

# Who is most likely to be satisfied with their job?

## (Future Generations Indicator 20)

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The National Survey for Wales 2013-14 results are used here to investigate what factors are linked with people saying that are moderately to very satisfied with their present job. We have controlled for a range of factors, so that even when factors are related (e.g. age and overall life satisfaction) the link between each factor and job satisfaction can be explored independently.

### Key findings

People are more likely to have high job satisfaction if they:

- Live in Powys, Pembrokeshire, Gwynedd or Neath Port Talbot compared with Newport and Conwy;
- Are aged 60 and over or 30 to 39;
- Have formal responsibility for supervising the work of other employees;
- Have medium to high life satisfaction;
- Are satisfied with their commute;
- Are satisfied with the spare time they have;
- Are satisfied with their financial situation.

We did not find a link between the following and job satisfaction: gender; marital status; qualification levels; being Welsh-speaking; religion; tenure (e.g. renting or owning); living in an urban or rural area; having children in the household; having household internet access; and ability to keep up with bills and credit commitments.

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## 1. Background

The [Well-being of Future Generations \(Wales\) Act 2015](#) is designed to improve the social, economic, environmental and cultural well-being of Wales by putting in place seven well-being goals. The Act places a legal requirement on the Welsh Government to set [national indicators](#) which measure achievement of the well-being goals. This report focuses on indicator 20: 'percentage of people moderately or very satisfied with their job'.

The [National Survey for Wales](#) is used to measure progress against many of these national indicators. It is a large-scale, face-to-face survey collecting detailed information on people's views and well-being. The 2013-14 survey covered 14,771 people. It provides robust information on people's views about a wide range of issues.

## 2. Measure of satisfaction with job

Respondents were asked: “On a scale of 0 to 10, where 0 is ‘not at all’ and 10 is ‘completely’, overall, how satisfied are you with your present job?”. People who responded 6 or above were coded as ‘moderately to very satisfied’ with their present job. Of the respondents who were in employment<sup>1</sup>, 83% fell into this category.

## 3. Analysis method

To get a clear understanding of how each individual factor contributes to job satisfaction, we used a technique called regression analysis. Regression analysis allows us to explore the links between particular factors and job satisfaction.

For example, we know that people who are married are more likely to be satisfied with their job. However, people who are married are more likely to be aged over 30; and people aged over 30 are also more likely to be satisfied with their job. This can make it difficult to say whether being satisfied with a job is due to marital status or to age. Once other factors are controlled for, using regression analysis, it is clear that marital status does not in itself affect job satisfaction. But age does affect job satisfaction even when other factors are taken into account.

The analysis of each factor presented below controls for a range of other factors, so the link between each factor of interest can be isolated and explored. All factors reported on below have a statistically significant link with job satisfaction (that is, we are confident these findings are robust and not just due to variability in the survey estimates).

Regression analysis can identify relationships between factors, however, it cannot tell us about causality. While for some factors causality is fairly clear based on prior knowledge (e.g. satisfaction with job does not cause changes in age, age causes changes in job satisfaction), for others the relationship between cause and effect is more blurred (satisfaction with financial situation can lead to satisfaction with job; satisfaction with job can lead to satisfaction with financial situation). Therefore, where prior knowledge does not make the direction of causality clear we have generally noted that causality can operate in either direction (or both).

For a full description of how we carried out the analysis, see the accompanying [technical report](#).

## 4. Main findings: predictors of being satisfied with present job

When controlling for other factors, the following were found to be predictors of whether a person is moderately to very satisfied with their present job<sup>2</sup>.

