

Pathways to Low Turnover Intention Among Social Work Supervisors in China: A Configurational Perspective

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Abstract

Recent years have witnessed escalating turnover intention among Chinese social workers, posing systemic challenges to workforce stability in the sector. Intriguingly, social work supervisors demonstrate comparatively low turnover intention despite this trend, necessitating an investigation into its causal mechanisms. Leveraging the "individual-organization-family triad model" and data from the 2019 China Social Work Longitudinal Survey (CSWLS), this study applies fuzzy-set Qualitative Comparative Analysis (fsQCA) to decode how configurations across personal, organizational, and familial dimensions jointly shape supervisors' low turnover intention. Findings reveal three key insights: (1) Low turnover intention emerges only through synergistic interactions of cross-level conditions, no single factor suffices as a necessary cause. (2) The driving pathways for low turnover intention among social work supervisors can be categorized into two primary categories: individual-organization-driven pathways and organization-family-driven pathways. (3) Family support serves as a critical buffer, mitigating the negative effects of external stressors on sustaining low turnover intention. The findings of this study not only delineate the configurational conditions underlying low turnover intention among social work supervisors but also reveal pathways of protective factor combinations that enhance workforce stability in the social work profession. These insights provide an empirical foundation for addressing the talent retention crisis in the sector and advancing the quality of professional services.

Keywords

Social Work Supervisors; Turnover Intention; Qualitative Comparative Analysis (QCA); Configurational Perspective; Pathway Analysis.

1. Introduction

Social work, as a critical component of modern social governance systems, relies heavily on the stability of its professional workforce to ensure the quality of public services and the efficacy of social governance. By the end of 2022, China had 931,000 certified social workers, including 725,000 assistant social workers and 204,000 licensed social workers [1]. However, the profession faces significant challenges with high turnover rates, exceeding an annual average of 20%. For instance, in the Yangtze River Delta and Pearl River Delta regions—areas with relatively advanced social work sectors—the turnover rate in Nanjing hovered around 20% in 2013 [2], while Guangzhou reported a rate as high as 24.55% in 2014 [3]. Such high mobility not only disrupts the continuity of social work service programs but also impedes the accumulation of practical experience and sustainable industry development [4,5].

Notably, social work supervisors, a specialized subgroup within the profession, exhibit significantly lower turnover intentions compared to frontline practitioners. Investigating the causes and pathways of their low turnover intention, and exploring how these insights can inform broader talent retention strategies, has thus become an urgent priority for advancing

social work in China. Furthermore, while actual turnover behavior is often context-dependent and unpredictable, compromising its empirical validity [6,7], turnover intention—a well-established precursor to turnover behavior—demonstrates robust predictive power [8,9]. This has led to a scholarly consensus on treating turnover intention as a direct antecedent for empirical research [10].

Existing studies predominantly focus on single-level determinants, failing to capture the synergistic mechanisms of multidimensional factors. Qualitative Comparative Analysis (QCA) offers a methodological breakthrough by transcending the limitations of traditional linear regression, enabling the exploration of interactive effects among multiple conditions through a configurational lens [11]. Building on prior research, this study adopts a triadic "individual-organization-family" framework and employs fuzzy-set Qualitative Comparative Analysis (fsQCA) to analyze 2019 data from the China Social Work Dynamic Survey. By examining the conditional configurations underlying low turnover intention among social work supervisors, we aim to identify protective factor configurations that enhance workforce stability, thereby providing an empirical foundation for addressing talent attrition and improving service quality in the social work sector.

2. Literature review

2.1. Turnover Behavior and Turnover Intention

In the field of management studies, "turnover" is defined as the process by which individuals terminate their organizational membership after receiving material benefits from the organization [10]. Turnover behavior can be categorized into two types: voluntary turnover and involuntary turnover. Voluntary turnover refers to employees actively dissolving their employment relationships with an organization based on personal choice, whereas involuntary turnover occurs when an organization unilaterally terminates the employment relationship for specific reasons [12]. Frequent voluntary turnover negatively impacts organizational human capital allocation and service quality [13]. Due to the high contingency and unpredictability of actual turnover behavior, which complicates its empirical measurement [6,7], researchers often prioritize turnover intention—a well-established precursor strongly correlated with actual turnover behavior [8,9]—as the primary antecedent variable for investigation [10].

