



Measuring job satisfaction in surveys: Germany

Comparative analytical report

Questionnaire

Editorial disclaimer

This report has not been subjected to the standard Foundation editorial procedures

This German national report is part of a comparative overview ([EF/06/55/EN](#)) of how job satisfaction is measured in national working conditions surveys based on 16 national contributions for the [European Working Conditions Observatory](#) (EWCO).

Aim and structure of the comparative analytical report questionnaire

The main objective of this comparative analytical report is to assess if and how the job satisfaction issue is dealt in the national surveys and to bring forward some data and trends on job satisfaction. This comparative analytical report shall reveal how national surveys produce data on job satisfaction, focusing on the methodologies used and shall present available data on job satisfaction.

Thus, the questionnaire is divided into three main sections. The first section is mainly focused on the national surveys dealing with job satisfaction (priority given to the national working conditions surveys) and the methodological frame used. In this section, the national correspondents are basically asked to identify which surveys deal with job satisfaction, what questions are made, how questions are made and what definitions are used in those questions.

The second section is addressed to gather available data on general job satisfaction and job satisfaction broken down by some of its determinants. Whenever it is possible, trends should be identified.

Finally, the last section is focused on the analytical aspects of job satisfaction. In this section, national correspondents are asked to identify correlations between job satisfaction and other

variables related to organisational practices that may be present in national surveys data reports and to identify interesting pieces of conceptual or meta analysis of job satisfaction.

Section 1: Survey sources and questions

1 – Is job satisfaction an issue addressed in your national working conditions surveys? Do other national surveys include any questions on job satisfaction?

Please identify sources and survey methodology (also mention first year of implementation, regularity (periodicity), time frame (e.g. over the last twelve months), population, sample size and frame, data collection methodology, etc.).

The German Socio-Economic Panel (GSOEP)

The [GSOEP](#) is a wide-ranging representative longitudinal study of private households in Germany. It provides information on all household members, consisting of Germans living in the Old and New German States, Foreigners, and recent Immigrants to Germany. The Panel was started in 1984 and is conducted annually. In 2003, there were more than 12,000 households, and nearly 24,000 persons sampled.

The GSOEP provides a broad information on diverse aspects of household composition, occupational biographies, employment, earnings, health and satisfaction indicators.

Subjects covered in topical modules of the survey are personal values, preferences and expectations, social security, education and training, and allocation of time.

The GSOEP is located at the [German Institute for Economic Research \(DIW\)](#).

Data from the GSOEP was used for the [European Community Household Panel \(ECHP\)](#) and for the EU-SILC launched for Germany in 2005 (Burkauser and Lillard 2005).

BIBB/IAB/BAuA surveys

The BIBB/IAB surveys are representative surveys of 34,000 people employed. The surveys have been conducted jointly by the [Federal Institute for Vocation Education and Training \(BIBB\)](#) and the [Institute for Employment Research \(IAB\)](#) operating as the [Federal Employment Services'](#) research institution. The surveys have been funded by the [Federal Ministry for Education and Research](#). The first BIBB/IAB survey took place in 1979. Further surveys were conducted in 1998/99 and 2005/06. Each of the four surveys had a specific topic.

The fourth and last survey took place in 1998/1999. In the survey, the [Federal Institute for Occupational Safety and Health \(FIOSH, German acronym BAuA\)](#) participated also.

The aim of the survey was to shed light on the structural change in the working world and the impact on working conditions and the individual mobility behaviour of employed people. In the survey detailed information on the qualification profiles and the occupational developments as well as the organisational, technological and qualification frame condition of their working place had been gathered.

A new [BIBB/BAuA survey](#) as a joint survey of the Federal Institute for Vocation Education and Training (BIBB) and the Federal Institute for Occupational Safety and Health (FIOSH, German acronym BAuA) is currently conducted (<http://www.bibb.de/de/21767.htm>) . New features of the BIBB/BAuA 2005/2006 survey are:

- CATI instead of CAPI survey

- 15,000 instead of 34,000 people employed.

2 – The questions regarding job satisfaction in national surveys are single-item questions? Or multi-facet questions? Are there ‘indirect’ job satisfaction questions in the survey, e.g. scale questions of the type ‘Your job gives you the feeling of work well done’?

