



The effect of work values upon the difference between life satisfaction and job satisfaction

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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. The work values are gradually changing
- On one hand, there is decrease of the overall importance of job in person's life (Inglehart, Welzel 2005, 2010)
- On the other hand, jobs become more diverse in terms of type of work, contracts, working conditions

Hence, job satisfaction could be differently associated with life satisfaction for different categories of people

Research novelty

- Job satisfaction and work values
- Effect of different job characteristics upon both life satisfaction and job satisfaction
- Job satisfaction and life satisfaction

BUT

- Less research on the factors that influence the difference between job satisfaction and life satisfaction
- No research how different types of work values impact the discrepancy between LS and JS

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

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)

Extrinsic and intrinsic values

- **Extrinsic values:** tangible outcomes or rewards of work, such as high income, material possessions, generous holidays, working conditions, a good pension plan, job security.

Could be divided into psychological and safety

- **Intrinsic values:** intangible rewards related to the process of work, for example an interesting job, autonomy, challenges, the opportunity to be creative, recognition, achieving something that has impact on others.

Could be divided into affiliation (love), esteem and self-actualization

- Extrinsic (instrumental) work values have more importance in countries with a lower level of socio-economic development (Kaasa 2011)

Dataset

- European values study 2008 – 2009
- Employed and self-employed
- 47 countries
- 30244 observations

Dependent variable

- Difference between life satisfaction (10-item scale) and job satisfaction (10-item scale)

Work values

- 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

Job importance

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

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 (extrinsic motivation)
- Career achievement (intrinsic motivation)
- Self-realization (intrinsic motivation)

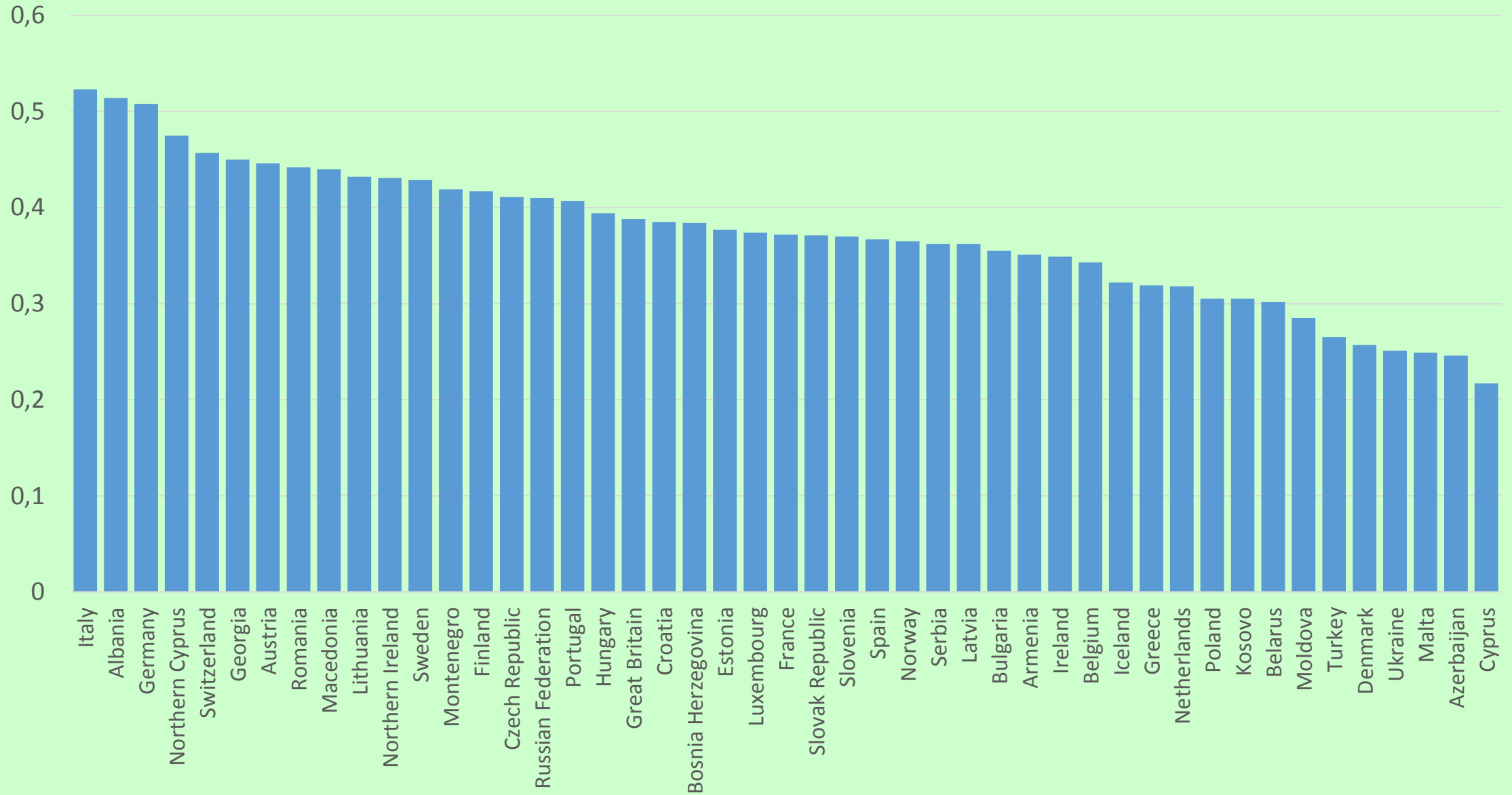
Tasks and hypotheses (3)

3. To reveal the effect of the level of self-expression values and relative job importances in a country upon the difference between life satisfaction and job satisfaction