Turnover intention denotes the likelihood of individuals changing jobs within a defined timeframe, reflecting a psychological state preceding turnover behavior [8]. Existing research on turnover intention falls into two streams: macro-level studies, which explore causes of turnover intention from individual and organizational dimensions, and micro-level studies, which focus on turnover intention among specific occupational groups, such as state-owned enterprise employees [14], healthcare workers [15,16], and young faculty members [17].

2.2. Research on Factors Influencing Turnover Intention Among Social Work Supervisors

Current scholarship focusing specifically on turnover intention among social work supervisors remains scarce, as academic attention has predominantly centered on social workers as a general cohort. Existing studies can be categorized into three dimensions:

2.2.1. Individual-Level Factors

These factors are subdivided into work-unrelated (e.g., age, gender) and work-related (e.g., professional competence, occupational identity) dimensions [12]. Research has identified notable patterns:

Demographic trends: Older social workers typically exhibit lower turnover intention, while males report higher turnover intention compared to females [14–16]; Professional attributes: Paradoxically, higher professional qualifications (e.g., social work certifications) correlate with

elevated turnover intention [18], likely due to heightened expectations mismatched with organizational realities. Conversely, strong professional identity and sense of belonging demonstrate significant negative associations with turnover intention [19–21].

2.2.2. Organizational-Level Factors

Key variables include job stress, workplace support, job autonomy, and job rewards. Job stress: Excessive workloads and emotional exhaustion substantially increase turnover intention [22–24]; Support systems: Collegial and supervisory support enhance organizational commitment, thereby reducing turnover intention [4,25]; Job autonomy: Greater decision-making autonomy improves job satisfaction and engagement, acting as a protective factor against turnover [26,27]; Reward structures: Both extrinsic rewards (e.g., salary) and intrinsic rewards (e.g., personal fulfillment) negatively correlate with turnover intention [28].

2.2.3. Family-Level Factors

Diverging from Western perspectives, Chinese studies emphasize the unique role of familial dynamics [20, 29]: Familial influence: Family members' opinions significantly shape career decisions, with marital status yielding divergent findings. Some studies indicate higher turnover intention among unmarried social workers due to familial obligations [20, 30], while others report negligible effects [31]. Network resources: Strong family networks enhance perceived social support, mitigating job stress and improving retention [32].

In 2019, Zeng et al. systematically synthesized international frameworks to propose a triadic "individual-organization-family" model for explaining turnover intention among Chinese social workers. Through hierarchical regression analysis of nationally representative survey data, they empirically validated the independent explanatory power of these three dimensions, establishing the model's theoretical robustness in China's context [20].

Current literature predominantly examines linear relationships between isolated factors and turnover intention, neglecting configurational interactions across multiple conditions. Furthermore, studies overwhelmingly treat social workers as a homogeneous group, with minimal attention to supervisors as a distinct subgroup. This study employs Qualitative Comparative Analysis (QCA) to investigate how the combinatorial effects of individual, organizational, and familial factors shape turnover intention among social work supervisors.

3. Research design

3.1. Research Framework

This study constructs a multidimensional analytical framework (Figure 1) for social work supervisors' turnover intention, grounded in the triadic "individual-organization-family" model and enriched by empirical insights. At the individual level, it transcends traditional demographic explanations by foregrounding professional identity as core psychological capital [33], operationalizing professional certifications (e.g., licensure) to measure competency [20]. At the organizational level, the framework integrates dual occupational rewards: material incentives (salary levels) [20] and innovative intrinsic metrics (job fulfillment) tailored to social work's emotional labor-intensive nature [34]. At the family level, it preserves cultural validity by measuring both normative influence (family members' opinions) and economic interdependence (Proportion of Family Income) [20], thereby encapsulating China's family-centric norms. This synthesis advances prior research by contextualizing cultural specificity, methodologically bridging extrinsic/intrinsic reward mechanisms, and dissecting multilevel conditionality through a configurational lens, offering a holistic tool to unravel retention dynamics in China's nonprofit sector.