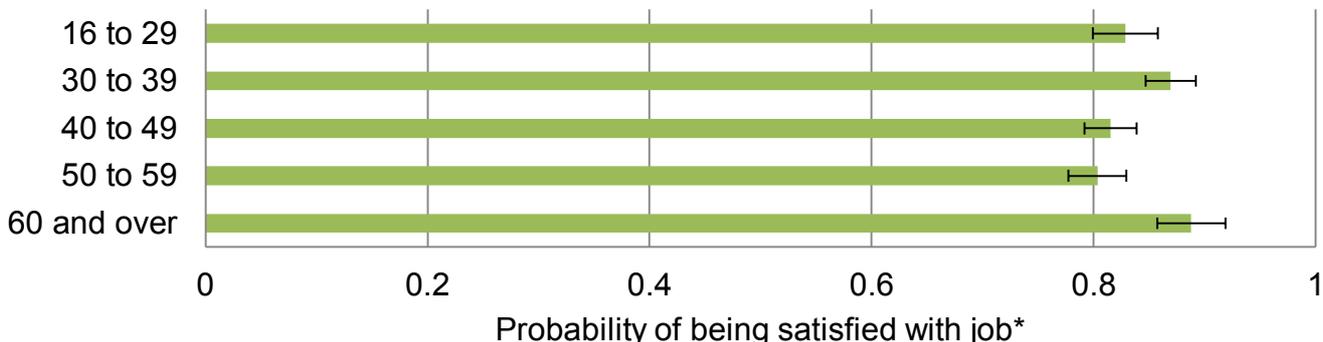
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<sup>1</sup> 52% of respondents were either unemployed or economically inactive.

<sup>2</sup> If the error bars for each response do not overlap, the responses are statistically significant different from one another. These intervals are calculated around a survey estimate and give a range within which the true value is likely to fall. In 95% of survey samples, the 95% confidence interval will contain the ‘true’ figure for the whole population. This means we have a high level of confidence that there is a real difference in the general population – the finding is not likely to be variability in the estimates.

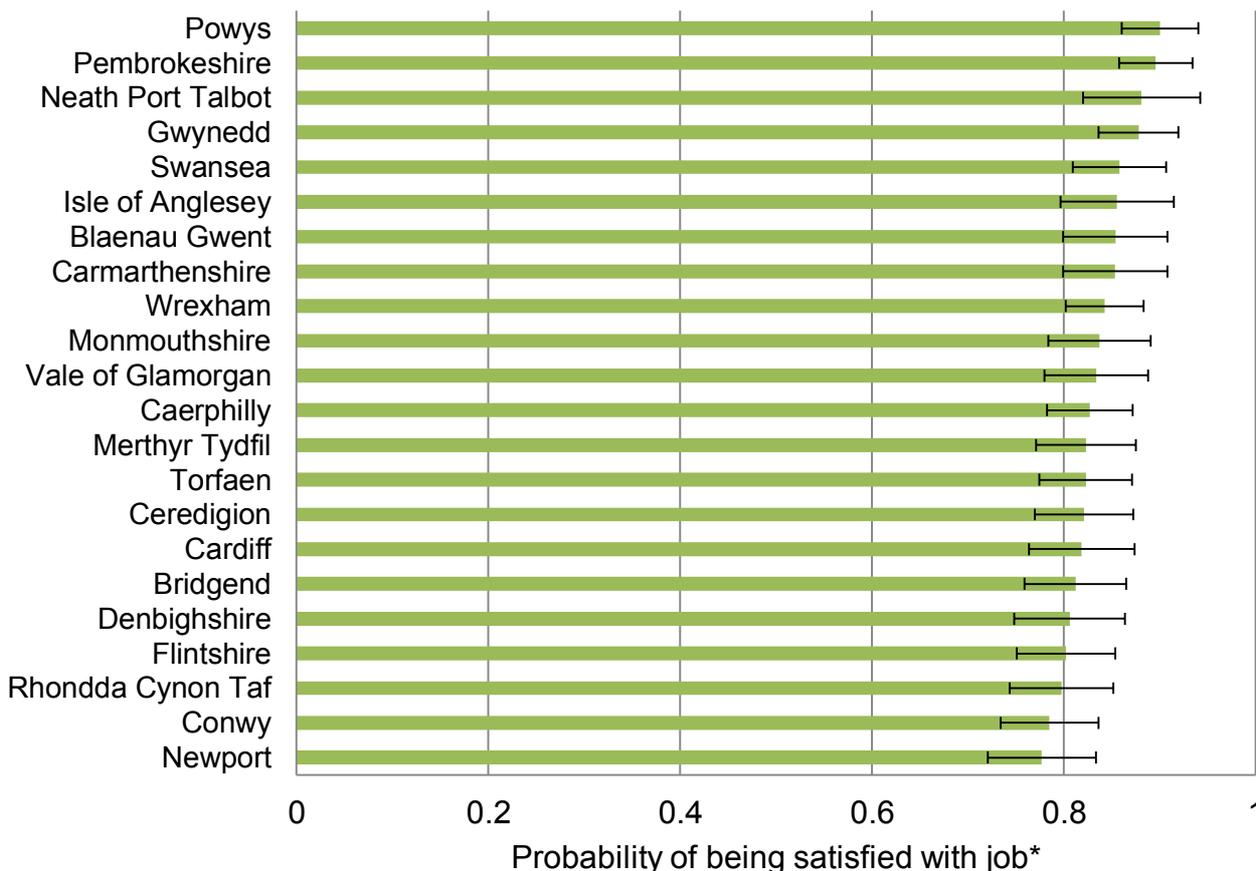
**Age:** Holding the other factors constant, people aged 60 and over (0.89)<sup>3</sup> and 30 to 39 (0.87) are most likely to be satisfied with their jobs, as shown in Figure 1.

