

# *Professional Commitment and Job Satisfaction: An Analysis of the Chinese Judicial Reforms from the Perspective of the Criminal Defense*

Hong Lu, Bin Liang, Yudu Li, and Ni (Phil) He

## **Abstract**

Job satisfaction has long been argued as an important indicator of both the quality of an individual's working life and organizational efficiency. Using the person-environment fit theory as an interpretive framework,

---

**Hong LU** is professor of Criminal Justice at the University of Nevada, Las Vegas. She is the coauthor of four books, *Punishment* (2005), *China's Death Penalty* (2007), *China's Drug Practices and Policies* (2009) and *Jurisprudence* (2012, in Chinese). She also coedited several special issues for journals and published numerous journal articles.

**Bin LIANG** teaches at Oklahoma State University. He is the author of three books, *The Changing Chinese Legal System, 1978–Present: Centralization of Power and Rationalization of the Legal System* (2008), *China's Drug Practices and Policies: Regulating Controlled Substances in a Global Context* (2009, coauthored), and *Jurisprudence* (2012, in Chinese).

**Yudu LI** is a doctoral student in the School of Criminology and Criminal Justice at Sam Houston State University. He is also a doctoral research assistant in Law Enforcement Management Institute of Texas (LEMIT). He is currently working on research projects involving eyewitness identification, public attitudes toward the police, and death penalty in China.

**Ni(Phil) HE** is currently a faculty in the School of Criminology and Criminal Justice at Northeastern University (Boston, MA). He is the author of three books: *Reinventing the Wheel: Marx, Durkheim and Comparative Criminology* (1999), *Policing in Finland* (2006) and *Chinese Criminal Trials: A Comprehensive Empirical Inquiry* (2014).

this study explores the extent of job satisfaction among Chinese criminal defense lawyers and its key determinants. Contrary to findings in Western studies claiming that overall job satisfaction is more likely to be affected by “job-content” than “job-context” variables, the results of our survey data suggest that in China job satisfaction is primarily driven by “job-context,” not by “job-content,” variables. In addition, professional commitment significantly impacts overall job satisfaction. An in-depth analysis of the context vs. content variables sheds light on both the progress and the limitations of the judicial reforms in China.