

THE RELATIONSHIP BETWEEN JOB AND LIFE SATISFACTION IN AUTOMOBILE SECTOR EMPLOYEES IN BURSA -TURKEY ¹

AŞKIN KESER

Yard.Doç.Dr.Kocaeli Üniversitesi, İİBF, Çalışma Ekonomisi ve Endüstri
İlişkileri Bölümü

Abstract

In organizations, not only the satisfaction in working life but outer working life or whole satisfaction from life has an effect on the motivation of an individual and ambition for work. So, much we need to understand the relationship between job and life satisfaction. The studies till today examined job satisfaction and life satisfaction in relatively stable contexts. Recent studies indicate and suggested that the relationship between job satisfaction and life satisfaction is positive and significant. (Tait, Padgett and Baldwin, 1989)

It is known that, job satisfaction is one of the important variable explains overall life satisfaction. The purpose of this study is to measure the affects of job satisfaction to the life satisfaction. In order to measure this relation “regression analysis” had used. In this study² job satisfaction explains

¹ The early version of this article was presented as a Poster, at XII.European Congress of Work and Organizational Psychology in İstanbul, Turkey, May 12-15 2005

² The subjects were employees of eleven automobile firms from Bursa, which can be identified as the capital city of automobile sector in Turkey. The sample consisted of 562 employees, included the white and blue collar.

%12 of overall life satisfaction. The studies performed past shows that job satisfaction explains %5 or %10 of life satisfaction. So our result is also similar to the researches made up to date.

Keywords: Job Satisfaction, Life Satisfaction, Automobile Sector, Working Life, Stress

Özet

Örgütlerde, bireylerin motivasyonu ve işe yönelik çalışma isteklerinde, sadece çalışma yaşamındaki doyumlarının değil, çalışma dışı yaşamlarındaki doyumlarının da etkisi bulunduğu düşünülmektedir. Bu yönüyle, "iş doyumunu ve yaşam doyumunu" konusu çalışma psikolojisi yazınında, yıllardır güncelliğini koruyan konularından birisidir.

Çalışma yaşamındaki doyum, diğer bir ifade ile iş doyumunu, çalışanın işinden aldığı doyum, haz ve mutluluğu ifade etmektedir. İş doyumunu yüksek olan çalışanın, örgüte katkısının yüksek olduğu, bir diğer ifade ile iş doyumunun çalışanın performansını yükselttiği görüşü hakimdir. İş doyumunu etkileyen unsurlar sıralandığında; işin niteliği, örgütün yönetim şekli, çalışma ortamı, çalışanın iş arkadaş çevresi gibi etkenler dikkat çekicidir.

İş doyumunu ile yaşam doyumunu arasındaki ilişki üzerine pek çok yaklaşım ortaya atılmıştır.

- *Kimi yazarlara göre iş doyumunu, yaşam doyumunu etkilemektedir. Bu etki kimi zaman olumlu, kimi zamanda olumsuz olabilmektedir.*
- *Kimi yazarlara göre ise, yaşam doyumunun, iş doyumunu üzerinde etkisi vardır.*
- *Kimi yazarlara göre de; iş doyumunu ile yaşam doyumunu arasında herhangi bir etkileşim bulunmamaktadır.*

İş doyumunun mu yaşam doyumunu etkilediği, yoksa yaşam doyumunun mu iş doyumunu etkilediği tartışılırken, kesin olan, iş doyumunu ile yaşam doyumunu arasında güçlü bir ilişkinin varlığıdır. Bu çalışmada, Bursa ilinde otomotiv sektöründe yer alan bazı firmalarda çalışmanın anlamı ile yaşam doyumunu arasındaki ilişki araştırılmıştır.

Anahtar Kelimeler: İş Doyumu, Yaşam Doyumu, Çalışma Yaşamı, Stres, Otomotiv Sektörü

Introduction:

The relationship between job satisfaction and life satisfaction has been heavily researched over the years. The relationship between job satisfaction and life satisfaction has a substantial research tradition in Industrial/Organizational Psychology, with a published study as early as 1952. Specially, in the last 30 years, job satisfaction and life satisfaction have been the subject of a considerable amount of empirical research and as well as several qualitative reviews. (Rice, Near, Hunt, 1979; Near, Smith, Rice and Hunt, 1980, 1984; Near, Rice, Hunt, 1987; London, Crandall, Seals, 1977; Kabanoff, O'Brein 1980) This relationship appears to be of interest to a wide variety of scholars as shown by the fact that studies relating job and life satisfaction have been reported in journals devoted to psychology, sociology, counseling, management, leisure and other disciplines.

