

# The Impact of Work Autonomy of Social Workers on Job Satisfaction in Volunteer Service: The Mediating Effect of Professional Identity

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## ABSTRACT

Grounded in social identity theory, this study uses data from the China Social Work Dynamic Survey, to explore the factors and mechanisms that influence job satisfaction among social workers in the context of volunteer services. The results indicate significant differences in job satisfaction among social workers based on gender, educational attainment, and marital status. In the volunteer service context, job autonomy demonstrates a significant positive effect on job satisfaction, with professional identity serving as a partial mediator in this relationship. The findings suggest that social work organizations should consider granting greater autonomy to social workers in volunteer service settings, thereby fostering a stronger sense of responsibility and professional identity, which in turn enhances job satisfaction and supports the long-term sustainability of volunteer services.

**Keywords:** Job Satisfaction, Job Autonomy, Professional Identity, Social Identity Theory

## How to Cite

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