

# Antecedents of Job Satisfaction and Organizational Commitment of Young Employees: Evidence from Vietnam

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[https://doi.org/10.35609/gcbssproceeding.2023.1\(40\)](https://doi.org/10.35609/gcbssproceeding.2023.1(40))

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## ABSTRACT

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Organizational behavior of young workforce in a country which is currently in a period of golden population structure like Vietnam has definitely been a controversial topic for domestic and foreign business owners. This study explores the relationship between job satisfaction and six factors, as well as the impact of job satisfaction-based work effort on organizational commitment in Vietnam. Using a sample of employees under 30 years old who are recently graduated with modern mindset, an antecedent mediation model, regression analysis, and structural equation modeling were employed to test the re-research hypotheses. The results revealed that environmental support was the most significant factor for young workers in Vietnam, followed by achievement orientation, teamwork, and work conditions. The study provides practical implications for young workers and offers suggestions for employers. The findings contribute to a better understanding of the factors that influence job satisfaction and organizational commitment among young workers in Vietnam.

**Keywords:** Job Satisfaction, Organizational Commitment, Vietnamese Young Workforce