Hypotheses:

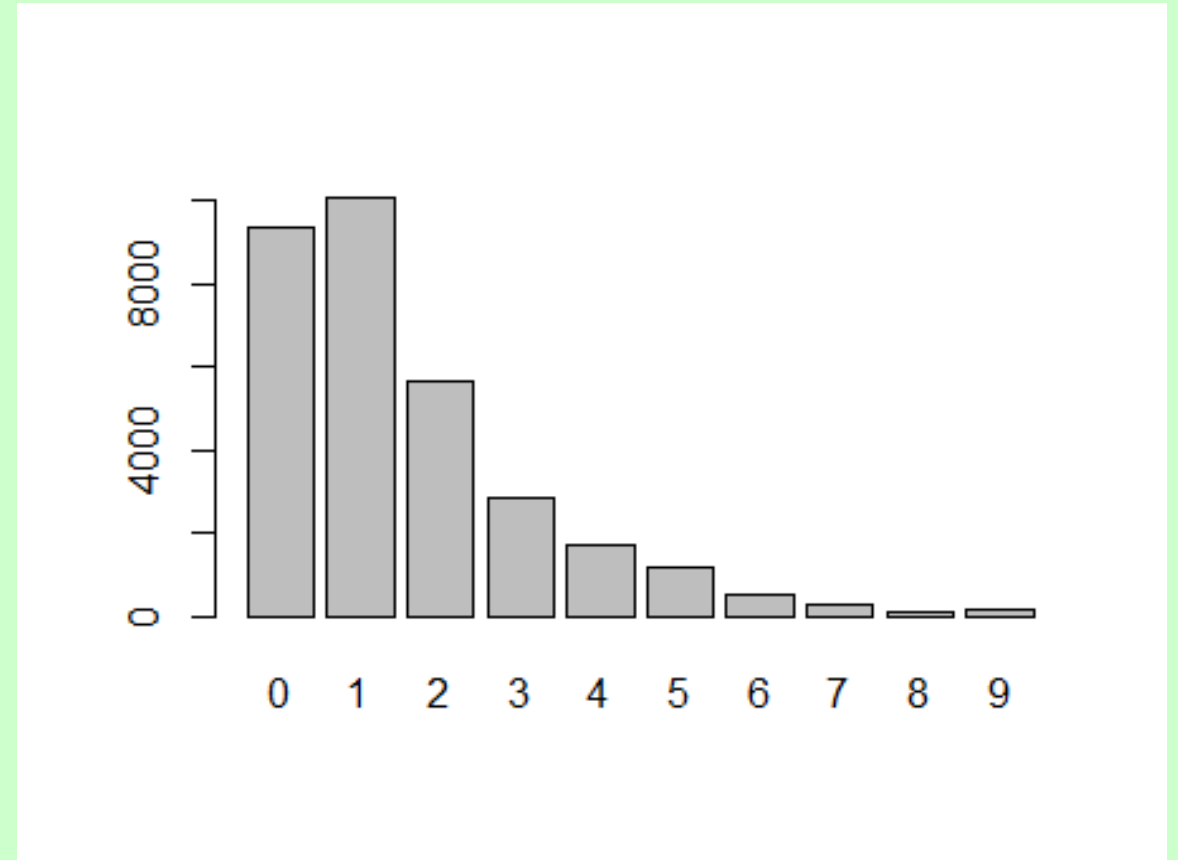
- In countries with a higher development of emancipative values the association between life satisfaction and job satisfaction will be weaker
- In countries with the high importance of job the association between life and job satisfaction will be stronger

Correlation between life satisfaction and job satisfaction across countries



Distribution of dependent variable

- **Which method to choose?**
- **Poisson regression**
- Ordinal regression analysis. Lessen the number of categories. How to decide (besides substantially)?
- Negative binomial regression
- 2 categories and logit model
- Other?



Results of poisson regression modeling

Increases discrepancy between LS and JS	Decreases discrepancy between LS and JS	No effect
<ul style="list-style-type: none">• Not too much pressure• Generous holidays	<ul style="list-style-type: none">• Pleasant people to work with• An opportunity to use initiative• 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• Have a say in important decisions	<ul style="list-style-type: none">• Good pay• Good job security• Good hours• A useful job for society• Meeting people• Family friendly• People treated equally at the workplace

Effect of control variables

Variables	Effect
Part-time employment	+
Self-employed	-
Female	+
Middle and higher education (compared to low)	-
Age groups (30-49, 50 and more) – not sign.	-
Believing in God	+
Being married	-
Having children	+

PCA: job importance

ITEM	FACTOR LOADING
job needed to develop talents	.649
humiliating receiving money without working	.644
people turn lazy not working	.697
work is a duty towards society	.665
work comes always first	.703

45% of dispersion is explained.

Varimax rotation

PCA: work values

ITEMS	Intrinsic motivation	Extrinsic motivation
Good pay		.574
Pleasant people	.374	
Not too much pressure		.631
Job security		.566
Good hours		.668
Use initiative	.723	
Useful for society	.593	
Generous holidays		.627
Meeting people	.577	
Achieving something	.662	
Responsible job	.688	
Interesting job	.537	
Meeting abilities	.541	.358
Learning new skills	.686	
Family friendly	.354	.547
Have a say	.674	
People treated equally	.411	.447

42% of dispersion is explained by 2 factors. Varimax rotation

Preliminary findings

- Intrinsic motivation decreases the difference between LS and JS
- There is almost no effect of extrinsic motivation
- The importance of job in persons life decreases the discrepancy between LS and JS

Next steps

- Including other job characteristics (profession, being a supervisor)
- Including country characteristics
- Conducting CFA

Thank you for your attention!

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