Job Satisfaction:

Job satisfaction is defined as; "Overall degree to which an individual likes his/her job. (Price, Muller, 1981) Job satisfaction is one of the best-researched concepts in work and organizational psychology for at least two reasons. Job satisfaction is relevant for all those who are interested in the subjective evaluation of working conditions such as responsibility, task variety, or communication requirements because job satisfaction is supposed to be strongly caused by such conditions. Job satisfaction is also major concern of absenteeism. By integrating these two perspectives job satisfaction is placed as a central concept in work and organizational psychology, which mediates the relation between working conditions on the one hand and organizational and individual outcomes on the other hand. (Dormann,Zapf, 2001, 483)

The first job satisfaction definition was estimated by Locke, over 20 years ago, that over 3000 articles had been written at the time on the subject of job satisfaction. The definition of job satisfaction is; "A pleasurable or positive emotional state resulting from the appraisal of one's job or job experience". (Locke, 1976, Muchinsky, 2000, 801; Luthans, 1992, 126) Very well known job satisfaction important components are (Smith, Kendall, Hulin, 1969); **The work itself**, (The extent to which the job provides the individual with interesting tasks, opportunities for learning, and the chance to accept responsibility) **Pay**, (The amount of financial remuneration that is received and the degree to which this is viewed as equitable vis-a vis that of others in the

organization) **Promotion Opportunities**, (The changes for advancement in the hierarchy) **Supervision**, (The abilities of supervisor to provide technical assistance and behavioral support) **Coworkers**, (The degree to which fellow workers are technically proficient and socially supportive)

Life Satisfaction:

Life satisfaction is defined as; "Overall degree to individual likes his/her life". Deiner believe that, life satisfaction not only depends on how good the various objective life domains are perceived to be in person's life, but is also influenced by the degree to which the person judges global domains more positively than specific domains. (Deiner, Napa, Oishi, Dzokoto, Suh, 2000, 159-176)

Life satisfaction can be viewed as the results of different life domains. Well known separation is work life and non-work life domains. Men have use significant time at work life. If we don't care the time we sleep, most of our time passes at work. So the main idea is job satisfaction effects life satisfaction, because the man use most of his/her time in a day at work.

Job Satisfaction and Life Satisfaction Relationship:

The relationship was firstly searched by Wilensky at 1960's. (Dolan and Gosselin, 2000; Smulders, 1983, 285) Researchers, in attempting to explain the linkage between job and life satisfaction, have proposed mainly 6 theoretical model. These comprise the spill over, compensation, segmentation, instrumentally, conflict and disaggregation perspectives. Some of these relations have negative influence, some of them have positive influence also some of them have no influence. There is also conflict on all of these models that are mostly correct result.

In order to give an idea it will be beter to give brief information about these perspectives; (Loscocco and Roschelle, 1991; Elizur, 1991, 313; Iverson and Maguire, 2000; O'Driscoll, 1996, 281; Greenhaus and Beutell 1985, 76-88) **The spill over model**, suggests that satisfaction in one domain of individual's life extends into other areas. **The compensatory model**, in contrasts to the spill over model, contends a negative relationship between job and life satisfaction, specially, employees experiencing dissatisfaction at work are more likely to

compensate by engaging in satisfying non-work activities. **The segmentation model**, posits no linkage between job and life satisfaction. **The instrumentally model**, individuals one domain help him/her in his/her other domain, so the experiences of individual will be used in other domain. **The conflict model**, according to this model there is a conflict between two domains. An individual may be experiencing a conflict of roles. For example, as a parent, he/she may think his/her working life has got a negative effect on the dialogue with his/her children. So he/she may feel guilty because of this conflict. **The disaggregation model**, this model explains that there may be many relation between these domains. According to this theory, the relation will change with the importance of work in individual's life. An individual giving more importance to his/her working life will be affected much more than the one who does less.

Method:

Sample

The sample is chosen from the employees of eleven automobile firms from Bursa, which can be identified as the capital city of automobile sector in Turkey. The sample consisted of 562 employees, included white and blue collar. The question form sent to 660 workers, 562 were returned. So the representing rate was nearly %85.

Instruments

In this research, two instruments were used to understand the relation between job satisfaction and life satisfaction: Job Satisfaction Scale and Life Satisfaction Scale.

Job Satisfaction Scale, developed by Brayfield ve Rothe's. It consists of 5 items, also used in many researches. (Howard and Frink, 1996, 278) Scale ranges from 1 (not all satisfied) to 4 (very satisfied). But in order to analysis the two scale the author had transformed the scale to 5 ranges.

Life Satisfaction Scale, developed by Diener, Emmons, Larsen and Griffin.(Diener, et.al., 1985, 71-75) This scale has also 5 items, rated on a 7 point Liker scale, but the author had transformed this 7 to 5 in his question form, in order to be use similar range with job satisfaction scale.

In our study reliability of the scales are defined below;

Reliability Coefficients	N of Cases	N of Items	Cronbach Alpha
<i>Job Satisfaction</i>	555	5	,75
<i>Life Satisfaction:</i>	555	5	,78

Analysis

Descriptive Statistics:

Table-1 Social Demographic Indicators

Identity of Worker	Frequency	%
Blue Collar	269	48
White Collar	293	52
Total	562	100
Sex	Frequency	%
Woman	107	19
Man	455	81
Total	562	100
Age	Frequency	%
16–24	72	12,8
25–34	322	57,3
35–44	145	25,8
45–54	23	4,1
Total	562	100
Educational Level	Frequency	%
Elementary	63	11
High School	273	49
College	33	6
Faculty	161	28
Master	27	6
Total	557	100
Tenure Period (Year)	Frequency	%
Less than 2 year	85	15
2–5	155	28
6–10	161	29
11–15	89	16
16–20	44	8
More than 20 year	27	5
Total	561	100