3.2. Research methods

As an integrative methodological tool bridging qualitative and quantitative paradigms [35], Qualitative Comparative Analysis (QCA) leverages set theory and Boolean algebra to examine how configurational interactions of antecedent conditions produce observed outcomes, thereby transcending traditional statistical assumptions of variable independence and linearity [36]. Distinct from conventional methods that isolate net effects of single variables, QCA offers dual analytical strengths: (1) identifying complementary and substitutive relationships among conditions through configurational pathways, and (2) adopting a holistic case-oriented perspective that synthesizes in-depth case analysis with variable-based generalization. Suitable for diverse sample sizes, QCA manifests in three forms—csQCA (dichotomous data), mvQCA (multi-value categorical data), and fsQCA (continuous data) [37]. This study employs fuzzy-set QCA (fsQCA) to address the nuanced gradations inherent in social work supervisors’ turnover intention. By assigning partial membership scores (0–1), fsQCA captures "degrees of belonging" and transitional states, effectively modeling the interplay of multidimensional continuous variables that defy binary categorization [37]. This approach aligns with the study’s triadic framework, enabling the identification of non-linear thresholds and asymmetric causal patterns, thus advancing a culturally and methodologically contextualized understanding of retention dynamics in China’s social work sector.

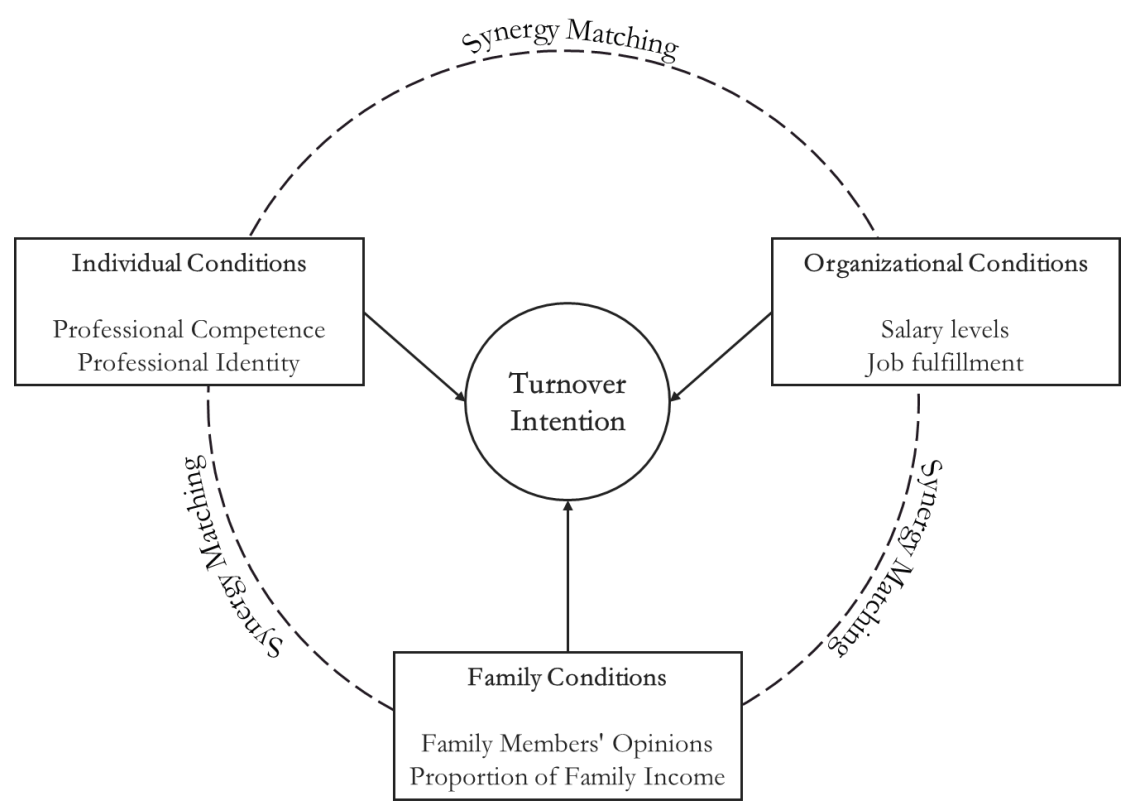


Figure 1: Research framework

3.3. Data Sources

This study utilizes cross-sectional data from the 2019 China Social Work Dynamic Survey, a pioneering large-scale longitudinal sampling survey initiated by East China University of Science and Technology to investigate developmental trends in China’s social work sector. As the nation’s first survey dedicated to tracking industry dynamics [38], the China Social Work Dynamic Survey employs stratified random sampling to ensure representativeness across regions and institution types. From this dataset, we extracted a subsample of social work supervisors (N = 244 valid cases) after excluding cases with missing data.

3.4. Measurement of Outcomes and Antecedent Conditions

3.4.1. Turnover Intention

Turnover intention was measured using a 3-item Turnover Intention Scale from the China Social Work Longitudinal Survey (CSWLS), including statements such as “I intend to leave my current organization within the next six months.” Responses were recorded on a 5-point Likert scale (1 = strongly disagree; 5 = strongly agree). The mean score of these items served as the final measure, with higher scores indicating stronger turnover intention.

3.4.2. Professional Competence