Figure 1: The link between age and job satisfaction<sup>4</sup>



**Local authority area:** Holding the other factors constant, people who live in Powys and Pembrokeshire are more likely to be satisfied with their job (0.9 and 0.89 respectively) than those from Newport (0.78) and Conwy (0.79). There is no significant difference between most of the local authority areas, as shown in Figure 2.

Figure 2: The link between local authority area and job satisfaction



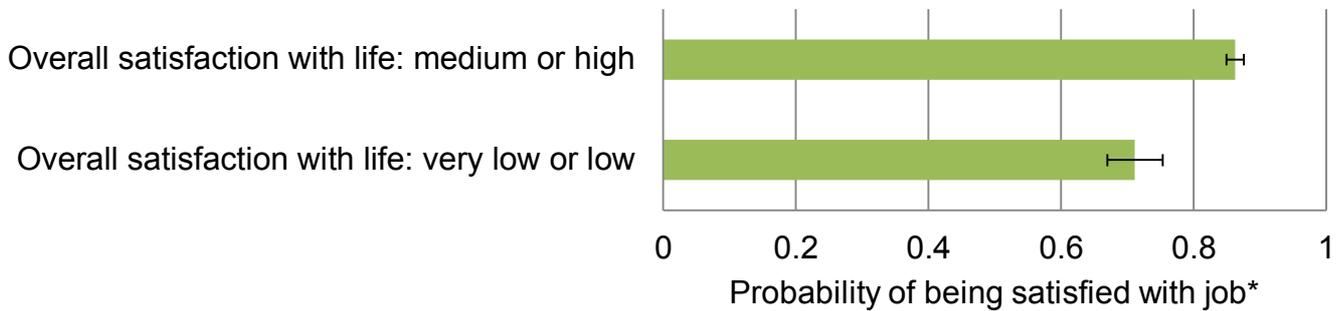
<sup>3</sup> When controlling for the other factors, a probability of 0 would indicate a 0% likelihood of a respondent in this group being satisfied with their job. A probability of 1.0 would indicate a 100% likelihood of a respondent in this group being in satisfied with their job.

<sup>4</sup> If the error bars for each response do not overlap, the responses are significantly different from one another at the 0.05 level.

\* Holding the other factors constant.

