



# The relation between work values, job satisfaction and life satisfaction

**Natalia Soboleva**

Research fellow

Laboratory for Comparative Social Research

natsobol@gmail.com

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# Research problem

- With the growing importance of nonmaterial spheres of life individuals wish their jobs to fulfill their needs in self-realization and creativity. In other words, the work values are gradually changing
- There is decrease of the overall importance of job in person's life (Inglehart, Welzel 2005, 2010)

**Do these tendencies have an impact upon life satisfaction?**

# Job satisfaction and work values

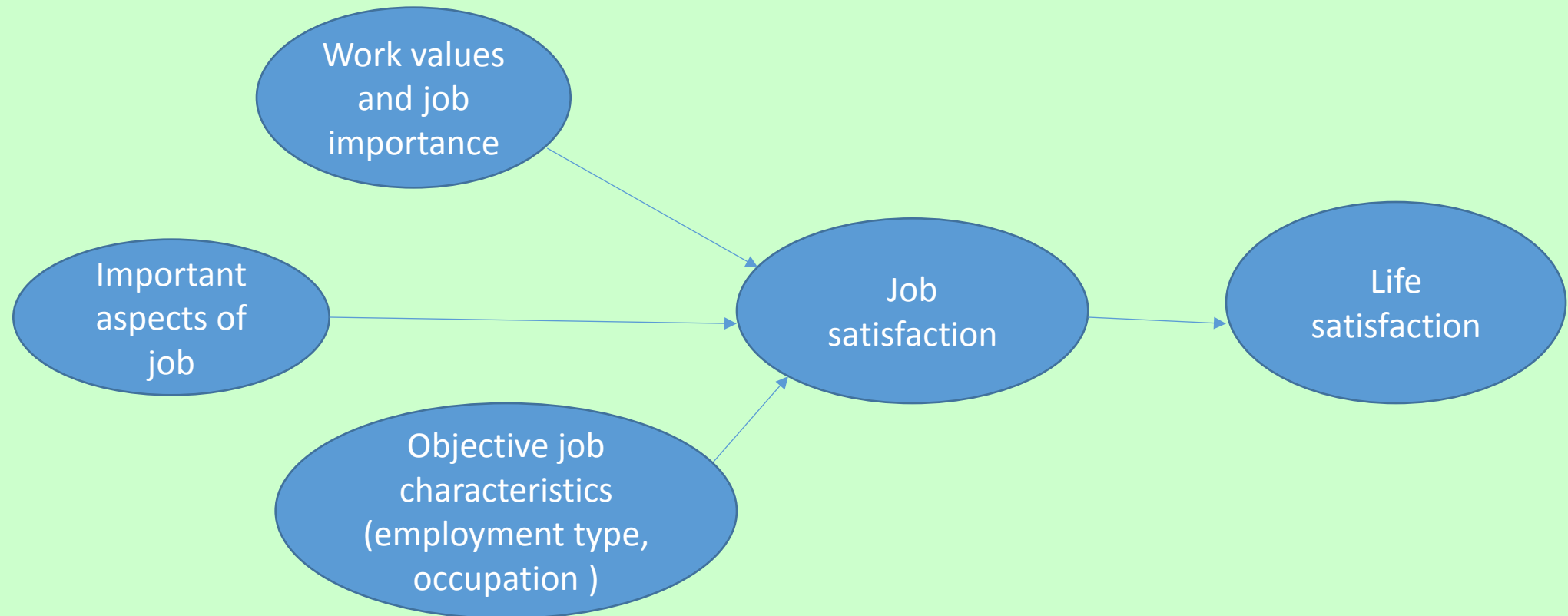
- three explanations of job satisfaction among workers: personal characteristics of individuals, job content and different motivation and structure of preferences (Kalleberg 1977)
- Job satisfaction varies significantly across countries and depends upon the income, type of contract and upon the adequacy of qualification level (Ahn, Garcia 2004)
- For OECD countries that job satisfaction to a larger extent is formed by interest towards job, job stability than by income (Clark 2005)

# Job satisfaction and life satisfaction

- Life satisfaction mainly signifies material aspects of subjective well-being. (Haller, Hadler 2006). Subjective well-being is now considered an important indicator of country's development along with its GDP per capita (Easterlin 1995; Inglehart 2005; OECD 2011)
- Work is one of the main factors of subjective well-being in general and life satisfaction in particular (Sousa-Poza 2000; Argyle 2001; Radcliff 2005; Kalleberg 2011)
- There is strong connection between job satisfaction and life satisfaction on the EVS data (Georgellis and Lange 2012).
  - Support for **spill-over hypothesis**: attitudes and practices developed in general life domain spill over into the work domain and vice versa.
  - Little support for **segmentation hypothesis**: low level of satisfaction in one domain can be compensated by a higher level of satisfaction in the other domain

# Research novelty

- Combining research on work values and job satisfaction with the research on life satisfaction and job satisfaction.



