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◦ • Overworked but satisfied?

The moderating role of income on the work-life conflict – job satisfaction relationship in Western Europe

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Job satisfaction

- Job satisfaction refers to the evaluation of the enthusiasm, pleasure, and contentment that a worker finds in his or her paid employment (Warr 1999).

European context

- + ● • Less than one in four EU-workers expressed high levels of job satisfaction (Eurostat 2015)
- • European workers are less engaged with their jobs than employees from any other part in the world (Gallup 2022)
- Long-term trends of decreasing job satisfaction in Europe (Krueger 2005).

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Work-life conflict in Europe

- Work–life conflict become more acute in the post-crisis period (McGinnity and Russell 2013).
- It is also reasonable to assume that work-life conflict is again on the rise after recent pandemic decline (Schieman et al. 2021).

This study


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- Although potential individual-level moderators of the work-life conflict–job satisfaction relation are well-studied, previous research has overlooked the potential influence of different income groups on this dynamic.

Prior research

- General consensus among scholars that work-life conflict and balance have important implications on job satisfaction (Sirgy and Lee 2018, Dewa et al. 2007, Wang et al. 2008, Jang et al. 2011).
- Findings on income association with work-life conflict are much more mixed (Weigt and Solomon 2008, Meier et al. 2008).
- A meta-analysis of 92 independent samples (Judge et al. 2010) reported that income has only a small positive relationship with job satisfaction.

Hypothesis

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- In line with the absolute utility theory (Hagerty 2003), we assume that income can act as a protective factor, mitigating the adverse effects of work-life conflict on job satisfaction.

Method

- European Social Survey, 2020.
- 7 countries (Belgium, Switzerland, France, United Kingdom, Italy, Netherlands and Norway).
- $n=3082$ (52,6% females, $M_{age}=47.43$, $SD_{age}=18.94$)
- Pooled regression analysis.

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Method

- Job satisfaction is measured on a self-rated 11-point scale (0 – extremely dissatisfied, 10 – extremely satisfied).

- Work-life conflict

Too tired after work to enjoy things like doing at home, how often

Job prevents you from giving time to partner/family, how often

Partner/family fed up with pressure of your job, how often

(1 – never, 5 – always).

Controls – gender, age, education, trade union membership, type of organization, part-time vs. full-time employment, contract type, having decision on how work is organized, working from home, and felling like part of the team.





