



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

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Research problem

- Today there is decrease of the overall importance of job in person's life (Inglehart, Welzel 2005, 2010).
- At the same time many people still spend a lot at their jobs and hence job satisfaction is one of the determinants of life satisfaction (Sousa-Poza 2000; Argyle 2001; Radcliff 2005)
- Jobs become more diverse in terms of type of work, contracts, working conditions. 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 (Kalleberg 2011)
- Those who have a pleasure at work should be more happy. Likely they are those who enjoy not only money but process of work

Novelty

- Work values should have an effect upon life satisfaction
- Job satisfaction should be differently associated with life satisfaction for different categories of people

The blocks of existing literature

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

BUT

- Less research take into account the interaction effect of work values and job satisfaction upon life satisfaction.
- **The research objective is to reveal an interaction effect of job satisfaction and work values on individual and country level upon life satisfaction across Europe**

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)

Classification of work values

- **Extrinsic and intrinsic work values (Deci 1975)**

- **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)

Work values across Europe

- European countries differ a lot in work values. For instance, in Russia and Ukraine good pay and career advancement are relatively more important. In Western Europe people attach more attention to the achievements in job and self-realization (Magun, Monusova 2014).
- But job security and good pay are important to almost everybody

Possible explanations:

- When the basic needs are satisfied, people attach importance to other values. Here is the same logic as in the case of modernization theory.
- In more affluent societies individuals that more interesting and promising jobs have higher payment and more job security.

Work values across Europe

3 groups of countries (Magun, Monusova 2014)

- Job achievements (Northern and Western Europe, Spain, Slovenia, Poland and Estonia)
- Security of the work place (Mediterranean and Post-soviet countries)
- Good pay and career advancement (Russia and Ukraine)

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

Tasks and hypotheses (1)

1. To reveal latent factor of work values

Hypothesis: there will be at least two main factors of work values:

- Extrinsic values
- Intrinsic values

Tasks and hypotheses (2)

2. To disclose the interaction effect of work values and job satisfaction upon life satisfaction

Hypotheses:

- Those individuals who appreciate in jobs mainly material and safety aspects (**extrinsic motivation**) should have a weaker effect of job satisfaction upon life satisfaction.
- Those individuals who appreciate in jobs non-material aspects such as career achievement and self-realization (**intrinsic motivation**) should have a stronger effect of job satisfaction upon life satisfaction.