# Dataset

- European values study 2008 – 2009

## **Dependent variables**

- Life satisfaction (10-item scale)
- Job satisfaction (10-item scale)

# Important aspects of job

- Good pay
- Pleasant people to work with
- Not too much pressure
- Good job security
- Good hours
- An opportunity to use initiative
- A useful job for society
- Generous holidays
- Meeting people
- A job in which you feel you can achieve something
- A responsible job
- A job that is interesting
- A job that meets one's abilities
- Learning new skills
- Family friendly
- Have a say in important decisions
- People treated equally at the workplace

# Work values

- Do you agree or disagree with the following statements?
- To fully develop your talents, you need to have a job
- It is humiliating to receive money without having to work for it
- People who don't work turn lazy
- Work is a duty towards society
- Work should always come first, even if it means less spare time
  
- Job importance



# Job characteristics

- Occupation
- Type of employment

# Tasks and hypotheses (1)

1. To reveal latent factor of work values

**Hypothesis:** there will be at least three main work values:

- Material wealth and safety
- Career achievement
- Self-realization

# Tasks and hypotheses (2)

2. To disclose the interrelation of types of work values and job satisfaction and reveal the direction of causal relationship

## **Hypotheses:**

- Those individuals who appreciate in jobs mainly material and safety aspects are less satisfied with their jobs
- Those individuals who appreciate in jobs non-material aspects (career achievement and self-realization) should be more satisfied with their jobs

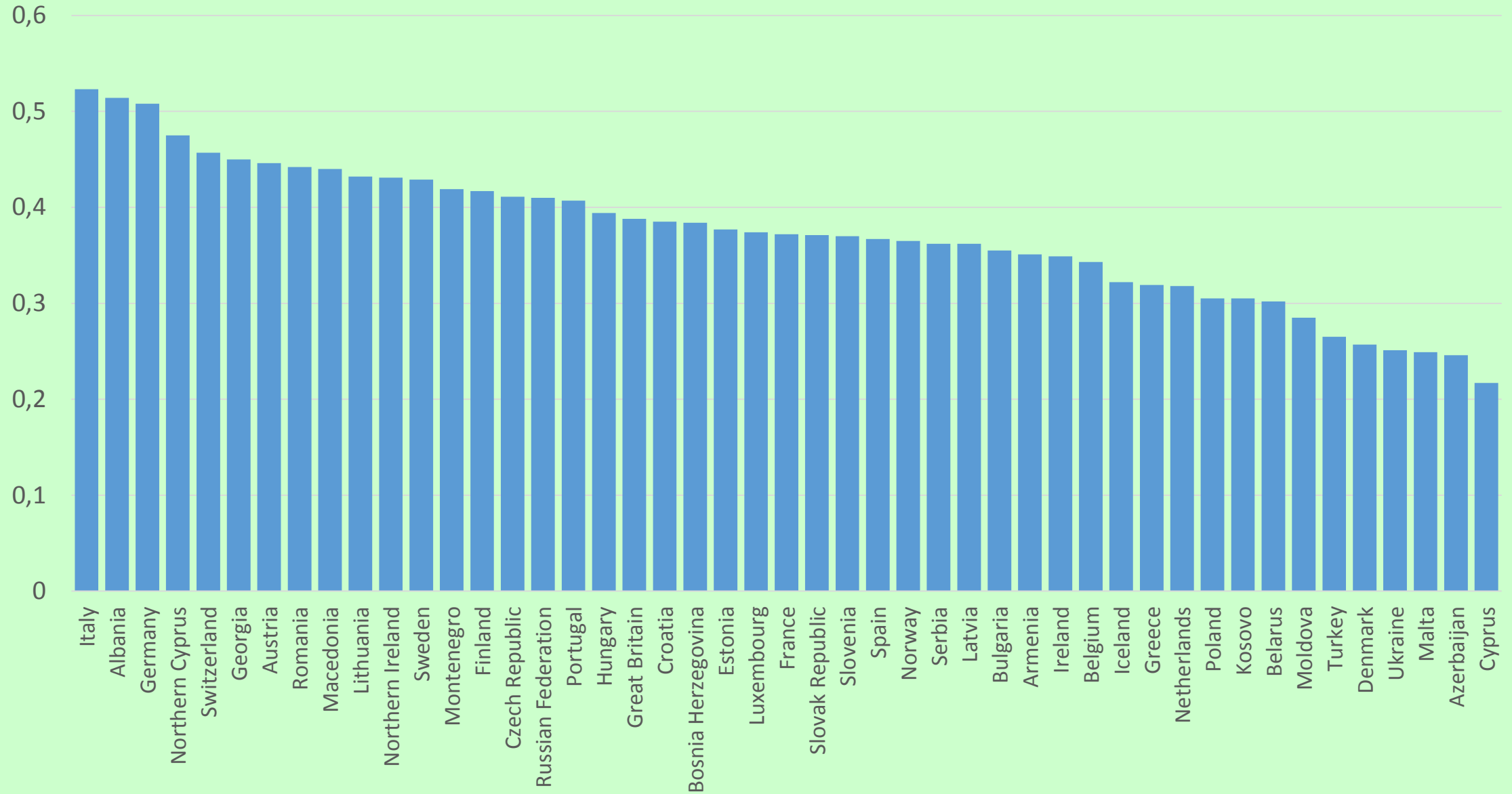
# Tasks and hypotheses (3)

3. To find out how does work values and job satisfaction relate to life satisfaction, to bring to light the direction of the effect.

## **Hypothesis:**

- The work values should be to a larger extent connected to job satisfaction than to life satisfaction, but the direction of the relationship should be the same

# Correlation between life satisfaction and job satisfaction across countries



# Two possible research strategies

- Analyze a large set of European countries and take correlation between life satisfaction and job satisfaction as a dependent variable
- Consider several Eastern European countries (in order to make a deeper analysis)

**Thank you for your attention!**

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