Professional competence was assessed based on the hierarchical level of social work certifications held by supervisors: No certification: Assigned a value of 1; Junior Social Worker Certification: Assigned a value of 2; Senior Social Worker Certification: Assigned a value of 7 (Assignment of values in proportion to the number of license holders in the country).

3.4.3. Professional Identity

Professional identity was measured using a 7-item Professional Identity Scale from the CSWLS, including items such as “Advancing social work is central to my life’s purpose.” Responses were averaged (1 = strongly disagree; 5 = strongly agree), with higher scores indicating stronger professional identity.

3.4.4. Salary Levels

Monthly income was directly captured by the CSWLS question D18: “What is your current monthly take-home salary (in RMB)?”

3.4.5. Job Fulfillment

Job fulfillment was evaluated using an 8-item Personal Achievement Scale from the CSWLS, including statements like “I feel energized in my work.” The mean score (1 = strongly disagree; 5 = strongly agree) served as the final measure, with higher scores indicating greater fulfillment.

3.4.6. Family Members’ Opinions

Family members’ attitudes toward turnover were assessed via two 5-point Likert items: “My parents/spouse believe I should remain in my current job.” The mean score (1 = strongly disagree; 5 = strongly agree) was calculated, with higher scores reflecting stronger familial opposition to turnover.

3.4.7 Proportion of Family Income

This study used two specific questions to calculate the proportion of social workers' income in the total family income: “The annual income of family members 1, 2, and 3” and “What is your monthly take-home pay?”. The specific calculation was as follows:

Proportion of Family Income

$$= \frac{\text{Supervisor's Monthly Salary} \times 12}{\text{Supervisor's Monthly Salary} \times 12 + \sum_{i=1}^3 \text{Income of Family Members } i}$$

To enhance analytical interpretability, the calculated values were scaled by a factor of ten prior to their inclusion in subsequent analyses.

4. Data analysis

4.1. Descriptive Analysis of Variables

To elucidate the baseline characteristics of key variables, this study conducted preliminary descriptive analyses on the dataset, with results summarized in Table 1.

Table 1: Descriptive Analysis of Outcome and Conditional Variables

Variable	Total	Mean	SD	Min	Max
Turnover Intention	244	2.376	0.956	1.000	5.000
Professional Competence	244	4.250	2.734	1.000	7.000
Professional Identity	244	3.344	0.524	1.143	4.000
Salary levels	244	5298.785	2011.761	500.000	15000.000
Job fulfillment	244	4.260	1.128	0.375	6.000
Family Members' Opinions	244	2.994	1.066	1.000	5.000
Proportion of Family Income	244	2.660	1.234	0.282	9.230

Note: All data are retained to three decimal places.