- **Please specify how questions are formulated (i.e. the text of the questions used in the surveys) and, if applicable, identify different facets used.**

GSOEP 2004 and 2005 survey ([Questionnaire 2004 Q. 1](#) and [Questionnaire 2005 Q. 1](#)):

In the GSOEP a single-item question is asked:

'How satisfied are you today with the following areas of your life? How satisfied are you with ...
- your job?'

This is one category among 13 categories ranging from satisfaction with health to the overall standard of living.

BIBB/IAB survey 1998/99

The BIBB/IAB survey applies multi-facet questions:

'How satisfied are you with the following issues in your current employment?'

How satisfied are you with regard to ...

- income
- prospects of promotion
- working time arrangement
- working atmosphere
- your boss
- type and content of work
- spatial conditions and working environment
- work pressure and strain
- opportunities to apply abilities
- opportunities for further training and learning new things

- **If possible, briefly mention the evolution in questions used in national surveys: which questions were added, which questions were removed, etc.**

In the GSOEP the single-item question had been asked in all 21 waves.

In the BIBB/IAB 1991/92 Survey the multi-facet questions are introduced with the following question:

'How satisfied are you all in all with your current job?'

The other questions are quite similar to the 1998/1999 survey.

'How satisfied are you with the following issues in your current employment?

How satisfied are you with regard to ...

- income
- prospects of promotion
- working atmosphere
- type and content of work
- spatial conditions and working environment
- work pressure and strain
- opportunities to apply abilities
- opportunities for further training and learning new things

The BIBB/IAB 1985 survey included only a single-item question: 'All in all: Are you satisfied with your current job'.

The BIBB/IAB 1979 survey included only a single-item question: 'Considering your current job in general how satisfied are with your job?'

- **Is there a scale being used? What kind of scale?**

The *GSOEP* used a scale from 0 to 10 in all 21 waves. 0 means totally unhappy, 10 means totally happy.

The *BIBB/IAB* 1998/99, 1991/92 and the 1985 surveys used the scale of all multi-facet questions:

1. Very satisfied
2. More or less satisfied
3. Rather unsatisfied
4. Very unsatisfied

The BIBB/IAB 1979 survey a scale of 1 (very satisfied) to 5 (very unsatisfied) was used.

3 – If definitions of overall job satisfaction/job satisfaction facets are used in questions in national surveys, please give them.

Both surveys do not give definitions of work or job satisfaction.

Section 2: Survey data and trends

4 – Provide data, including trends if possible, on general job satisfaction.

Tables 1 and 2 illustrate changes in work satisfaction year on year, by looking at the numbers registering less, more, or equal satisfaction with work, compared with the previous year. In East Germany, the share of employees who feel more satisfaction with work declined. No clear trend is visible in West Germany.

Table 1: Annual change of work satisfaction (West)*Change of work satisfaction compared with the previous year, %*

	Equal	More	Less
1984/85	28.8	31.1	40.0
1985/86	29.4	30.8	39.8
1986/87	30.3	34.7	35.1
1987/88	29.4	29.9	40.8
1988/89	31.3	33.0	35.7
1989/90	33.1	32.3	34.6
1990/91	31.3	32.1	36.7
1991/92	29.7	37.8	32.5
1992/93	30.4	28.8	40.8
1993/94	30.7	31.2	38.1
1994/95	31.0	32.4	36.6
1995/96	31.6	32.7	35.8
1996/97	31.2	31.8	37.1
1997/98	30.4	32.2	37.4
1998/99	30.0	34.6	35.5
1999/00	30.3	34.0	35.8
2000/01	30.2	33.8	36.0
2001/02	33.9	29.5	36.6
2002/03	32.9	31.4	35.7
2003/04	29.7	32.1	38.2

Source: Source: SOEP -Monitor, Update: 25 August 2005; Population: All respondents in the age of 17 years and more, longitudinal

Table 2: Annual change of work satisfaction (East)*Change of work satisfaction compared with the previous year, %*

	Equal	More	Less
1991/92	23,9	39,5	36,6
1992/93	25,8	33,6	40,5
1993/94	27,2	33,2	39,6
1994/95	30,1	32,9	37,0
1995/96	27,6	31,6	40,8
1996/97	31,7	32,3	36,0
1997/98	27,0	33,0	40,0
1998/99	30,6	32,9	36,6
1999/00	32,1	33,4	34,5
2000/01	27,1	34,5	38,4
2001/02	31,2	29,9	39,0
2002/03	32,9	30,0	37,2
2003/04	29.2	33.3	37.5

