

Subjective Well-Being of Knowledge Workers: Multilevel Analysis

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Employment trends

- The decline of cheap low qualified employment while knowledge intensive services are the source of new high-paid employment (Eurofound, 2013)

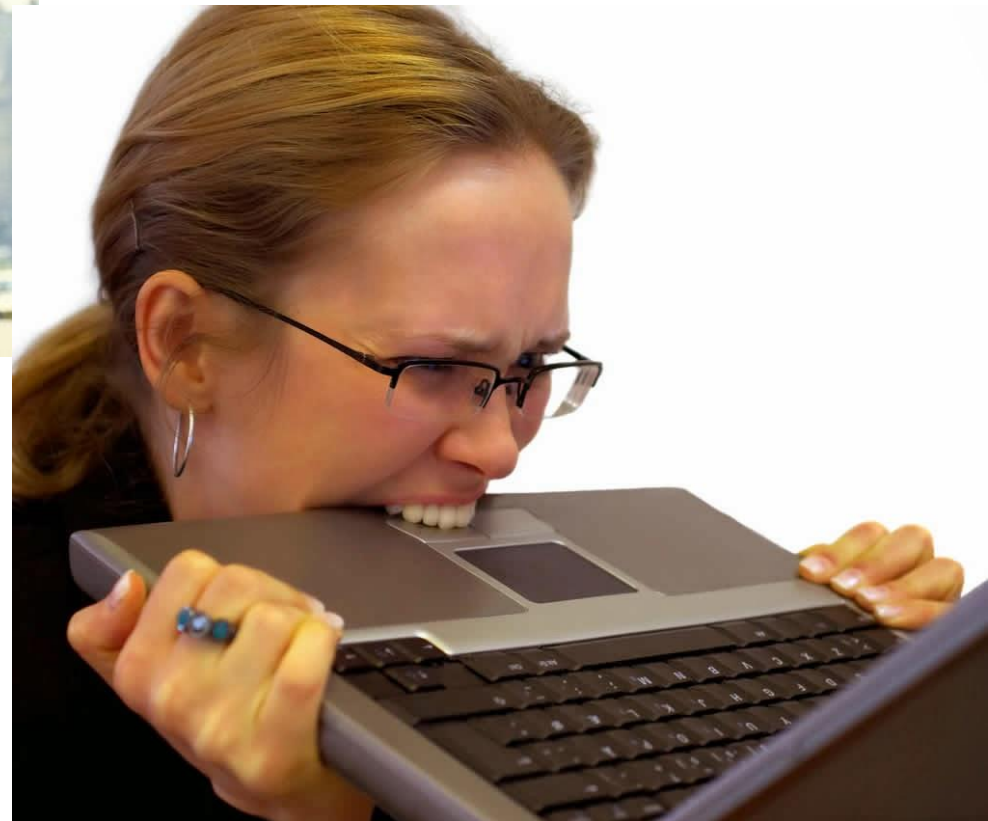
When new “golden age” begins...



Research question

- Do knowledge workers have higher level of subjective well-being than other type of employees and if it is so why?

The answer is not so obvious



Theoretical background

- Knowledge workers and their productivity will be the most valuable asset in 21 century (1999)
- Work with information and knowledge, create innovations (Davenport, 2005)

Theoretical background

- The revised theory of modernization (Inglehart&Welzel, 2005, Welzel, 2013)
- Welzel (2012) has demonstrated that the rise of emancipative values is consistent with such job characteristics as creativity, intellectuality and autonomy
- Happiness recipes are different in materialist and post-materialist countries (Delhey, 2010)
- Freedom of choice/ Feelings of agency is positively related with SWB (Inglehart et al., 2008, Welzel & Inglehart, 2010)

