are obvious differences in college students' labor attitudes depending on their gender, major, grade, and whether they are only children. Accordingly, four suggestions are made to improve the school environment to promote the correct labor attitudes of college students.

**Keywords:** School Environment; Labor; Mechanisms

### Introduction

Since ancient times, labor has been revered in China, and the ancients used to say that 'labor is thought, thought is goodness', believing that labor is the source of wealth and happiness, as well as an important way of realizing personal and social values. All along, China's national leaders and government departments have attached great importance to the issue of students' labor education. On September 10, 2018, at the National Education Conference, Chinese President Xi Jinping emphasized, (Xi, 2018) "We should educate and guide students to admire and respect labor, to understand that labor is the most glorious, the most noble, the greatest, and the most beautiful, and that they can grow up to be able to work

hard, honestly and creatively China's State Council issued the Opinions on Comprehensively Strengthening Labor Education in Universities, (The Central Committee of the Communist Party of China (CPC) and the State Council.,2020). The main content of the questionnaire covers the basic information of the survey respondents, as well as the school environment\self-identity\peer trust, and college students' view of labor. (Qin, 2009).

Middle Schools and Primary Schools in the New Era incorporated labor education into the whole process of talent cultivation. In July 2020, China's Ministry of Education formulated the Guidelines for Labor Education in Universities, Middle Schools, and Primary Schools (for Trial Implementation), guiding the schools in all regions to carry out work on labor education in an orderly manner On November 24, 2020, at the National Commendation Ceremony for Model Workers and Advanced Workers, Chinese President Xi Jinping pointed out, (Ministry of Education. (2020) "We should incorporate labor education into the whole process of talent cultivation, and link it to all levels of schools and universities, as well as to all aspects of the family, the school, and the society, to educate young people and guide them to build up a concept of labor that takes pride in hard work and shames them for being good at it and bad at it, and to cultivate generation after generation of people who high-quality workers who love labor, work hard and are good at it (Xi, 2020).

The influence of the school environment on the development of labor attitudes and coping measures of students enables students to understand real-world work and current situations, understand different perspectives, and build confidence in their own identity.

However, with the strengthening of economic globalization, the rapid development of mass media, and the collision of various ideologies and cultures, some undesirable values of labor concepts, such as money worship, hedonism, and consumerism, have impacted college students' views of labor. In recent years, the idea

## Objectives

Objective 1: To study and understand what is the current situation and level of college students' labor views, school environment, peer trust, and self-identity.

Objective 2: Differences were found in the labor views of students of different sexes, grades, majors, and whether or not they were only children.

## Literature Review

### Research on the concept of labor

Before studying the concept of labor, it is necessary to have a clear grasp of the concept of labor. Marxism's interpretation and analysis of labor have achieved extremely rich results, and labor is the logical starting point of Marxist philosophy, playing a pillar role in the whole Marxist theory. The Marxist concept of labor is an important part of Marxist philosophy, with

rich theoretical connotations, including that labor creates history and all things in the world; that labor is the source of wealth and creates wealth; and that labor promotes the free and comprehensive development of human beings. These rich theoretical connotations provide a thick theoretical underpinning for the development of the concept of labor in the new era. (Yao & Luo, 2011).

First, labor creates history and creates everything in the world. According to Marx, 'The whole so-called history of the world is no more than the process of man's birth through human labor.' Labor is a basic social practical activity unique to human beings, and it is through labor that people's material life itself is produced, huge social material wealth is created, and the continuous development of human beings is promoted; labor is the basis for the existence and development of human society. Secondly, labor is the source of wealth, and labor creates wealth. Through his profound criticism of capitalist society and in-depth study of human social relations, Marx drew important conclusions from the theory of the value of labor and the doctrine of surplus value based on practice, unveiled the veil of human relations that had been concealed by material relations, and revealed the importance of (Yao & Luo, 2011). 'living labor' for the accumulation of wealth and the development of the productive forces, and that labor can not only create material wealth but at the same time create wealth and productivity. It reveals the importance of 'living labor' to the accumulation of wealth and the development of productive forces, and that labor not only creates material wealth but also creates great spiritual wealth, thus further developing human society in the realm of thought. Third, labor promotes the free and comprehensive development of human beings. Human labor is a 'free and conscious activity' through which social progress and human development can be achieved. However, under the conditions of private ownership, this kind of free labor has been distorted and turned into alienated labor, separating the laborer from the labor process, between laborers, between laborers and the fruits of their labor, and between the laborer and his or her kind of nature. Labor is no longer a source of happiness for the laborer, but an alienated labor that causes the laborer to be in pain and suffering (Marx & Engels, 1979).