Source: Source: SOEP -Monitor, Update: 25 August 2005; Population: All respondents in the age of 17 years and more, longitudinal

Please also provide the latest data available on the following possible job satisfaction correlates:

- gender
- age (use, if possible, the Labour Force Survey age classes: 15 to 24, 25 to 34, 35 to 44, 45 to 54, 55 to 64 and 65 years old or more)
- marital status
- parenting/number of children
- education
- job status (permanent/fixed-term, employee/self-employed, full/part-time)
- occupational background (current job)
- sector of employment/major industry (use, if possible, the standard NACE classification, 1 digit)

Table 3 shows a high degree of work satisfaction among full-time and part-time workers in 2004. The table reflects all in all a high degree of work satisfaction.

Table 3: Satisfaction with work according to gender and full-time or part-time work

Satisfaction with work according to gender and full-time or part-time work, 2004, %

Satisfied on a scale 0-Low to 10-High	Total		Female		Male	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
0	0.4	0.3	0.5	0.2	0.3	0.9
1	0.7	0.9	0.7	0.7	0.6	2.3
2	2.0	2.3	1.9	1.9	2.0	5.6
3	3.3	3.2	3.1	3.0	3.4	4.2
4	4.0	3.4	4.5	3.3	3.8	4.7
5	10.7	11.8	11.6	11.6	10.3	13.5
6	10.0	11.8	10.2	12.5	9.9	5.6
7	19.1	17.6	19.1	18.1	19.1	13.0
8	27.7	26.2	26.4	26.7	28.4	21.4
9	13.8	12.2	13.9	12.5	13.8	8.8
10	7.6	7.8	7.5	7.7	7.6	9.3
No answer	0.7	2.3	0.6	1.7	0.8	10.7

Source: GSOEP- Scientific use file, Population: Gainful employed, full-time or regular part-time employment; own calculations

Table 4 reflects gender differences in work satisfaction in relation to different facets.

Table 4: Facets of work satisfaction according to gender

Facets of work satisfaction according to gender, 1998/99, %

Satisfied with ...	Female	Male	Total
Income			
Very satisfied	9.4	10.1	9.8
More or less satisfied	63.7	64.3	64.1

Satisfied with ...	Female	Male	Total
Rather unsatisfied	21.8	20.9	21.3
Very unsatisfied	5.1	4.7	4.9
Prospects of promotion			
Very satisfied	8.2	9.6	9.0
More or less satisfied	55.6	55.5	55.5
Rather unsatisfied	27.6	27.5	27.5
Very unsatisfied	8.6	7.4	7.9
Working time arrangements			
Very satisfied	24.9	19.1	21.6
More or less satisfied	61.7	64.1	63.1
Rather unsatisfied	11.2	13.8	12.7
Very unsatisfied	2.2	2.9	2.6
Working atmosphere			
Very satisfied	33.1	28.0	30.2
More or less satisfied	55.4	59.1	57.5
Rather unsatisfied	9.5	10.7	10.2
Very unsatisfied	2.0	2.1	2.1
Boss			
Very satisfied	30.0	24.0	26.7
More or less satisfied	58.0	62.0	60.2
Rather unsatisfied	9.5	11.1	10.4
Very unsatisfied	2.5	2.9	2.7
Type and content of work			
Very satisfied	32.7	31.0	31.7
More or less satisfied	58.0	60.8	59.5
Rather unsatisfied	7.9	7.0	7.4
Very unsatisfied	1.4	1.2	1.3
Work environment			
Very satisfied	28.2	22.2	24.8
More or less satisfied	57.9	61.5	59.9
Rather unsatisfied	11.6	13.8	12.8
Very unsatisfied	2.3	2.5	2.4
Work pressure			
Very satisfied	10.4	7.9	9.0
More or less satisfied	70.4	68.7	69.4
Rather unsatisfied	17.0	20.8	19.1
Very unsatisfied	2.3	2.6	2.5
Opportunities to apply abilities			
Very satisfied	22.8	22.8	22.8
More or less satisfied	60.8	61.9	61.4
Rather unsatisfied	13.2	12.7	12.9
Very unsatisfied	3.2	2.7	2.9
Further training/learning new things			
Very satisfied	16.2	15.8	16.0
More or less satisfied	54.9	56.2	55.6
Rather unsatisfied	22.2	22.2	22.2
Very unsatisfied	6.7	5.8	6.2