Job Satisfaction and Life Satisfaction Results:

Table – 2 Descriptive Job/Life Satisfaction Statistics

Results	N	Mean	Std. Deviation
Job Satisfaction	562	3,8458	,71468
Life Satisfaction	554	2,777	,8103

It is interesting that, “the job satisfaction result is higher than life satisfaction” degree. It can be explained with two factor. One of them is mostly blue collar workers participate to the research and the wages of blue collar workers are high at automobile sector because of trade union factor. And also the blue collar workers’ main motivational factor depends on economic topics (wage). So they may be satisfied with their job with the hand of economic welfare.

The second factor can be, the workers may answer the questions on life satisfaction honestly, but they may not be that honest with the answers on job satisfaction bearing in mind the consequences of the answers on their employment status. So they may intend to give good rates about job satisfaction, on the other hand life satisfaction answers do not effect management of organization.

In order to find the relation between job and life satisfaction, “correlational and regression analysis” has made.

Correlation Analysis of Job/Life Satisfaction:

Table – 3 Correlation Analysis of Descriptive Job/Life Satisfaction

Variables	N	Mean	Std. Deviation
Life Satisfaction	562	2,7777	,81034
Job Satisfaction	562	3,8458	,71468

Table – 4 Correlation Analysis of Descriptive Job/Life Satisfaction

	Job Satisfaction
Life Satisfaction	0,3477087
Sig.	0,000*

*(p=2,049E-17)

As it has seen from Table-4 there is a significant relation between job and life satisfaction ($p < 0,05$) From this result we can understand that there is positive relationship between job and life satisfaction, if job satisfaction increases, also life satisfaction increases.

Regression Analysis of Job/Life Satisfaction:

In order to understand the effects of job satisfaction to life satisfaction, in other words, -in which percent does job satisfaction explains life satisfaction-, regression analysis had used.

Table – 5 Regression Analysis of Descriptive Job/Life Satisfaction

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,348	,121	,119	,76046

a Predictors: (Constant), JOB SATISFACTION

“Job satisfaction” explains %12 (R square= 0.121) of life satisfaction. According to understand if there is an linear relation between job and life satisfaction we had made variance analysis. (ANOVA)

Table – 6 ANOVA Results of Regression Analysis of Descriptive Job/Life Satisfaction

	Sum of Squares	df	Mean Square	F	Sig.
Regression	44,538	1	44,538	77,016	,000
Residual	323,846	560	,578		
Total	368,384	561			

a Predictors: (Constant), JOB SATISFACTION

b Dependent Variable: LIFE SATISFACTION

The ANOVA results show that regression model is also significant. (,000)

Table-7 Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1,261	,176		7,179	,000
JOB SATIS.	,394	,045	,348	8,776	,000

A Dependent Variable: LIFE SATISFACTION

In this analyse F value is less than 0.05, we can say that there is an linear relation between job and life satisfaction. According to analysis of the result, the coefficient of job satisfaction affects to life satisfaction had found 0,348 (Beta=0,348) This result is statistically significant. (F= 77,016 P= ,000)

The result of our research, ("Job satisfaction" explains %12 (R square= 0.121) of life satisfaction is similiar with the recent researches. Most of the researchs shows that job satisfaction explains %5–10 of life satisfaction. (Rice, Near, Hunt, 1979; Near, Smith, Hunt, 1978, 1980,1984; Near, Rice, Hunt, 1986; London, Crandall, Seals, 1977)

Conclusion

This study sets out to address the “job satisfaction” and “life satisfaction” relationship. As known, job satisfaction is pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience. Life satisfaction is overall degree to individual likes his/her life. Many researchers had found significant relation between these two satisfaction domain.

If we consider the time spent at work of a man’s life, it can be said that job is one of central activity. So work life affects the other parts of an individual’s life. According to this idea, it can be said that job satisfaction is very much related to life satisfaction.

In this study author made a research at automobile sector in Bursa, at 11 firms. (562 of blue and white collar workers.) The question form includes job and life satisfaction scales. It is interesting that, “the job satisfaction result is higher than life satisfaction” degree. It can be explained with two factor. One of them is mostly blue collar workers participate to the research and the wages of blue collar workers are high at automobile sector because of trade union factor. And also the blue collar workers’ main motivational factor depends on economic topics (wage). So they may be satisfied with their job with the hand of economic welfare.

The second factor can be, the workers may answer the questions on life satisfaction honestly, but they may not be that honest with the answers on job satisfaction bearing in mind the consequences of the answers on their employment status. So they may intend to give good rates about job satisfaction, on the other hand life satisfaction answers do not effect management of organization.

There is a significant relation between job and life satisfaction ($p < 0,05$) It has been found that the job satisfaction explain %12 of life satisfaction. The regression results were similiar with the recent researches.

The limitation of our research is; the research had made only at automobile sector maybe it can be used in various sectors, and also it may be interesting to do this research to the new form of workers described as golden collar workers.

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