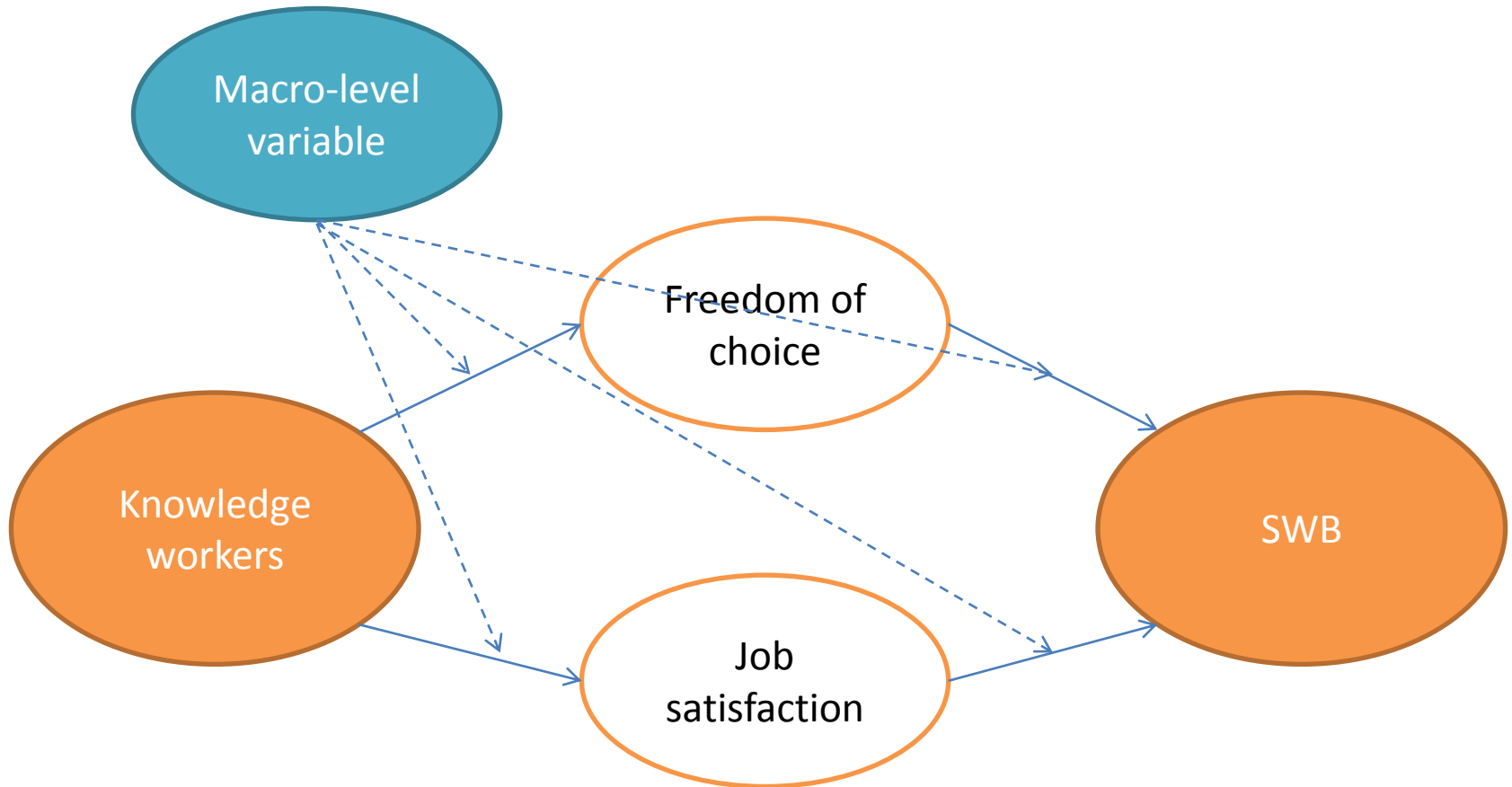
Theoretical background

- Higher SWB increases success in workplace (Oshi,2012)

Hypotheses

- H1. Knowledge workers are more likely to have higher life satisfaction than services and manual workers.
- H2. Job satisfaction mediates the relationship between occupation and life satisfaction.

Model



Data base and variables

- ESS 6 waves, 32 countries, 134 rounds
- All things considered, how satisfied are you with your life as a whole nowadays?(0-10)
- Occupation:
Armed forces, managers, professionals, technicians and associate professionals, clerical support workers, service and sales workers, skilled agricultural, forestry and fishery workers, craft and related trades workers, plant and machine operator, elementary occupations

Mediating variables

- How satisfied are you in your main job? 0-10.
- I feel I am free to decide for myself how to live my life. Agreement 1-5. 6th round

Control variables

- Gender, age, income (in deciles), marital status/having a partner, belonging to ethnic minority, urban/rural area of living.
- Education was purposefully avoided in controlling because of multicollinearity with the main explanatory variable.