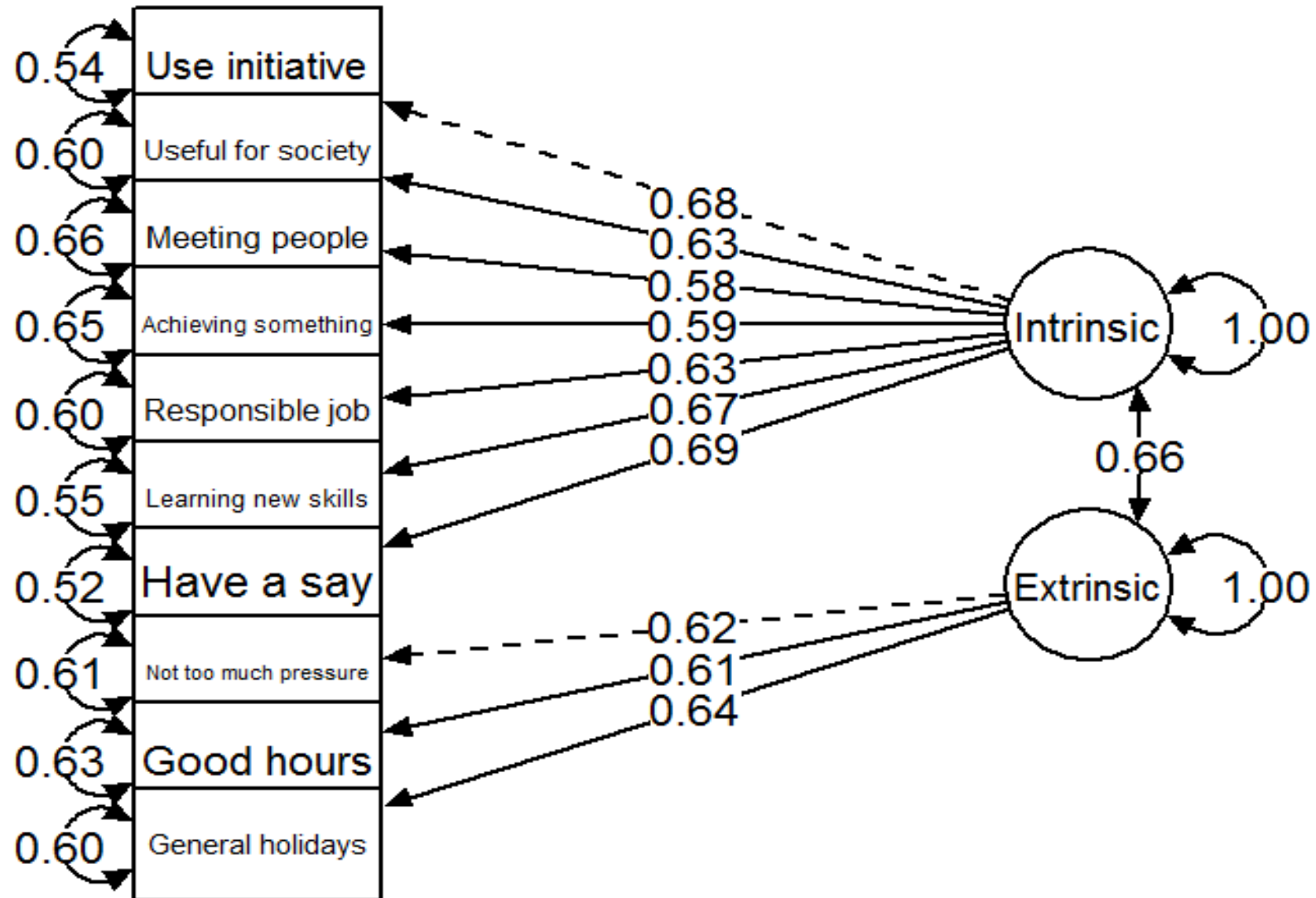
Tasks and hypotheses (3)

3. To reveal the effect of job satisfaction upon life satisfaction in countries with different level of intrinsic and extrinsic work values

Hypotheses:

- In countries with higher level of intrinsic values the effect of JS upon LS will be stronger
- In countries with higher level of extrinsic values the effect of JS upon LS will be weaker

Confirmatory factor analysis for the pooled sample



Model fit and measurement invariance

	Pooled sample	Configural invariance	Metric invariance	Scalar invariance
Chi Square		4963.586	6386.5	15126.1
df		1564	1924	2284
CFI	0.982	0.955	0.941	0.831
TLI	0.976	0.941	0.937	0.847
RMSEA	0.038	0.056	0.058	0.091
P-value RMSEA \leq 0.05	1.000	0.000	0.000	0.000
SRMR	0.023	0.036	0.054	0.079

Only configural invariance. Further steps – get partial metric and partial scalar invariance