In recent years, several Chinese scholars have explored and studied the concept of labor. Defines labor in the Dictionary of Marxism as 'Labor is a purposeful and conscious social practical activity unique to human beings, it is the process of adjusting and controlling the exchange of matter, energy, and information between human beings and nature with one's own physical and mental strength and by one's activities, it is the condition of human existence and the way of existence, and it is also the basis of social existence and development. Points out that the so-called labor, which refers to the human movement in which human beings produce the amount of labor and thus create value through themselves, is the only way for human survival and development. According to labor is the basis on which

man can survive and develop. Believe that labor is life, labor originates from life, life cannot be separated from labor, and life and labor are one. According to labor is a form of human existence, and it is labor that distinguishes the worker from the object of labor, which is also an important basis for distinguishing between human beings and animals. Believe that labor is a prerequisite for the emergence and development of human beings and society, and that labor promotes one's comprehensive development and free emancipation. It is not difficult to find that all the above scholars put forward their opinions on labor based on the position of the Marxist view of labor. (Tseng and Chang, 2020).

### Research on labor perspectives

In the Dictionary of Education, the concept of labor is defined as 'an individual's basic view of labor, an important aspect that makes up a person's worldview, ideology, and moral character According to this concept, labor view can be understood from the following two aspects. The first labor view is where the concepts are located in people's minds, and then people in different times and different classes must have different perceptions of the labor view. For example, in an exploiting class society, workers do not possess the means of production, and their labor can only satisfy their personal survival needs; in their view, labor is inevitably painful, and they cannot be happy. In a socialist society, on the other hand, the means of production are owned by all workers, who become the masters of society, and their labor becomes their right and duty, and thus the concept of labor undergoes a significant change. Secondly, the concept of labor is an important part of people's worldview, outlook on life, and values, and is also a key criterion for judging a person's ideology and even moral quality. From this aspect, the establishment of a correct concept of labor can promote the improvement of personal ideology and morality, and promote the formation of the correct 'three views', to achieve self-worth and social value. (Wu & Wang, 2012).

However, the basic content of the concept of labor can include a wide range, and there is no uniform answer to its specific content, so different scholars can have different views in the research process. Believes that the labor view is the fundamental view and attitude of people towards their labor as well as that of others, and it is an important part of the composition of people's worldview, outlook on life, and values. According labor view is people's fundamental view of labor influences their choice of work. Regarded the labor view as a complete and comprehensive theoretical system, and he believed that the labor view contains multiple contents such as ontology, practice theory, value theory, and epistemology. The formation of a correct view of labor is not achieved overnight and goes through three stages. The first stage is the stage of knowledge cognition, the second stage is the stage of emotional identity, and the third and final stage is the stage of will regulation. He believes that labor is the starting point of human life and that without labor, man would not have evolved, and there would have been no history of mankind in its entirety. Labor is also the

starting point of human existence, without which we cannot create our lives. In addition to stressing the importance of labor, he is also looking at the evolution of the form of labor with a developmental perspective, pointing out that labor has become more and more intelligent. (Zheng, 2016).

This study believes that the labor view refers to the sum of people's general viewpoints and fundamental views about labor, which involves the basic cognition of the meaning, characteristics, purpose, essence, and significance of labor, and also includes the basic understanding of labor law, labor system, labor ethics, labor policy and labor culture, and is the concentration of labor viewpoints, labor concepts, concepts of labor values and ways of labor practice, which is subject to a certain period and The material and economic basis of a certain period determines it..