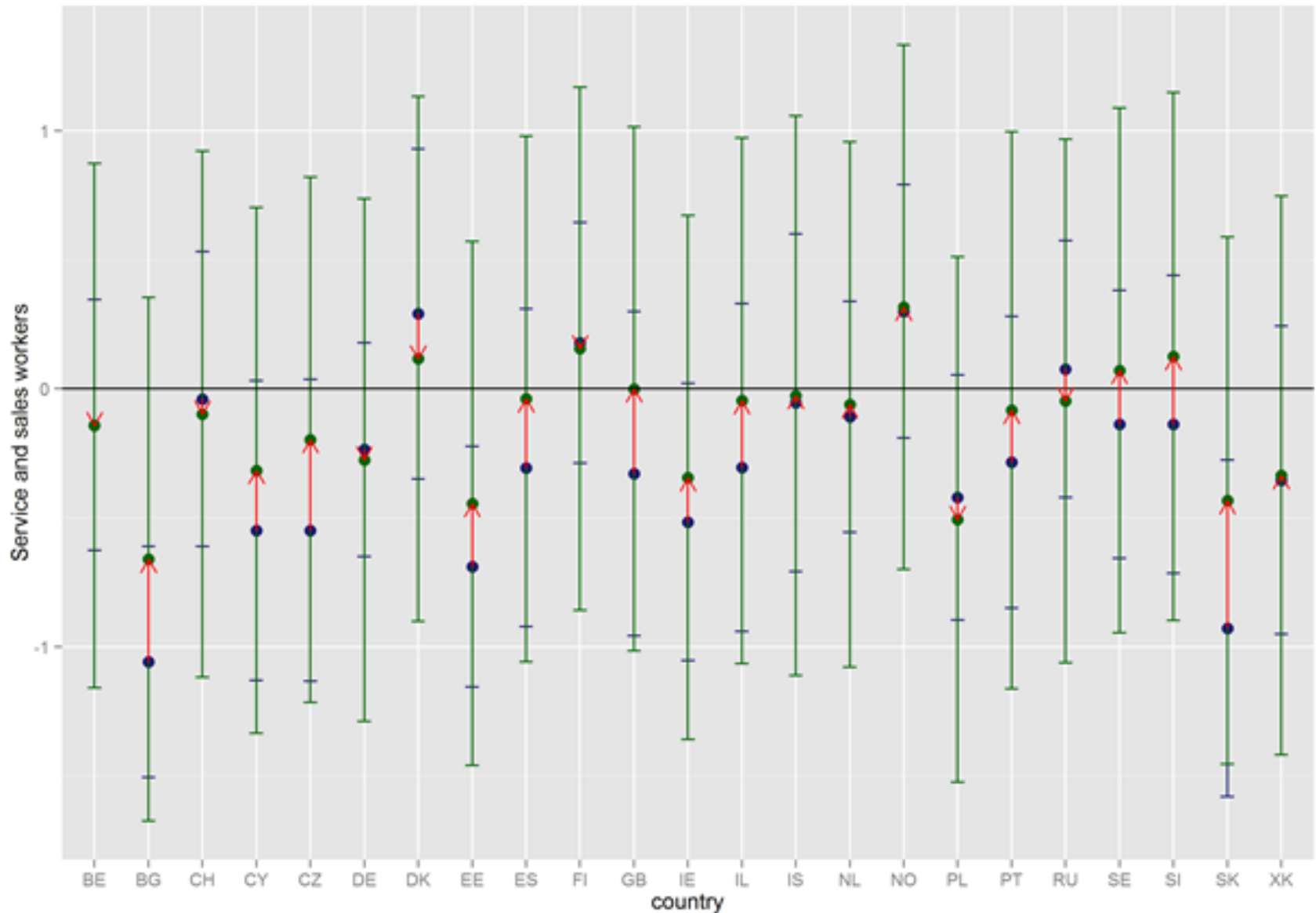
Model

	Fixed effects	Random effects
(Intercept)	5.93 (0.16) ^{***}	5.99 (0.21) ^{***}
Occ.Professionals	-	-
Occ. <u>ArmedForces</u>	0.06 (0.08)	-0.03 (0.13)
Occ.Managers	-0.02 (0.02)	-0.05 (0.13)
Occ.Technicians	-0.08 (0.02) ^{***}	-0.12 (0.10)
Occ.Clerks	-0.13 (0.02) ^{***}	-0.20 (0.15)
Occ.Service	-0.18 (0.02) ^{***}	-0.28 (0.19)
Occ.Skilled.Agricultural	-0.16 (0.03) ^{***}	-0.24 (0.77)
Occ.Craft	-0.32 (0.02) ^{***}	-0.38 (0.19) [*]
Occ.Machine.Operators	-0.34 (0.02) ^{***}	-0.40 (0.28)
Occ.Elementary	-0.41 (0.02) ^{***}	-0.50 (0.40)
Income	0.14 (0.00) ^{***}	0.14 (0.00) ^{***}
Female	0.07 (0.01) ^{***}	0.07 (0.01) ^{***}
Married/Partner	0.27 (0.01) ^{***}	0.28 (0.01) ^{***}
Ethnic minority	-0.34 (0.02) ^{***}	-0.31 (0.02) ^{***}
Rural	0.14 (0.01) ^{***}	0.15 (0.01) ^{***}
Pseudo R.sq:		
Fixed effects	5.1	2.6
Random effects	21.9	63.0