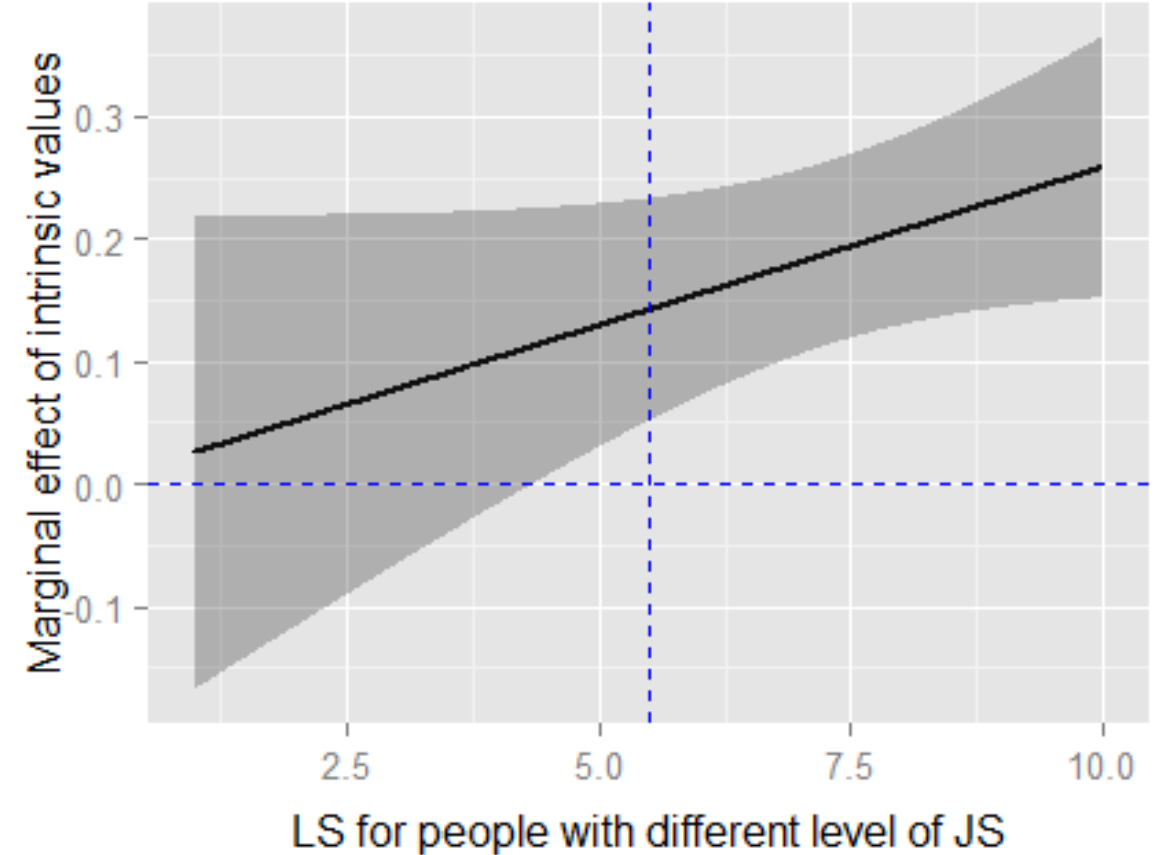
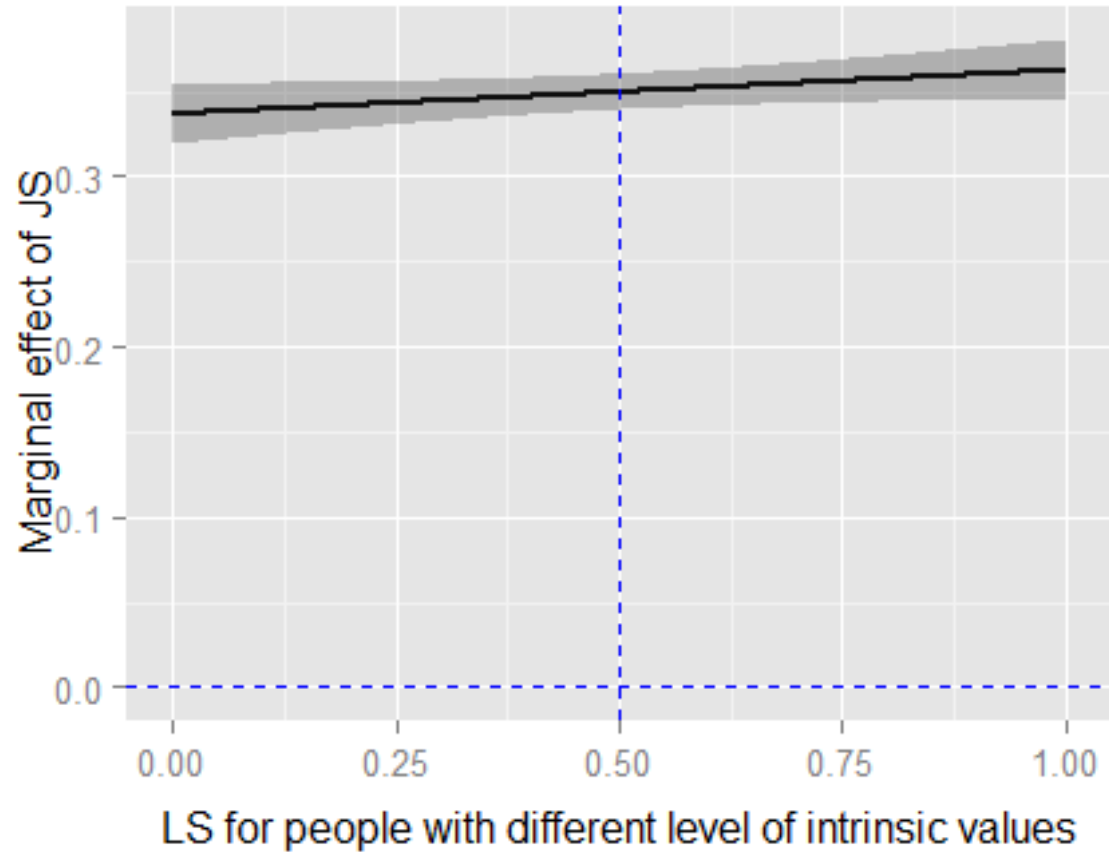
Index construction