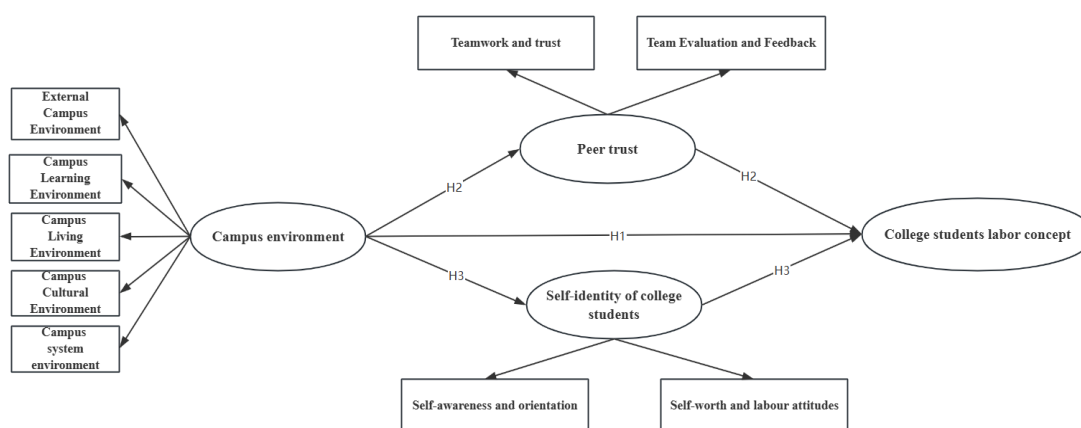
### Research on the correct concept of labor

Regarding what is a correct view of labor, some scholars have studied and explored it in recent years. Chinese scholars have elaborated on the importance of establishing a correct view of labor, and they believe that a correct view of labor is conducive to the promotion of the overall development and quality improvement of the individual. Labor not only creates material wealth but also shapes the spiritual world of people. A correct view of labor helps to improve one's practical ability, teamwork, and communication ability, as well as innovative thinking and problem-solving ability. Secondly, it is conducive to the inheritance and development of excellent traditional Chinese virtues: diligence, bravery, and hard work are the traditional virtues of the Chinese nation, and these virtues constitute the core connotation of correct labor values. Thirdly, it is conducive to the promotion of social progress and development: a correct view of labor can stimulate people's labor enthusiasm and creativity, and promote the continuous improvement of social productivity. At the same time, it can also cultivate people's diligence, dedication, and sense of responsibility, and promote social harmony and progress. Believes that a correct view of labor refers to the recognition of the significance and value of labor, i.e., the recognition of labor as the basic prerequisite for human survival and development. On the contrary, the wrong concepts of labor, such as the wrong social trends in the West that advocate getting something for nothing, greed for pleasure, entertainment above all else, and the promotion of excessive wealth, are the wrong concepts of labor. Talks about what the correct concept of labor is through four chapters: concept, connotation, protection, and phenomenon. The correct concept of labor is expressed in the concept: labor is a human need, honest labor; in the connotation: labor is the source of happiness, should be down-to-earth labor, and innovative labor. In the guarantee, it is expressed as: respecting labor and establishing labor beliefs; in the phenomenon, it is expressed as: there is no such thing as getting something for nothing, and labor can give people strength.

This study believes that a correct view of labor can promote the improvement of personal ideology and morality, and promote the formation of the correct 'three views', to achieve self-worth and social value. Promoting the creation and realization of personal value: a correct concept of labor guides people to love, respect, and honest, creative labor so that they can understand the value and significance of labor and realize their value in labor.

## Conceptual framework

Based on the research questions and objectives, the framework of the study was constructed by combining the relationship between four variables: school environment, students' labor self-identity, and peer trust. As shown in Figure 1.



**Figure 1** Research Conceptual Framework  
 (Image source: organized by the author)

As can be seen in Figure 1, the four variables in this study are school environment, self-identity, peer trust, and college students' view of labor. The independent variable is: college students' view of labor. The dependent variable is: the school environment, which contains 5 sub-dimensions: campus external environment, campus learning environment, campus living environment, campus cultural environment, and campus system environment. Mediator variable 1: peer trust, which contains two sub-dimensions: teamwork and trust, and team evaluation and feedback. Mediator variable 2: college students' self-identity, which contains 2 sub-dimensions: self-awareness and orientation, self-worth, and labor attitude.

## Methodology

**Population:** this study. Guangxi Normal University is a comprehensive public university focusing on liberal arts, and Nanning Institute of Technology is a private university focusing on



science and technology. Data were collected by questionnaire survey using stratified random sampling with a target sample size of 500 students, 250 from each school.

**Instrument for collecting data:** The questionnaire survey was conducted for a total of 30 days from 1st May to 30th May 2024 using the online questionnaire platform, Questionstar. The Questionnaire Star platform can automatically improve the distribution and retrieval of questionnaires, saving time and cost.

**Data Collecting Process:** The questionnaire was conducted using QuestionStar software for online data collection, and interviews were organized through on-site and post-interview transcripts.