Results

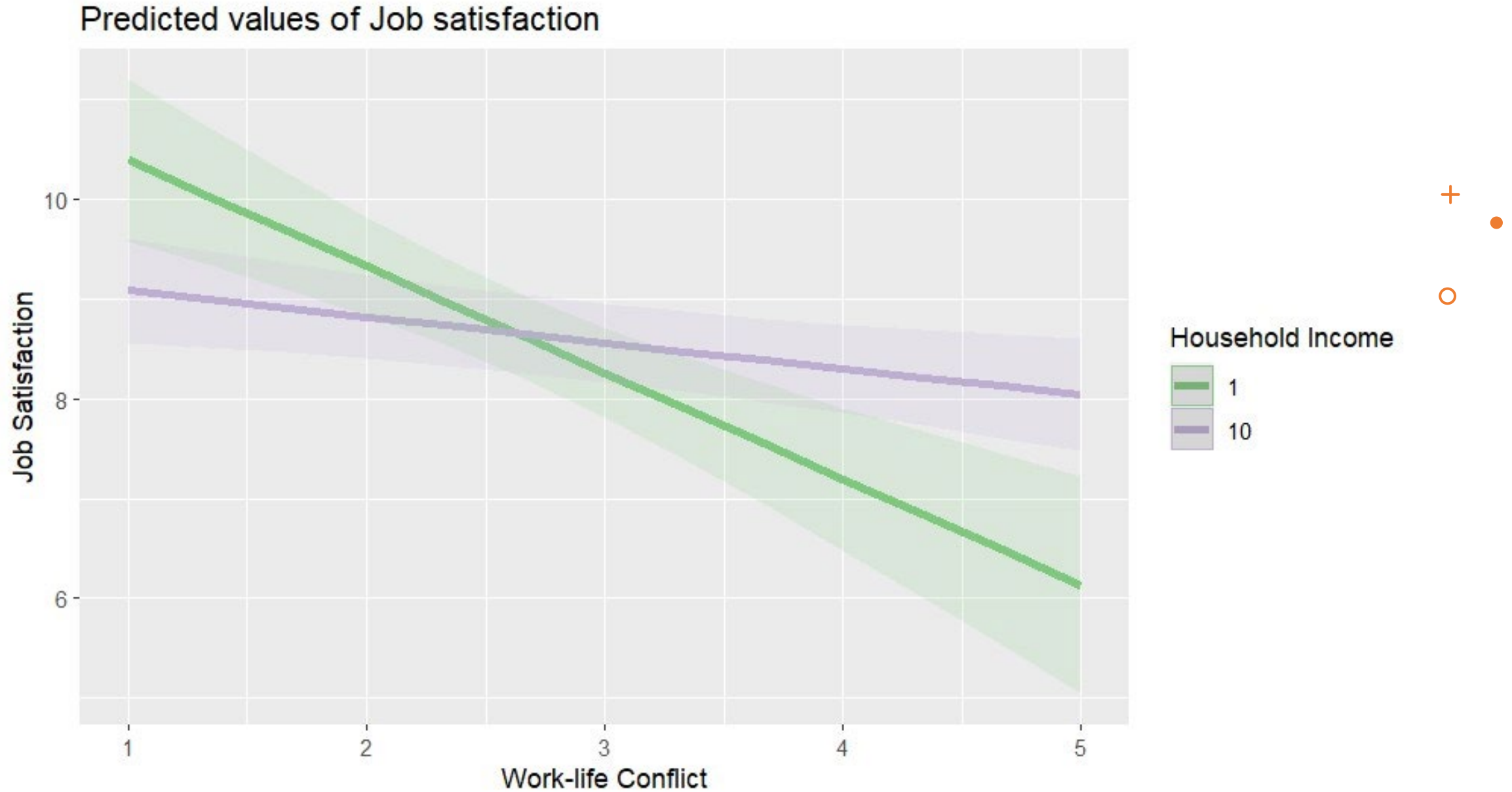


Results

<i>Predictors</i>	Model 1			Model 2			Model 3		
	<i>Estimates</i>	<i>CI</i>	<i>p</i>	<i>Estimates</i>	<i>CI</i>	<i>p</i>	<i>Estimates</i>	<i>CI</i>	<i>p</i>
(Intercept)	6.12	4.60 – 7.65	<0.001	6.95	5.36 – 8.54	<0.001	8.73	6.73 – 10.73	<0.001
Gender: Female	-0.21	-0.40 – -0.01	0.036	-0.14	-0.35 – 0.06	0.166	-0.15	-0.36 – 0.05	0.135
Age	-0.06	-0.13 – -0.00	0.044	-0.03	-0.10 – 0.03	0.336	-0.03	-0.09 – 0.03	0.344
Age Squared	0.00	-0.00 – 0.00	0.052	0.00	-0.00 – 0.00	0.461	0.00	-0.00 – 0.00	0.483
Trade union member	0.03	-0.22 – 0.28	0.808	0.02	-0.22 – 0.26	0.872	0.02	-0.21 – 0.26	0.837
Public organization	0.23	0.03 – 0.44	0.027	0.23	0.02 – 0.44	0.034	0.22	0.00 – 0.43	0.047
Part-time worker	-0.34	-0.66 – -0.03	0.034	-0.55	-0.89 – -0.21	0.002	-0.56	-0.90 – -0.23	0.001
Contract type: Unlimited	-0.02	-0.30 – 0.26	0.875	-0.01	-0.29 – 0.28	0.966	-0.02	-0.30 – 0.26	0.864
Education	-0.02	-0.06 – 0.01	0.117	-0.02	-0.05 – 0.01	0.279	-0.02	-0.05 – 0.02	0.296
Decision on how work is organized	0.1	0.06 – 0.13	<0.001	0.09	0.05 – 0.13	<0.001	0.09	0.05 – 0.13	<0.001
Work from home	0.02	-0.04 – 0.08	0.497	0.04	-0.03 – 0.10	0.248	0.04	-0.02 – 0.10	0.219
Feeling like part of the team	0.36	0.30 – 0.43	<0.001	0.34	0.27 – 0.41	<0.001	0.34	0.27 – 0.41	<0.001
Work-life Conflict				-0.5	-0.64 – -0.37	<0.001	-1.15	-1.63 – -0.67	<0.001
Household Income				0.01	-0.04 – 0.06	0.663	-0.23	-0.39 – -0.08	0.004
WLC:Income							0.09	0.03 – 0.15	0.003
Observations	3082			2803			2803		
R ² / R ² adjusted	0.189 / -0.055			0.230 / 0.025			0.239 / 0.036		



Results



Discussion

- + • Absolute vs. relative income.
- • Income and job satisfaction.
- Individual vs. household income.
- Composite vs. global job satisfaction.