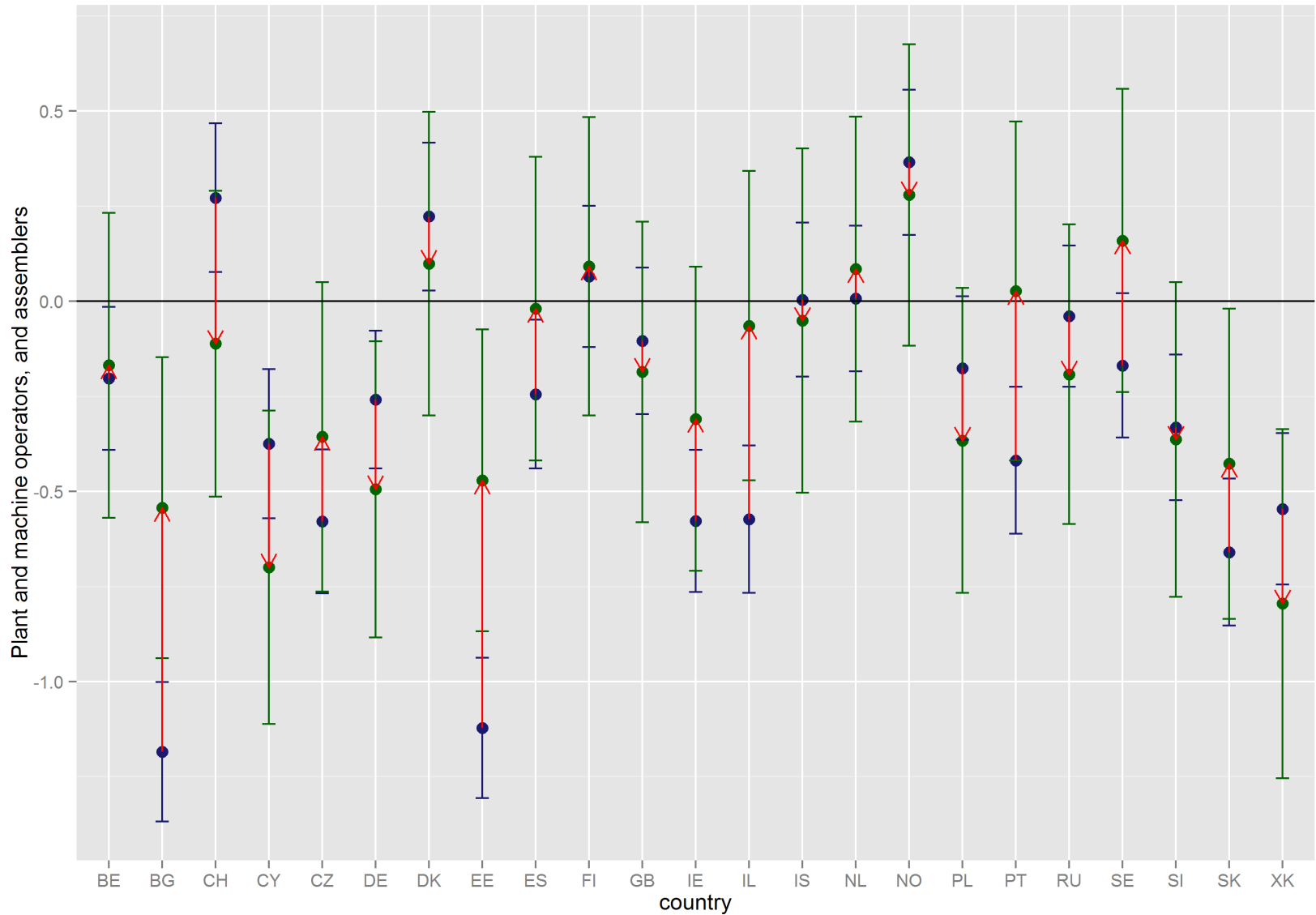
Model

AIC	758128.20	757729.22
BIC	758310.04	758456.60
Log Likelihood	-379046.10	-378792.61
Deviance	758092.20	757585.22
Num. obs.	180319	180319
Num. groups: cntry:essround	134	134
Num. groups: cntry	32	32
Variance: cntry:essround.(Intercept)	0.07	0.07
Variance: cntry.(Intercept)	0.79	1.42
Variance: Residual	3.99	3.96
Variance: cntry.Occ.ArmedForces		0.32