Source: BIBB-IAB 1998/99 survey; own calculations

Table 5 shows clear differences of work satisfaction between employees on permanent, fixed-term and temporary agency contracts. The highest degrees of work satisfaction are visible of workers with permanent contracts.

Table 5: Work satisfaction and employment contract

Work satisfaction and employment contract, 1998/99, %

Satisfaction with ...	Permanent	Fixed-term	Temporary agency
Income			
Very satisfied	9.0	6.3	2.4
More or less satisfied	65.6	54.6	37.2
Rather unsatisfied	21.2	29.1	40.8
Very unsatisfied	4.2	10.0	19.6
Type and content of work			
Very satisfied	29.5	25.1	15.5
More or less satisfied	62.0	56.8	57.0
Rather unsatisfied	7.4	13.7	20.3
Very unsatisfied	1.1	4.5	7.2
Opportunities to apply abilities			
Very satisfied	20.8	17.0	8.9
More or less satisfied	63.6	55.0	56.0
Rather unsatisfied	13.0	20.3	24.2
Very unsatisfied	2.6	7.8	10.9
Prospects of promotion			
Very satisfied	7.5	5.1	2.7
More or less satisfied	57.2	41.0	31.6
Rather unsatisfied	28.1	36.0	41.3
Very unsatisfied	7.2	17.9	24.4
Working time arrangements			
Very satisfied	21.3	21.6	14.1
More or less satisfied	64.1	61.9	65.7
Rather unsatisfied	12.3	12.4	14.5
Very unsatisfied	2.3	4.1	5.6

Source: BIBB-IAB 1998/99 survey; own calculations

In tendency, a higher school degree interrelates with work satisfaction. (Table 6)

Table 6: Work satisfaction and school degree

Work satisfaction and school degree, 1998/99, %

Educational level	Very satisfied	More or less satisfied	Rather unsatisfied	Very unsatisfied
No education	20.3	63.3	13.8	2.6
Occupational school	33.8	58.0	7.0	1.2
Occupational degree	30.3	61.6	6.9	1.2
Higher occupational degree	36.3	59.9	5.6	1.2
Fachhochschule	37.6	54.7	6.6	1.1
University	44.6	49.8	4.9	0.6
Total	31.8	59.5	7.4	1.3

Source: BIBB-IAB 1998/99 survey; own calculations

Work satisfaction and marital status does not reflect fundamental differences although singles appear to be slightly happier with their work than the other groups. (Table 7)

Table 7: Work satisfaction and marital status

Work satisfaction and marital status, 2004, %

Satisfied on a scale 0-Low to 10-High	Married, Living together	Married, Separated	Single	Divorced	Widowed
0	1.1	2.6	1.6	1.8	1.0
1	0.5	2.4	0.6	1.1	0.1
2	1.2	1.1	1.7	1.6	0.4
3	1.9	3.4	2.2	2.5	0.8
4	2.5	1.9	2.4	2.7	0.7
5	6.6	8.5	6.6	9.3	2.2
6	6.1	5.3	6.9	6.0	1.2
7	11.0	13.0	12.0	11.2	3.5
8	16.3	19.0	16.4	16.6	3.4
9	7.9	8.5	9.3	7.2	1.2
10	4.4	6.6	5.8	5.3	1.7
No answer	1.8	1.9	2.9	1.8	1.7
Does not apply	38.7	25.9	31.5	33.0	82.2

Source: GSOEP- Scientific use file, Population: Gainful employed; own calculations

Section 3: Secondary analysis of survey data on job satisfaction

5 – Is there any assessment of the relationship between job satisfaction and other variables related to organisational practices/independent work-related practices in national surveys data analysis/reports? Briefly mention the main findings on the cross-tabulation between the following factors and job satisfaction: job autonomy, working time and WLB issues, and worker participation/involvement.