The data presented in Table 1 reveal that the turnover intention of social work supervisors has a mean score of 2.376, indicating a moderate to low level, which is significantly lower than that of the general social worker population across China. In the dimension of professional competence, supervisors achieved a standardized score of 4.250, markedly exceeding the national average for social workers and underscoring their professional superiority. Regarding professional identity, the mean score reaches 3.344, significantly higher than the national benchmark group, reflecting strong organizational commitment and internalization of professional values. Notably, in terms of economic compensation, the average monthly salary for supervisors is 5,298.785 RMB, representing a 42.1% increase compared to the national average social worker salary of 3,728.722 RMB. The substantial standard deviation of 2,011.761 RMB highlights pronounced regional disparities in compensation levels.

4.2. Data calibration

In fuzzy-set Qualitative Comparative Analysis (fsQCA), each antecedent condition and outcome variable is treated as a distinct fuzzy set, while data calibration involves calculating the degree of membership of each case within these sets [39]. Building on established methodologies, this study employs the direct calibration method to transform raw data into fuzzy-set membership scores. Specifically, the 90th, 50th, and 10th percentiles of the sample data are designated as the thresholds for full membership, crossover point, and full non-membership, respectively, enabling nonlinear transformation of raw data into fuzzy-set membership scores within the [0,1] interval [40]. Furthermore, to mitigate logical inconsistencies arising from fsQCA software's handling of 0.5 membership values, cases with calibrated membership scores of exactly 0.5 were adjusted to 0.501, thereby eliminating ambiguities in threshold classification during analysis [41]. Detailed calibration parameters are provided in Table 2.

Table 2: Calibration of Results and Antecedent Conditions

Results and antecedents		Fully in (90%)	Crossover (50%)	Fully out (10%)
Individual level	Turnover Intention	3.950	2.333	1.000
	Professional Competence	7.000	2.000	1.000
	Professional Identity	4.000	3.286	2.571
Organizational level	Salary levels	8700.0	5000.000	2688.100
	Job fulfillment	5.875	4.500	2.269
Family level	Family Members' Opinions	5.000	3.000	1.000
	Proportion of Family Income	4.914	4.500	2.269

Note: All data are retained to three decimal places.

4.3. Analysis of necessary conditions.

Prior to conducting configurational analysis, it is essential to perform necessity tests for each antecedent condition. If a condition demonstrates a consistency score exceeding the critical threshold of 0.9, it is identified as a necessary condition. Such conditions exhibit excessive independent explanatory power and should be excluded from subsequent configurational modeling to avoid obscuring the interactive effects of other conditions [42]. This study utilized fsQCA 3.0 software to implement necessity tests, with detailed results presented in Table 3. Empirical findings reveal that under both high turnover intention and non-high turnover intention scenarios, all antecedent conditions show consistency scores significantly below the 0.9 necessity threshold. This indicates that turnover intention among social work supervisors is not driven by any single necessary factor but rather emerges through cross-level conditional coupling within the individual-organization-family system, necessitating a multi-dimensional explanatory framework.

Table 3: Results of necessity analysis

Condition variables	High Turnover Intention		Non-high Turnover Intention	
	consistency	coverage	consistency	coverage
Professional Competence	0.734	0.581	0.727	0.583
~Professional Competence	0.473	0.631	0.477	0.645
Professional Identity	0.636	0.599	0.658	0.628
~Professional Identity	0.605	0.636	0.581	0.618
Salary levels	0.586	0.587	0.682	0.694
~ Salary levels	0.695	0.683	0.595	0.593
Job fulfillment	0.597	0.593	0.694	0.699
~ Job fulfillment	0.697	0.692	0.596	0.600
Family Members' Opinions	0.599	0.586	0.748	0.743
~Family Members' Opinions	0.737	0.742	0.583	0.596
Proportion of Family Income	0.630	0.654	0.627	0.660
~Proportion of Family Income	0.672	0.639	0.671	0.648

Note: “~” indicates a logical “not”; All data are retained to three decimal places.

4.4. Sufficiency analysis

After the necessity analysis, the condition configuration analysis is next. Based on sample size and data quality, the study sets a frequency threshold of 2 for case numbers, a consistency threshold of 0.8, and a PRI threshold of 0.55. After standardization, fsQCA yields three solutions: complex, intermediate, and simple. For result presentation, following Ragin and Fiss, the study uses the intermediate solution as the basis, supplemented by the simple solution. Specifically, conditions in the intermediate solution are secondary (marked by ~ or V), while those in both solutions are core (also marked by ~ or V), as detailed in Table 4. This method clarifies the relative importance of different causal conditions in the configuration.