Variance: cntry.Occ.Managers		0.50
Variance: cntry.Occ.Technicians		0.30
Variance: cntry.Occ.Clerks		0.67
Variance: cntry.Occ.Service		1.14
Variance: cntry.Occ.Skill.Agricult		18.91
Variance: cntry.Occ.Craft		1.12
Variance: cntry.Occ.Mach.Operators		2.44
Variance: cntry.Occ.Elementary		5.04

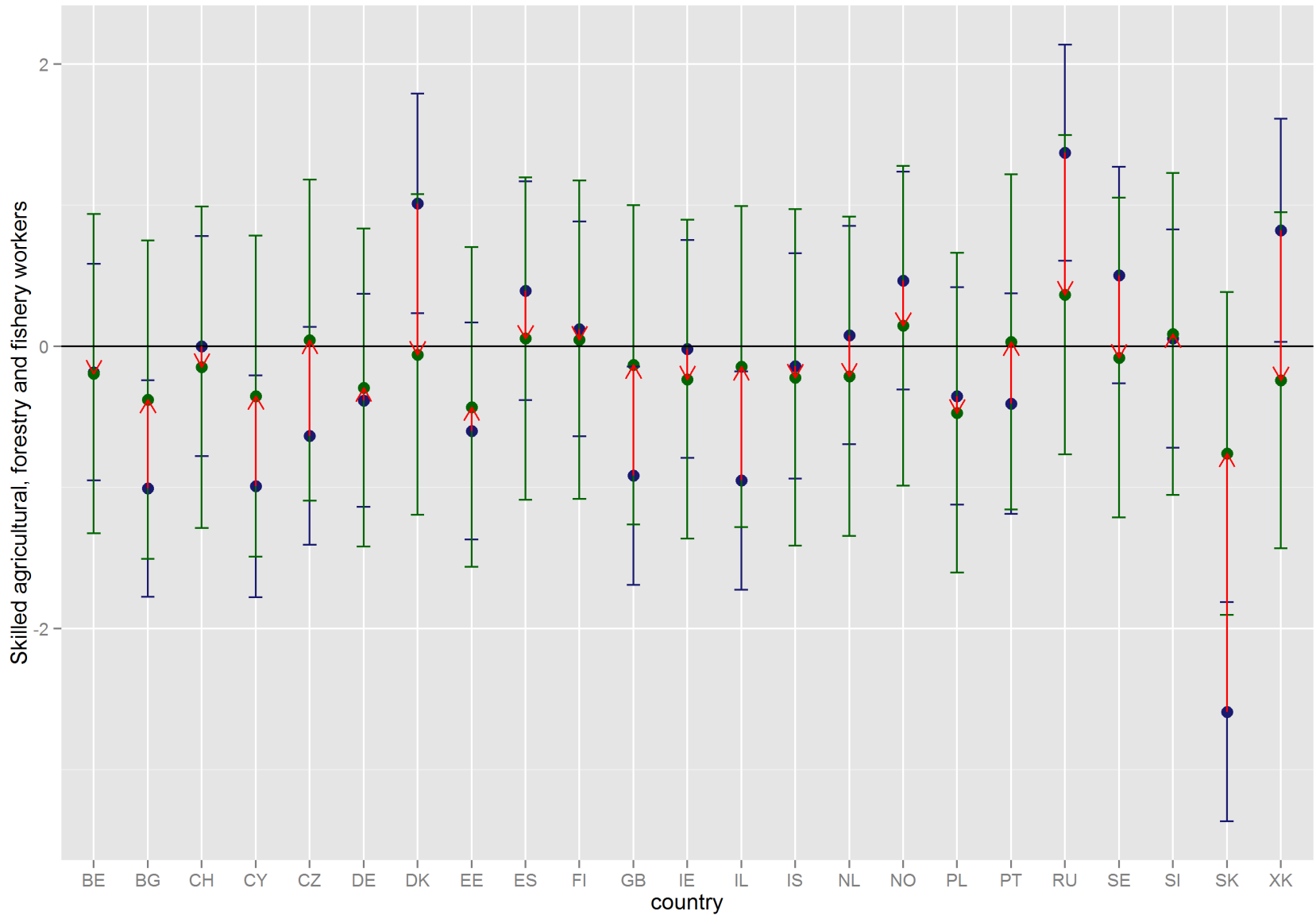
Random effects before and after controlling for job satisfaction