- **Intrinsic values** = (use initiative + useful for society + meeting people + achieving something + responsible job + learning new skills + have a say) / 7
- **Extrinsic values** = (not too much pressure + good hours + general holidays) / 3
- Both indices vary from 0 (not important) to 1 (important)

Multilevel regression modeling. Dependent variable – life satisfaction

	1	2	3	4
JS	0.353***	0.350***	0.337***	0.345***
Intrinsic values		0.189***	-0.0003	0.190***
Extrinsic values		-0.128***	-0.128***	-0.200*
female	-0.029	-0.028	-0.028	-0.028
Middle education	0.186***	0.168***	0.169***	0.168***
Upper education	0.319***	0.294***	0.294***	0.294***
30-49 years (base – below 29)	-0.391***	-0.406***	-0.406***	-0.406***
50 and more years	-0.516***	-0.532***	-0.533***	-0.532***
Degree of religiosity	0.027***	0.027***	0.027***	0.027***
Part-time empl (base – full time)	-0.008	-0.005	-0.004	-0.005
self employed	-0.041	-0.059	-0.059	-0.058
married	0.462***	0.459***	0.459***	0.459***
Has children	-0.108***	-0.101***	-0.101***	-0.101***
JS*intrinsic values			0.026*	
JS*extrinsic values				0.010
Constant	4.446***	4.460***	4.554***	4.496***
Model fit				
Observations	29,310	28,149	28,149	28,149
Countries	46	46	46	46
ICC	8.2	8.0	8.0	8.0
Log Likelihood	-59,154.300	-56,686.790	-56,685.170	-56,686.530
Akaike Inf. Crit.	118,336.600	113,405.600	113,404.300	113,407.100
Bayesian Inf. Crit.	118,452.600	113,537.500	113,544.500	113,547.200

Marginal effects of JS and intrinsic values (model 3)



Multilevel regression modeling with country variables. Dependent variable – life satisfaction

	5	6	7
JS	0.349***	0.380***	0.373***
Intrinsic values	0.190***	0.188***	0.188***
Extrinsic values	-0.122***	-0.121***	-0.120***
lnGDP	0.385***	0.386***	0.386***
Intrinsic values- country mean	-0.517	-0.093	-0.527
JS: extrinsic – country mean			-0.049
Extrinsic values – country mean	0.256	0.268	0.629
JS: intrinsic – country mean		-0.059	
Constant	0.799	0.563	0.618
Observations	28,149	28,149	28,149
Countries	46	46	46
ICC	3.6	3.6	3.6
Log Likelihood	-56,667.980	-56,666.770	-56,666.930
Akaike Inf. Crit.	113,374.000	113,373.500	113,373.900
Bayesian Inf. Crit.	113,530.600	113,538.500	113,538.800
The same control variables are used but are not shown in this table			

Findings

- Two factors of work values – intrinsic and extrinsic values - are distinguished
- Job satisfaction leads to higher life satisfaction
- Individuals with intrinsic values have higher life satisfaction; individuals with extrinsic values have lower life satisfaction
- The effect of intrinsic values is only significant for individuals with higher level of job satisfaction
- The effect of extrinsic values does not change depending on the level of job satisfaction
- The effect of job satisfaction does not change in countries with different mean intrinsic and extrinsic values

Thank you for your attention!

Mean level of LS and JS across countries



Mean level of intrinsic and extrinsic values across countries