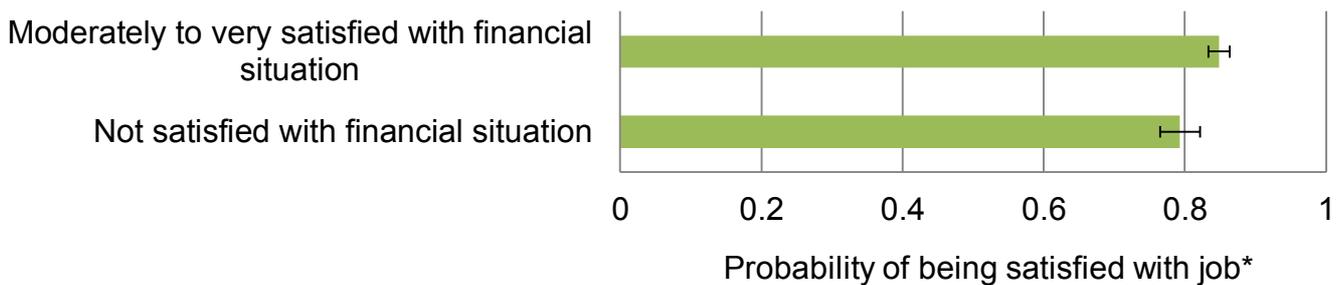
**Overall life satisfaction:** Holding the other factors constant, people with medium to high overall life satisfaction are more likely to be satisfied with their job (0.86) than those with low to very low life satisfaction (0.71), as shown in Figure 3.

Figure 3: The link between overall life satisfaction and job satisfaction



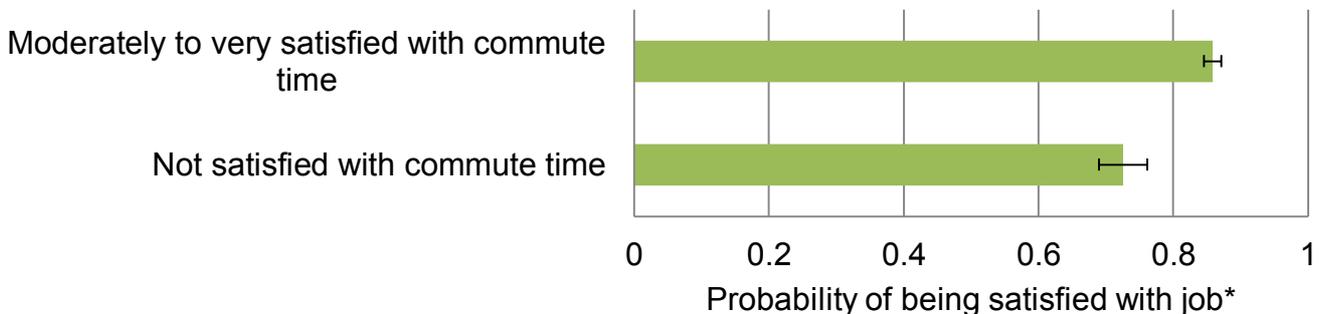
**Satisfaction with financial situation:** Holding the other factors constant, people who are moderately to very satisfied with their financial situation (0.85) are more likely to be satisfied with their job than those who are not satisfied with their financial situation (0.79), as shown in Figure 4.

Figure 4: The link between satisfaction with financial situation and job satisfaction



**Satisfaction with the time it takes you to travel to and from work:** Holding the other factors constant, people who are moderately to very satisfied with their commute time (0.86) are more likely to be satisfied with their jobs than those who are not satisfied with their commute time (0.73), as shown in Figure 5.