Table 4 reveals five configurational paths that drive low turnover intention among social work supervisors. Each column represents a causal combination that triggers low turnover intention, revealing the differentiated patterns of nonlinear interactions among antecedent conditions. Each row reflects the necessity hierarchy of different antecedent conditions within configurations, indicating the relative importance of these causal factors. The overall solution consistency reaches 0.784, significantly exceeding the 0.75 threshold, suggesting that 78.4% of cases matching these configurations exhibit low turnover intention characteristics. Meanwhile,

the solution coverage of 0.674 indicates that these five combinatorial paths explain 67.4% of low turnover intention cases, confirming the theoretical explanatory power of the "individual-organization-family" triad model. Based on these conditional configurations, we can further explore the differentiated roles and compatibility issues of individual, organizational, and familial factors in social work supervisors' turnover decisions.

Table 4: Configuration Analysis Results of Low Turnover Intention

	Individual-Organization Oriented Type	Organization-Family Oriented Type				
	Path 1	Path 2	Path 3	Path 4	Path 5	
Professional Competence	~		~			
Professional Identity	~			~	V	
Salary levels	~		~	V	~	
Job fulfillment	~	~		~		
Family Members' Opinions		~	~	~	~	
Proportion of Family Income	V	V			~	
Consistency	0.857	0.844	0.799	0.830	0.853	
Raw coverage	0.284	0.442	0.476	0.322	0.311	
Unique coverage	0.029	0.051	0.087	0.012	0.014	
Overall solution consistency		0.784				
Overall solution coverage		0.674				

Note: ~ or ~ means the condition exists, V or V means the condition does not exist; ~ or V means marginal condition, ~ or V means the core condition; blank means the condition may or may not exist; data are retained to three decimal places.

From a configurational perspective, the turnover intention of social work supervisors can be categorized into two primary types based on the presence or absence of core conditions. The first type is characterized as an Individual-Organization Oriented Type, while the second type manifests as an Organization-Family Oriented Type.

4.4.1. Individual-Organization Oriented Type

The emergence of low turnover intention in the individual-organization oriented type is determined by conditional variables at both individual and organizational levels as core influencing factors, identifiable exclusively through a single significant pathway (Path 1). This Path profoundly demonstrates the core mechanisms whereby social work supervisors' professional identity, salary level and sense of accomplishment collectively contribute to reduced turnover intention. Specifically, under conditions of limited family economic contributions, social work supervisors with professional competence exhibit relatively lower turnover intention when there exists the concurrent presence of elevated professional identity, adequate salary compensation, and substantial job fulfillment.

4.4.2. Organization-Family Oriented Type

The formation of low turnover intention in the organization-family oriented type is conceptualized as being governed by conditional variables at both organizational and familial levels, which constitute the core determinants of turnover intention. This typology further bifurcates into two distinct configurational pathways: the achievement-family support pathway and the compensation-family support pathway.

The achievement-family support pathway, as revealed through Path 2 and Path 4, uncovers a dual emotional-driven mechanism behind the low turnover intention of social work supervisors. At the core of this pathway lies the cross-level synergistic effects between job

fulfillment and family support. Specifically, when individuals achieve high professional fulfillment through practice and receive profound familial endorsement of their careers, the interconnected support network formed by these two factors can significantly counteract potential negative impacts from other antecedent conditions. In detail: Path 2 demonstrates a “high achievement–low dependency” characteristic. In contexts where social work supervisors contribute minimally to household finances, job fulfillment satisfies their self-actualization needs, while family emotional support provides a compensatory buffering effect. This combination fosters a non-economically rational decision-making model driven by spiritual values. Path 4 highlights a “achievement-compensation” mechanism. Under low-salary conditions, supervisors’ high job fulfillment weakens the negative impact of inadequate pay by strengthening affective commitment. Simultaneously, familial recognition and support amplify the positive motivational effects of job fulfillment. This dual dynamic ultimately suppresses turnover intention.