Work autonomy

Both the BIBB/IAB 1998/99 survey and the GSOEP offer data work autonomy and work satisfaction.

Indicators for work autonomy clearly show that work autonomy impacts positively on work satisfaction (Table 8).

Table 8: Work autonomy and work satisfaction

Work autonomy and work satisfaction, 1998/99,%

	Practically always	Frequently	Again and again	Rarely	Practically never
Work process prescribed					
Very satisfied	22.6	25.0	27.2	32.9	41.4
More or less satisfied	61.3	64.0	64.1	60.4	52.8
Rather unsatisfied	12.9	9.5	7.7	6.0	4.7

	Practically always	Frequently	Again and again	Rarely	Practically never
Very unsatisfied	3.1	1.5	0.9	0.7	1.0
Repeating tasks					
Very satisfied	21.1	28.4	31.6	37.5	41.7
More or less satisfied	62.1	61.6	61.6	57.4	53.1
Rather unsatisfied	13.2	8.5	6.2	4.6	4.5
Very unsatisfied	3.7	1.4	0.6	0.5	0.7
Improving of procedures					
Very satisfied	44.6	42.3	33.4	27.5	22.9
More or less satisfied	50.2	52.9	60.4	62.9	62.2
Rather unsatisfied	4.4	4.4	5.6	8.4	11.8
Very unsatisfied	0.8	0.5	0.5	1.2	3.2
Set time, performance					
Very satisfied	24.2	27.5	28.8	31.1	36.1
More or less satisfied	60.2	62.3	62.4	60.9	57.3
Rather unsatisfied	12.8	8.6	7.7	7.1	5.6
Very unsatisfied	2.8	1.5	1.1	0.9	1.0

Source: BIBB-IAB 1998/99 survey; own calculations

The highest proportion (38.8) of workers that state to be very satisfied with their work is given in the group where the control by the superior decreased. (Table 9)

Table 9: Work satisfaction and control by superior

Work satisfaction and control by superior 1998/99

Work satisfaction	Control by superior				Total
	Increased	Equal	Decreased	Does not apply	
Very satisfied	21.9	28.3	38.8	43.4	29.6
More or less satisfied	61.5	63.5	52.6	49.8	61.2
Rather unsatisfied	13.6	7.1	7.3	5.6	7.9
Very unsatisfied	3.0	1.1	1.3	1.2	1.4

Source: BIBB-IAB 1998/99 survey; own calculations

The opportunity to plan and organise work independently impacts positively on work satisfaction (Table 10).

Table 10: Work satisfaction and the opportunity to plan and organise work independently

Work satisfaction and the opportunity to plan and organise work independently 1998/99

Work satisfaction	Plan and organise work independently				Total
	Increased	Equal	Decreased	Does not apply	
Very satisfied	45.6	30.3	19.8	19.5	31.8
More or less satisfied	48.7	62.3	61.7	61.4	59.6
Rather unsatisfied	5.1	6.4	14.7	15.5	7.4
Very unsatisfied	0.6	1.0	3.7	3.6	1.3

Source: BIBB-IAB 1998/99 survey; own calculations

Data based on the GSOEP gives evidence that works satisfaction is higher when the job is varied (Table 11), workers can decide how to complete tasks (Table12) and the work is not strictly monitored (Table 13).

Table 11: Work satisfaction and varied job

Work satisfaction and varied job 2004, %

Satisfied on a scale 0-Low to 10-High	Job is varied		
	Applies completely	Applies partly	Does not apply at all
0	0.5	0.7	2.1
1	0.4	0.6	2.6
2	1.2	1.8	2.6
3	2.3	4.2	8.4
4	2.6	5.2	7.4
5	7.6	13.4	17.2
6	8.6	10.7	10.3
7	17.2	20.2	13.2
8	30.5	26.4	18.7
9	16.9	10.2	6.1
10	11.6	5.6	10.8
No answer	0.7	0.9	0.5

Source: GSOEP- Scientific use file, Population: Gainfully employed (full-time employees); own calculations

Table 12: Work satisfaction and worker's decision how to complete tasks

Work satisfaction and Work satisfaction and worker's decision how to complete tasks, 2004, %