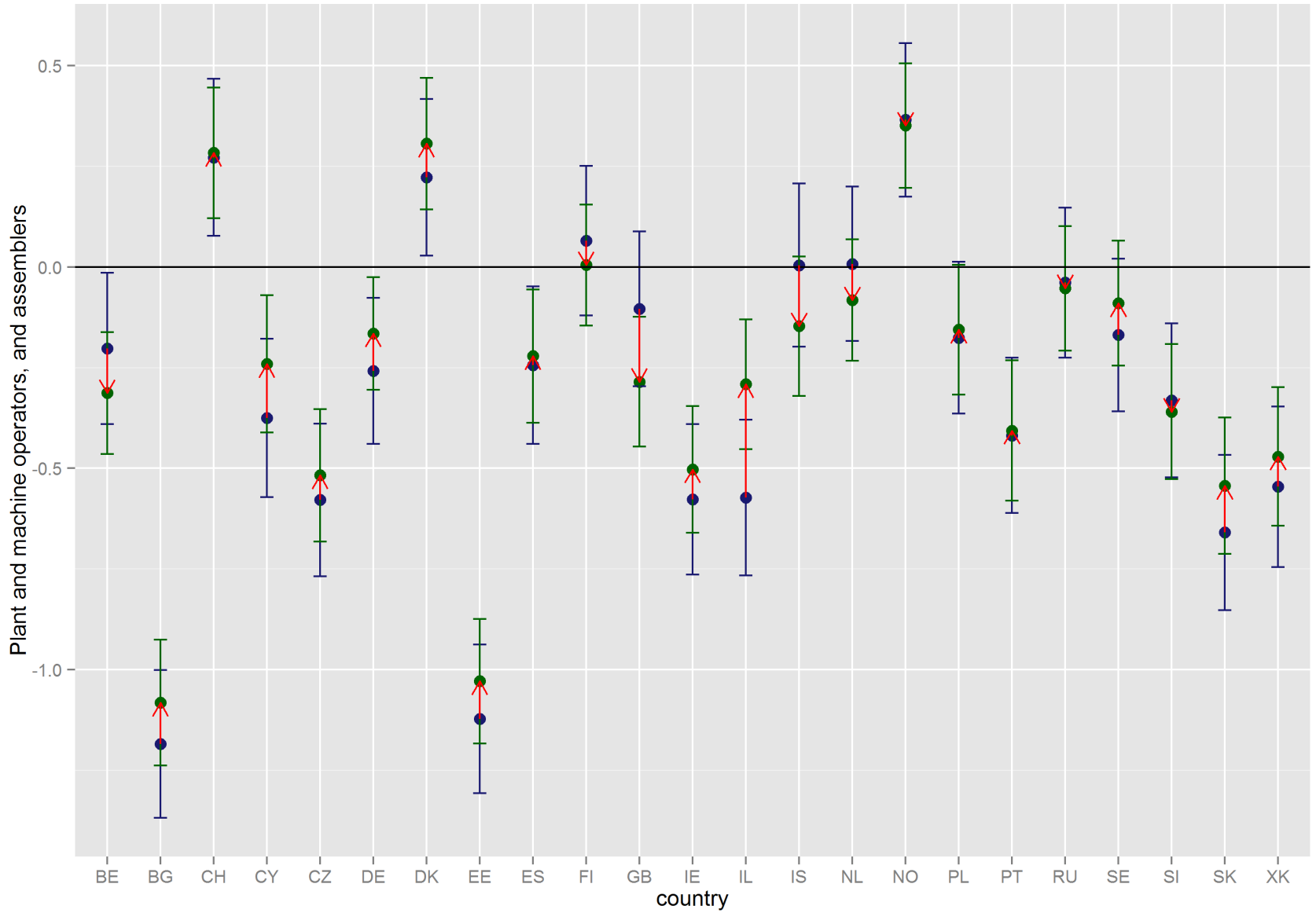
Random effects before and after controlling for job satisfaction