The compensation-family support pathway, as demonstrated through Configurations 3 and 5, reveals a dual embedded mechanism where material incentives and familial capital interact to suppress turnover intention. Central to this pathway is the cross-level synergy between competitive remuneration and robust family support: when social work supervisors receive market-aligned salaries alongside strong familial endorsement of their professional roles, their turnover intention is systematically mitigated. Specifically, Configuration 3 highlights the stabilizing role of economic incentives and relational capital in contexts of moderate household financial contributions, where competitive pay and deep family support jointly anchor career commitment. In contrast, Configuration 5 uncovers a compensatory logic under weakened professional identity—even when career identification falls below group averages, industry-leading salaries combined with familial validation of the provider role offset motivational deficits through external resource compensation. This mechanism operates when supervisors act as primary economic contributors while receiving substantial family backing. These findings underscore a structural substitution effect, where extrinsic resources compensate for intrinsic motivational gaps in contexts of concurrent familial responsibilities and economic pressures. Furthermore, they emphasize interactive governance between organizational material resources and familial emotional support, revealing how their interplay critically shapes social work supervisors’ career decision-making frameworks. Ultimately, this pathway illustrates the systemic interdependence of economic rationality and relational dynamics in sustaining low turnover intention within the altruism-driven social work profession.

5. Conclusions and reflections

5.1. Research Conclusions

This study systematically investigates the mechanisms underlying low turnover intention among social work supervisors by analyzing survey data from 244 practitioners nationwide through fuzzy-set Qualitative Comparative Analysis (fsQCA). The findings reveal that the formation of low turnover intention follows multiple conjunctural causation, with key conclusions as follows:

5.1.1. Cross-Level Synergistic Effects: Coupling Mechanisms of Asymmetric Resource Allocation

The study empirically validates that social work supervisors’ low turnover intention exhibits distinct multi-level interdependent characteristics. Necessity analysis reveals that no single condition across individual, organizational, or familial levels constitutes a necessary condition for low turnover intention. Rather, its emergence fundamentally stems from systemic protective effects generated through nonlinear coupling of tri-level factors. Two dominant

operational modes are identified: Individual-Organization Oriented Type and Organization-Family Oriented Type.

5.1.2. Multiple Equivalent Pathways: Configurational Heterogeneity and Equifinality

The study revealed that the formation of low turnover intention among social work supervisors follows multiple concurrent causal logics. Although the five identified configurational paths demonstrate significant heterogeneous characteristics, they all achieve the same outcome through functional equivalence. This phenomenon substantiates the core tenet of "causal asymmetry" in Qualitative Comparative Analysis (QCA) methodology - divergent combinations of conditions can produce identical outcomes through distinct causal mechanisms, thereby highlighting the context-dependent nature of career decision-making and the multiplicity of pathways in social work practice.

5.1.3. The Pivotal Role of Family Systems: The Buffering Advantage of Familial Support

The study revealed that familial support exhibits a significant buffering effect on social work supervisors' low turnover intention. Specifically, family members' perspectives functioned as a critical explanatory variable, playing a central role in 80% of the effective configurational paths. Their moderating effects and buffering capacity substantially surpassed the independent impacts of personal professional identity and organizational financial incentives. This phenomenon reflects the family-centric ideology in Chinese culture, which prioritizes familial interests over individual pursuits. Such cultural context amplifies the family system's role as a central mechanism in sustaining low turnover intention among social work supervisors.

5.2. Reflections and Limitations

This study uses 2019 empirical survey data, which has some limitations in terms of timeliness. The global COVID-19 pandemic has had a profound impact on the employment environment over time, but this study failed to include environmental factors. Therefore, future research needs to incorporate environmental factors, especially the reshaping effect of COVID-19 on the job market, into the analytical framework. This will not only enhance the study's relevance to current realities but also offer a more comprehensive model for explaining the turnover intentions of social work supervisors.

In addition, for data calibration, this study used the direct calibration method for initial data processing. While this method is simple and quick to operate, it may not fully consider the deep connections between cases and existing theories. Future research should explore more refined calibration techniques, combining the specific circumstances of cases and theoretical guidance, to enhance the accuracy and depth of data analysis.

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