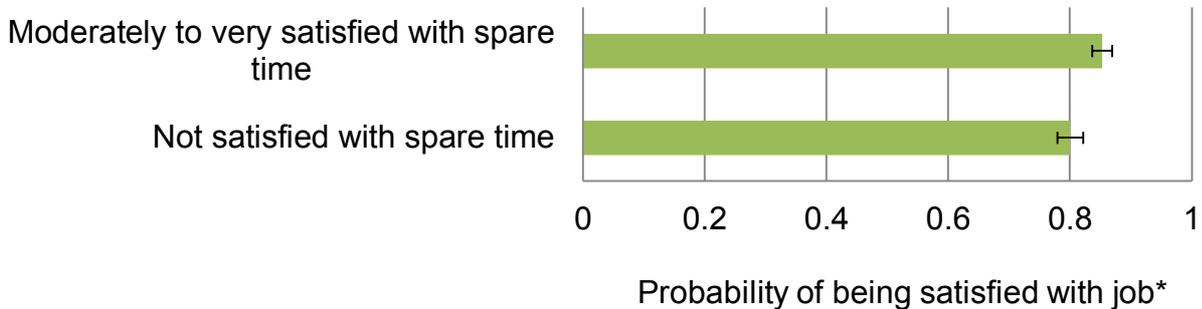
Figure 5: The link between satisfaction with commute on be satisfied with job



\* Holding the other factors constant .

**Satisfaction with the amount of spare time:** Holding the other factors constant, people who are moderately to very satisfied with the amount of spare time that they have (0.85) are more likely to be satisfied with their jobs than those who are not satisfied with their spare time (0.8), as shown in Figure 6.

Figure 6: The link between satisfaction with spare time and satisfaction with job



**Formal responsibility for supervising the work of other employees:** Holding the other factors constant, people who have the responsibility of supervising the work of other employees (0.86) are more likely to be satisfied with their job than those who do not have this responsibility (0.81), as shown in Figure 7.