**Data Analysis:** Data analysis. In this study, SPSS software was used as the data analysis software to analyze the overall situation of the sample population using frequency analysis. After that, SPSS software was used to analyze the reliability and validity of the scales for each factor to see whether the reliability and validity of the scales met the requirements of the study. At the same time, descriptive analysis was used to examine the mean and standard deviation, and the test of variance was used to investigate the differences in the three factors between different genders, professions, and whether or not they were only children. Correlation analysis was used to examine the correlation of the factors. Finally, SPSS Process 3.0 was used to test whether self-identity and peer trust acted as intermediate variables between school environment and college students' view of labor. Based on the results of the data analysis of the questionnaire survey, the interview method was used to determine the effective ways to promote the formation of college students' correct view of labor. The results of the data analysis are presented in tabular form, and the results of the interviews are presented descriptively.

## Results

### Descriptive statistics of the basic information of the samples

This survey study was carried out in the autumn semester of 2024, and college students enrolled in two universities, Guangxi Normal University and Nanning Institute of Technology, were selected as the research subjects. The survey was conducted in the form of electronic questionnaires distributed by the Questionnaire Star platform for data collection, and the survey was conducted from 1 December to 15 December 2024, a total of one week. To ensure the scientificity and representativeness of the questionnaire data, a stratified sampling method was used to set the sample quota according to the dimensions of grade and major. During the distribution of the questionnaire, the link to the questionnaire was promoted through various channels such as campus network platforms, student organizations, class groups, etc., and appropriate reward incentives were provided to those who filled in the

questionnaire to improve the recovery rate and the quality of the questionnaire filled in. (Xu, 2018)

A total of 550 questionnaires were distributed, and 503 were recovered. To ensure the data quality, the research team set strict screening criteria for invalid questionnaires: (1) less than 3 minutes of filling in the questionnaires, which is regarded as not reading the questions carefully; (2) obvious patterns of filling in the questionnaires, such as choosing the same options consecutively; (3) obvious logical contradictions between key questions; (4) a large number of omissions in the core questions. According to the above criteria, a total of 47 invalid questionnaires were excluded, and finally, 503 valid questionnaires were obtained, with an effective recovery rate of 91.45%.

From the basic characteristics of the sample, the survey respondents have good representativeness and broadness. In terms of gender composition, male students accounted for 52.29% and female students accounted for 47.71%, which is basically in line with the gender ratio of students enrolled in Guangxi universities. In terms of school distribution, students of Guangxi Normal University accounted for 52.68%, and students of Nanning Institute of Technology accounted for 47.32%, and the sample distribution of the two schools was relatively balanced. In terms of grade structure, the proportion of students in the fourth year and above is the highest, 35.19%, followed by 30.42% of sophomores, 22.27% of juniors, and 12.13% of freshmen. In terms of major categories, the sample covers major disciplines such as arts, science, industry, commerce, and arts, with the highest proportion of students in science and technology at 35.19%, followed by 30.42% in arts, 22.27% in commerce, and 12.13% in arts. Reflecting the characteristics of the structure of disciplines and majors of universities in Guangxi, students majoring in science and engineering and liberal arts occupy the main body, which is in line with the orientation of higher education in Guangxi and the direction of talent cultivation.

From the point of view of the degree of match between the sample and the university student group in Guangxi, this survey has better representation in the following aspects: firstly, the two selected universities represent two different levels of Guangxi provincial key institutions and private undergraduate colleges and universities, which can better reflect the characteristics of the students of different types of colleges and universities; secondly, the gender ratio of the sample is close to the overall level of the universities and colleges in Guangxi, which has better demographic representativeness; Once again, the distribution of majors covers the major disciplines, which is consistent with the structure of disciplines and majors in Guangxi's colleges and universities. After screening all the valid questionnaires.



**Table 1** Basic information of valid samples

Statistical term	Options (as in computer software settings)	Frequency	Percentage
Distinguishing between the sexes	male	263	52.29%
	women	240	47.71%
Whether or not you are an only child	be	214	42.54%
	clogged	289	57.46%
school	Guangxi Normal University	265	52.68%
	Nanning Institute of Technology	238	47.32%
	(sth. or sb) else	0	0.00%
Grade	first-year university student	61	12.13%
	second-year university student	153	30.42%
	third-year university student	112	22.27%
	Senior and above	177	35.19%
	liberal arts	153	30.42%
Professional category	Science and engineering as academic subjects	177	35.19%
	Shangke Corporation, PRC IT company (since 1994)	112	22.27%
	art	61	12.13%
	(sth. or sb) else	0	0.00%

## Conclusion

The results of this research will be presented according to the research questions in Chapter 1, one by one.