Satisfied on a scale 0-Low to 10-High	Worker decides how to complete tasks		
	Applies completely	Applies partly	Does not apply at all
0	0.3	0.6	1.5
1	0.3	0.5	1.0
2	1.0	1.6	2.2
3	2.3	3.7	3.9
4	2.6	4.2	4.8
5	8.7	10.1	12.1
6	7.9	10.4	9.9
7	16.4	19.5	17.7
8	28.7	29.5	26.6
9	17.7	13.0	9.1
10	13.2	6.2	10.6
No answer	0.9	0.6	0.5

Source: GSOEP- Scientific use file, Population: Gainfully employed (full-time employees); own calculations

Table 13: Work satisfaction and strictly monitored work

Work satisfaction and Work satisfaction and strictly monitored work, 2004, %

Satisfied on a scale 0-Low to 10-High	Work is strictly monitored		
	Applies completely	Applies partly	Does not apply at all
0	1.1	0.5	0.6
1	0.8	0.6	0.3
2	2.1	1.4	1.3
3	4.9	3.2	2.4
4	4.8	3.5	3.2
5	12.7	10.2	8.2
6	10.1	10.4	8.0
7	17.0	20.0	16.2
8	26.2	28.4	30.2
9	9.0	14.3	16.6
10	10.5	6.9	12.3
No answer	0.8	0.7	0.6

Source: GSOEP- Scientific use file, Population: Gainfully employed (full-time employees); own calculations

Working time and work life balance issues

A cross-tabulation of the variables satisfaction with working time arrangement and the existence of children in the household does not reveal note-worthy differences (Table 14).

Table 14: Satisfaction with working time arrangement and children in household

Satisfaction with working time regulation and children in household, 1998/99, %

	Children in household		Total
	Yes	No	
Very satisfied	22.0	21.3	21.6
More or less satisfied	62.4	63.7	63.1
Rather unsatisfied	13.1	12.2	12.7
Very unsatisfied	2.5	2.7	2.6

Source: BIBB-IAB 1998/99 survey; own calculations

Worker participation / involvement

The only indicator in the GSOEP survey data for worker participation is the existence of an employee council. Work satisfaction is higher for those workers in workplace with an employee representation (Table 15). These results are also confirmed by the data presented in table 17.

Table 15: Work satisfaction and employees council at place of work

Work satisfaction and employees council at place of work, 2001, %

Satisfied: On Scale 0-Low to 10 High	Yes	No
0	0.6	0.6
1	0.4	0.6

Satisfied: On Scale 0- Low to 10 High	Yes	No
2	1.2	1.7
3	3.1	2.9
4	3.5	3.4
5	9.5	10.7
6	9.4	9.0
7	18.0	16.4
8	29.0	25.6
9	14.4	13.9
10	9.3	10.3
No answer	1.4	3.9
Does not apply	0.1	1.1

Source: GSOEP- Scientific use file, Population: Gainful employed

6 – Please answer one of the following questions (6a, 6b or 6c - 500 words maximum):

6a – Are there any examples of interesting conceptual or meta-analysis of job satisfaction per se – interpretative approaches to job satisfaction? Please summarise the main findings.

6b – Are there any examples of interesting survey approaches to quantifying and measuring job satisfaction – methodological aspects of capturing job satisfaction data in surveys? Please summarise the main findings.

Within the Initiative New Quality of Work (INQA) [INIFES](#) conducted an adhoc survey on the issue 'What is good work? Requirements from the perspective of employed people'.

This representative survey included a number of questions on work satisfaction. The methodology of the survey is based on a review on relevant theoretical and empirical research and develops a research framework on quality of work and work satisfaction.

Work satisfaction is understood as 'satisfaction of one's needs', as 'agreeable, emotional condition', as 'balanced between actual and target situation', 'achievement of particular values', 'equilibrium', 'positive attitude towards work as well as towards specific aspects of work' and on the other hand as a 'result of a complex process of information production'. The authors discuss content and needs orientated approaches, concepts of extrinsic and intrinsic motivation.

The approach distinguishes between forms of work satisfaction and dissatisfaction based on an approach developed by Bruggemann et.al. (1975) which defines work satisfaction as a long-term attitude towards work which results from a series of comparisons of actual and target situation. The level of ambitions is not considered as constant.