Figure 7: The link between formal responsibility and job satisfaction

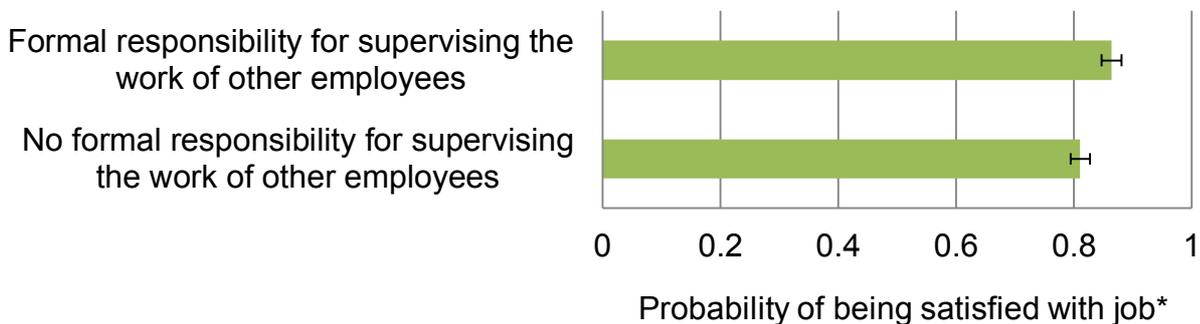
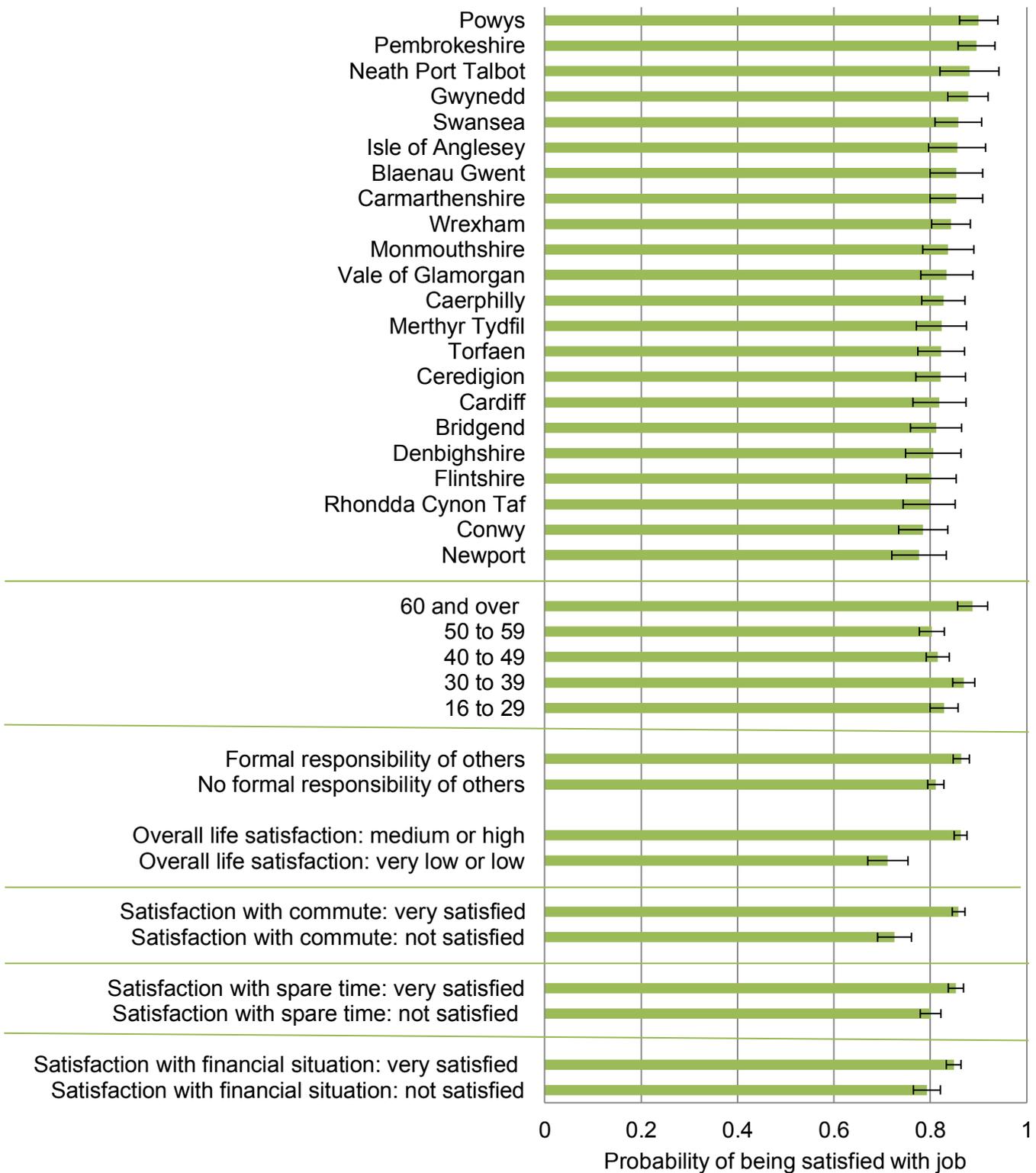


Figure 8 summarises the contribution of each factor to being satisfied with work.

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\* Holding the other factors constant .

Figure 8: Probability of being satisfied with job<sup>5</sup>



<sup>5</sup> As before, the error bars can be used to see where there are statistically significant differences among categories of each factor: if the bars do not overlap, the difference is likely to be 'real'. However, it would not be correct (or meaningful) to conclude that non-overlapping error bars mean that a category of one factor (e.g. people aged 16 to 29) predicts job satisfaction significantly different to a category of another factor (e.g. people with a low life satisfaction).

## 4.1 Factors not linked to job satisfaction

We did not find a link between the following and job satisfaction:

- gender;
- marital status;
- qualification levels;
- being Welsh-speaking;
- religion;
- tenure (e.g. renting or owning)
- living in an urban or rural area;
- having children in the household;
- having household internet access; and
- ability to keep up with bills and credit commitments.

Further details on how we carried out the analysis are available in the accompanying [technical report](#).

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Mae'r ddogfen yma hefyd ar gael yn Gymraeg.

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