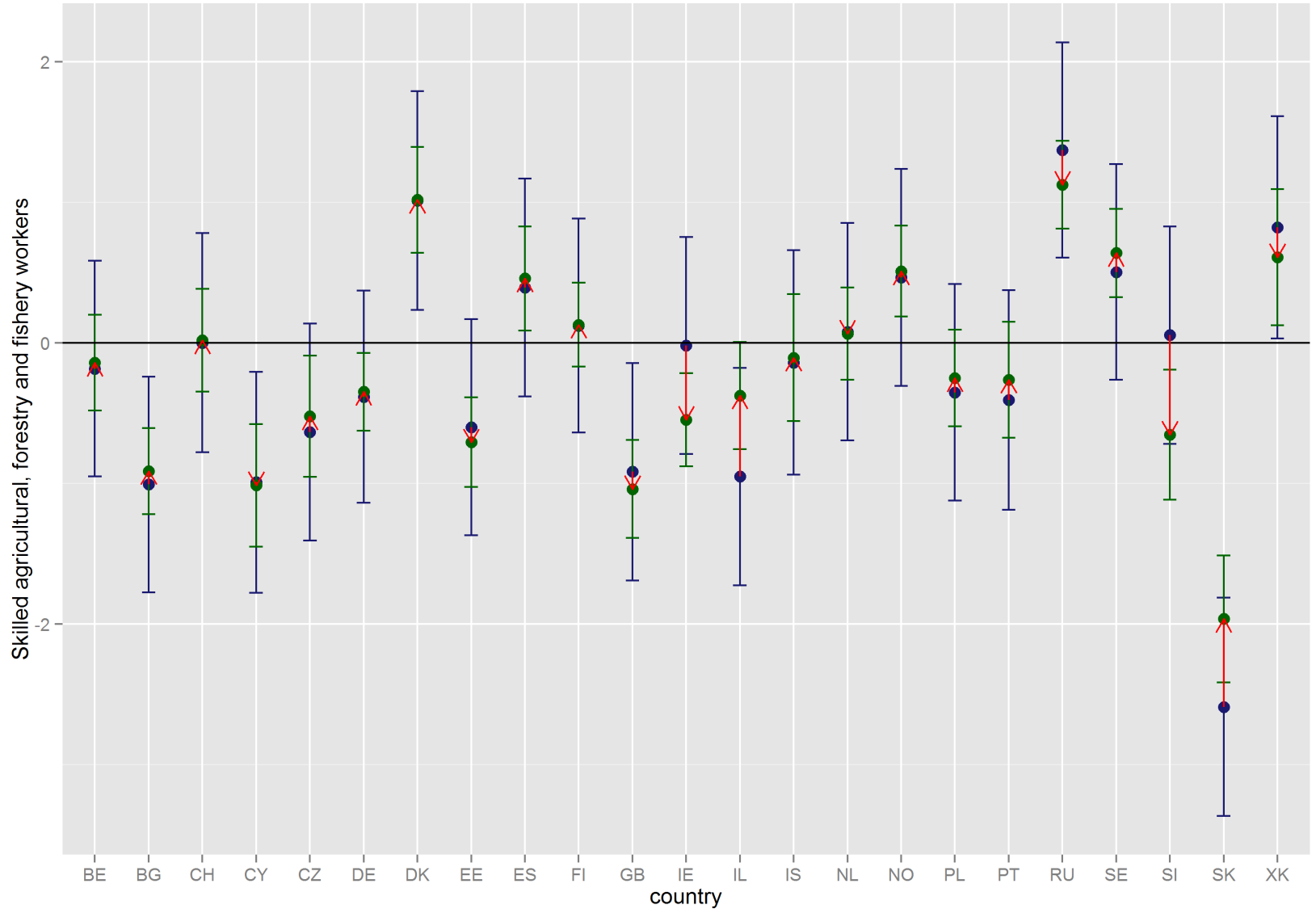
Random effects before and after controlling for job satisfaction