Question 1: What is the current status and level of college students' labor attitudes, school environment, peer trust, and self-identity?

This research shows the current situation of college students' labor views, school environment, peer trust, and self-identity by adopting descriptive statistical analysis of the samples as follows:

According to the descriptive statistical analysis of the measurement items, the mean values of the data are mostly between 3.54 and 3.65, and the median is close to the mean,

indicating that the overall identity of the questionnaire fillers on each factor is in the middle to upper level. It can be seen that the students have a good perception of the current school environment, peer trust, self-identity, and labor views. However, it can also be seen that the mean values of the factors 'campus living environment' and 'self-value of labor and attitude towards labor' are on the low side, which indicates that the school still needs to make further efforts to improve the campus living environment and to promote college students to establish a correct attitude towards labor.

*Question 2: What are the characteristics of the labor concepts of university students of different genders, grades, and specialties, and whether they are only children or not?*

Gender differences showed statistical significance in all four variables related to college students' views of labor, school environment, college students' self-identity, and peer trust. Specifically, males had higher mean values than females in all aspects, indicating that males had more positive attitudes than females in their views on labor, as well as their perceptions of the school environment, self-identity, and peer trust. Thus, gender plays an important role in these psychological and environmental perceptions, with male university students showing higher levels of motivation and identification. These results imply that gender differences should be taken into account when designing labor education and in-school activity programs to better meet the needs of students of different genders.

Grade level significantly affects college students' performance on several dimensions, including labor views, school environment, self-identity, and peer trust. These factors showed an increasing trend from freshman to senior year. Specifically, as the grade level increases, students' ratings of labor attitudes gradually tend to "fully agree", which reflects that students' understanding and attitudes toward these factors become more mature and profound as they progress in their studies and increase their social experiences. This suggests that there was a significant increase in students' views on labor, school environment, self-identity, and peer trust with increasing grades, a trend that may be attributed to the accumulation of their university experience and personal growth.

Fifth, strengthening the social coordination mechanism of labor education and exploring new paths to promote college students' labor values. Establishing a social coordination mechanism is the key to deepening the cultivation of college students' labor values and a new attempt to carry out college students' labor education activities. Firstly, in terms of school-enterprise coordination, establish a long-term cooperation mechanism to deepen collaborative education; secondly, in terms of resource integration, build a multi-party coordination system to achieve school-enterprise resource sharing; and finally, in terms of practice coordination, strengthen social practice and improve the practical ability of college students.

## Discussion

This chapter mainly summarizes the results of this quantitative and qualitative research and looks forward to future research, its main contents include the following aspects: firstly, summarize the main findings and results of this research, clarify what kind of school environment is conducive to the formation and development of the correct concept of labor in university students, elaborate the theoretical significance and practical significance of the research and refine the innovative points, and finally, analyze the limitations of this study and the direction of the future research. Finally, we analyze the limitations of this research and the direction of future research.

The purpose of this study is to find the relationship between school environment, self-identity, peer trust, and college students' view of labor through the investigation of school environment, and data analysis, and to determine the school environment that is conducive to the formation and development of college students' view of labor, and at the same time to find ways to promote the formation of college students' correct view of labor at the school level. Therefore, the study needs to first determine the relationship between the various dimensions of the school environment on college students' labor attitudes, provide suggestions for schools to provide a good school environment to promote college students to establish correct labor attitudes, and then focus on experts in related fields to propose practical ways to promote the formation of college students' correct labor attitudes based on the reality from different perspectives. To this end, this study used statistical analysis to quantitatively study the questionnaire survey data of 550 college students from two universities in Guangxi and qualitatively studied nine experts in related fields using interviews.