The population of the representative survey are gainfully employed people. Some first results are described in tables 16 and 17 (<http://www.inqa.de/Inqa/Redaktion/Projekte/Was-ist-gute-Arbeit/erste-ergebnisse.property=pdf,bereich=inqa,sprache=de,rwb=true.pdf>)

Work satisfaction and dissatisfaction are allocated to the different forms. Most workers appear as stabilised or progressively satisfied. The rates are higher in the private than in the public sector and at those workplaces with employee representation (Table 16). Older workers seem to me more stabilised satisfied than younger workers who tend to be more unsatisfied. (Table17).

Table 16 : Forms of work satisfaction, sector and employee representation

Forms of work satisfaction, sector and employee representation, 2004, %

Form of work (dis)satisfaction	Total	Private sector	Public sector	Employee representation	No employee representation
Stabilised satisfied	21	23	21	20	23
Progressive satisfied	25	30	23	29	18
Resigned satisfied	15	11	16	15	16
Fixed unsatisfied	4	5	3	4	4
Constructive unsatisfied	21	16	22	18	24
Diffuse (un)satisfied	14	15	14	14	15

Source: INIFES, Erste Ergebnisse

Table 17: Forms of work satisfaction and age

Forms of work satisfaction and age, 2004, %

Form of work (dis)satisfaction	Less than 30 years	30 to under 50 years	50 years and more
Stabilised satisfied	11	23	29
Progressive satisfied	30	26	15
Resigned satisfied	16	14	17
Fixed unsatisfied	2	4	7
Constructive unsatisfied	26	20	17
Diffuse (un)satisfied	16	14	15

Source: INIFES, Erste Ergebnisse

The questionnaire (<http://inqa.de/Inqa/Redaktion/Projekte/Was-ist-gute-Arbeit/Fragebogen.property=pdf,bereich=inqa,sprache=de,rwb=true.pdf>) includes a number of questions directly on work satisfaction.

How satisfied are you ...

- with your workload?
- the demands regarding concentration?
- design of your workplace?
- the physical demands?

Possible responses: Very satisfied, rather satisfied, rather dissatisfied, very unsatisfied?

How satisfied are you all in all with the ...

- demands towards your mental abilities?
- degree of your responsibility for your work?
- information flow at your work?

- degree to which you are challenged at your work?
- security of your job?

Possible responses: Very satisfied, rather satisfied, rather dissatisfied, very unsatisfied?

How satisfied are you all in all with ...

- the demands regarding your creativity?
- the opportunities for development at work?
- your influence on your work?
- with your direct superior?
- with your colleagues?
- with your working time?

Possible responses: Very satisfied, rather satisfied, rather dissatisfied, very unsatisfied?

How satisfied are you with your income from your main job ...

- in comparison of your occupational group to other occupational groups?
- in relation to your performance?
- in relation to your colleagues conducting comparable work?
- the security and reliability of your income?
- with the composition of you income?
- in general?

Possible responses: Very satisfied, rather satisfied, rather dissatisfied, very unsatisfied?

Summarising questions on the work situation include general question regarding the satisfaction or dissatisfaction with the job on a scale of 5 items.

The survey also includes work-life balance questions. One question is: How satisfied are you with child care opportunities you found for your youngest (or possibly second youngest) child?

6c – Is there any interesting piece of analysis of job satisfaction and its correlations? Please summarise the main research findings (preferably in relation to one of the job satisfaction correlations identified in 5).

The data of the German Socio-Economic Panel Study used in this publication were made available by the German Socio-Economic Panel Study (GSOEP) at the German Institute for Economic Research (DIW), Berlin.

The data of the BIBB/IAB survey used in this publication were made available by the Federal Institute for Vocational Education and Training (BIBB), Bonn.

The researcher alone is responsible for all calculations based on the raw data of the datasets.

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Erste Ergebnisse der Umfrage 'Was ist gute Arbeit? – Anforderungen aus der Sicht der Erwerbstätigen, INQA - Was ist gute Arbeit? - Anforderungen aus der Sicht von Erwerbstätigen, INIFES, 2004, Stadtbergen, (<http://www.inqa.de/Inqa/Redaktion/Projekte/Was-ist-gute-Arbeit/erste-ergebnisse.property=pdf,bereich=inqa,sprache=de,rwb=true.pdf>)

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