Random effects before and after controlling for job satisfaction



Random effects before and after controlling for locus of control

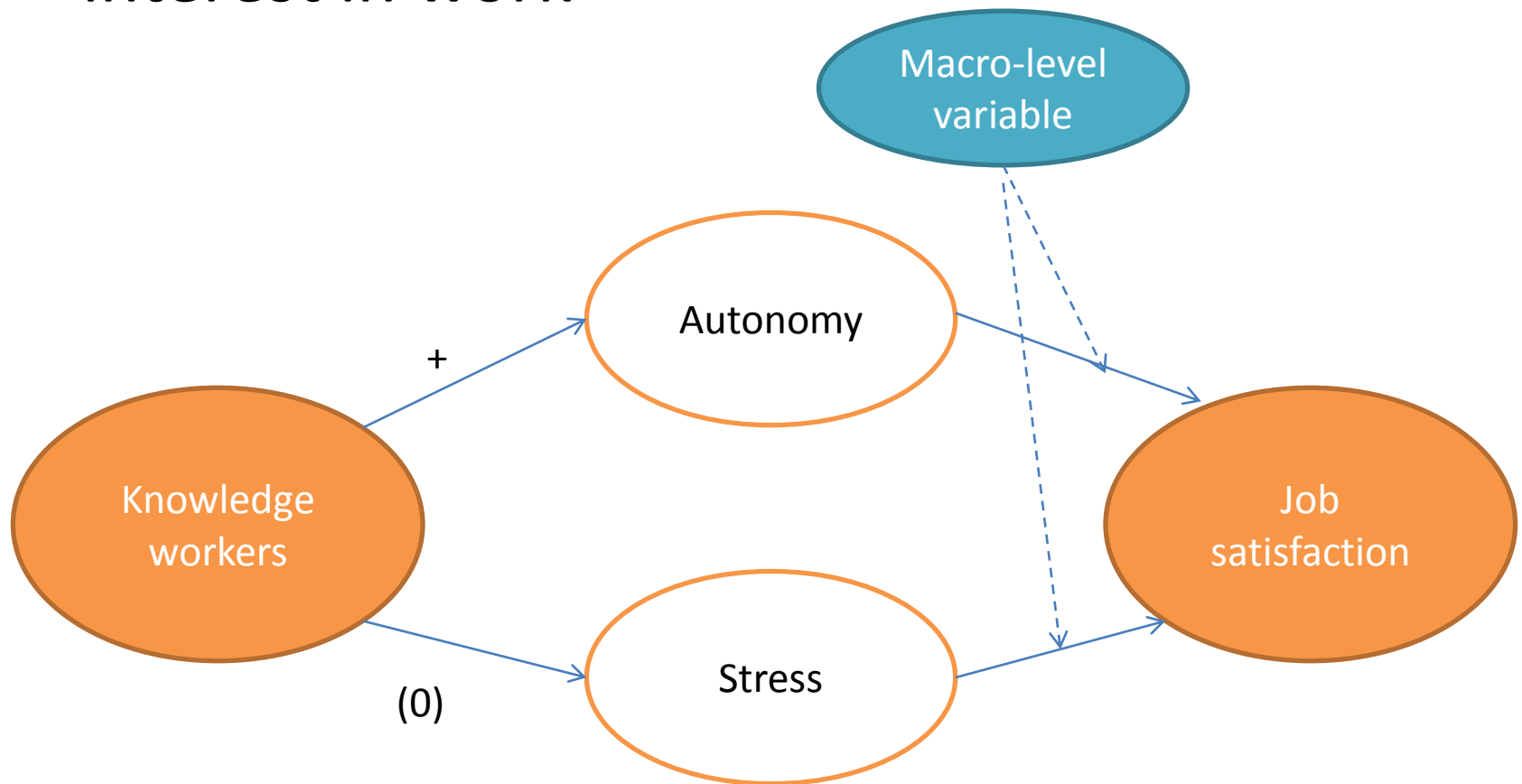


Conclusions

- Knowledge workers have higher level of SWB than other type of employees in most countries. The effect is stronger
- Job satisfaction mediates the relationship between occupation and SWB
- Freedom of choice does not mediate the relationship between occupation and SWB

Future steps

- Explore the role of autonomy, stress and interest in work



Thank you for your attention!