Starting from the current problems faced by college students' outlook on labor, this study, by reviewing and combing relevant literature and taking into account the actual situation, proposes to take the dimensions of the school environment as the independent variables, self-identity and peer trust as the mediating variables, and the college students' outlook on labor as the dependent variables, respectively, to explore the direct influence of the school environment on the college students' outlook on labor and indirect influence through the mediating variables, and to establish a conceptual framework for the study. And put forward three hypotheses on this basis. To ensure the rigor of the research, this study tested the reliability of the scale, and the test results all met the requirements. Then, 550 questionnaires were distributed through the Questionnaire Star platform, and after the screening and collation of data, 503 valid sample data were finally obtained. Using SPSS 21 and process procedures to statistically analyze the raw data of the questionnaire and mediation effect detection, finally verified that all three research hypotheses were valid and completed the research objectives. Finally, based on the quantitative research, the results of the quantitative research were verified to a certain extent using expert-focused interviews, and

ways to practically promote college students to establish a correct view of labor were searched from the level of the school environment.

### Knowledge Contribution

In the process of combing through the existing research literature, it is found that there are very few studies on college students' outlook on labor from the perspective of the school environment, and almost none of them consider the mediating effect. Through statistical analysis of the data collected from the questionnaire survey, this study proves that the school environment has a direct effect on college students' outlook on labor and an indirect effect mediated by self-identity and peer trust. The results of the study also show that self-identity and peer trust have a significant positive influence on college students' view of labor, which fills in the gaps of related studies. This study proposes a model of the influence of the school environment on college students' labor attitudes, which helps to better understand the interrelationships between the relevant variables and provides new perspectives and ideas for the study of college students' labor attitudes.

Model of School Environment's Influence on Labour Attitudes

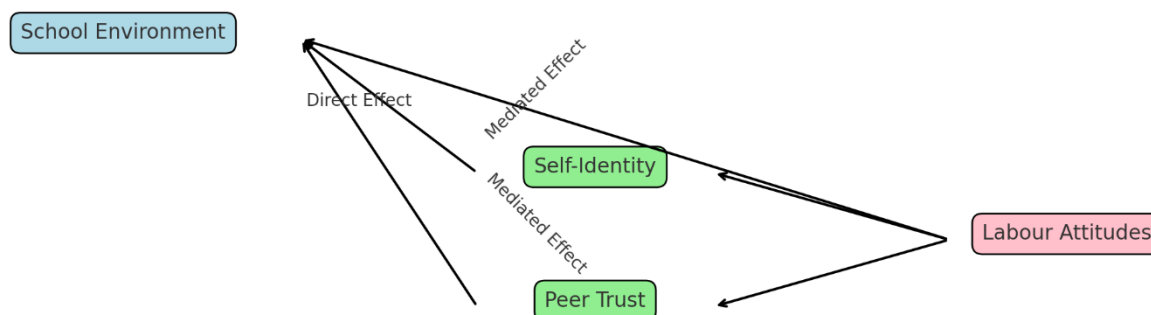


Figure 2 Knowledge Contribution

Through both direct and mediated channels, the model shows how the educational environment affects college students' labor attitudes. The independent variable that directly affects pupils' views toward labor is the educational environment. Furthermore, peer trust and self-identity are two important factors that modulate this link. The mediators emphasize how students' perspectives on labor are positively impacted by a supportive school environment, which strengthens peer trust and self-identity. The model's arrows show how the school environment directly affects labor attitudes as well as how peer trust and self-identity mediate

these effects, illustrating how these factors interact comprehensively to shape kids' views on labor.

## Recommendation

### Innovation Recommendation

First of all, most of the current research on college students' views of labor is conducted from the family environment or social environment, and there is almost no research on the influence of the school environment on college students' views of labor. It is undeniable that family education and social environment have a certain influence on the formation of college students' labor concept, especially during their childhood and adolescence. However, college students have become adults, and have independent thinking and the ability to distinguish between right and wrong, and the college stage is an important stage for the formation of their outlook on life and values. Therefore, it is especially important to carry out labor education in universities to help college students establish a correct view of labor, which will have an important impact on their future career development. This study not only innovates the research perspective from the perspective of the school environment but also further enriches the research content in the field of college students' labor concepts.

Second, this study used self-identity and peer trust as mediating variables to explore the indirect effects of school environment on college students' labor attitudes, and the data analysis confirmed that self-identity and peer trust played a mediating role between school environment and college students' labor attitudes. This study constructed a new framework for analyzing and researching the influence of the school environment on the formation of college students' labor attitudes, and this theoretical framework provides new perspectives and new ideas for college students to establish correct labor attitudes.

### Development Approach Recommendation

This study proposes an effective way to carry out college students' labor education from the aspects of the labor education system, practice platform, and teachers' team building through expert interviews, which will have a positive effect on college students' correct labor concept, good career planning, and noble work ethics.

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