Appalachian Student Research Forum

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Examining the Predictors of Job Satisfaction Among Employees

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Examining the Predictors of Job Satisfaction Among Employees

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Introduction

Job satisfaction is a significant determinant of the quality of life of a person given its significant impacts on social relationships and, the physical, psychological, and emotional well-being of the person. Current research indicates that job dissatisfaction is prevalent among workers, and it has a severe impact on their health, work-life balance, and overall well-being (Montuori et al., 2022). Conversely, job satisfaction leads to a positive attitude, enhances employee performance, and improves their physical and mental state (Saifullah et al., 2015). The objective of this study is to analyze the significant predictors of job satisfaction among employees. The study provides a better understanding of how certain under-researched predictors impact job satisfaction.

Methods and Materials

The dataset used for the study was obtained from the 2022 General Social Survey (GSS) which involved a representative sample size of 3,544 American adults aged 18 and above. A multimode design was used to collect data, which included face-to-face interviews, telephone interviews, and self-administered questionnaires. Using the dataset, the predictor variables measured were age, sex, education level, income, and occupational prestige, while job satisfaction was the outcome variable. An ordinal logistic regression model will be used to test whether these variables predict job satisfaction.

Results

An ordinal logistic regression model was used to test if age, sex, education level, income, and occupational prestige significantly predicted job satisfaction.

The results showed that age ($\beta = -0.016$, $p < 0.001$), income ($\beta = -4.248E-6$, $p < 0.001$), occupational prestige ($\beta = -0.012$, $p = 0.002$), and educational level ($\beta = 0.037$, $p < 0.039$) were significant predictors of job satisfaction. However, sex ($\beta = 0.042$, $p < 0.623$) was not a significant predictor.

Analysis

	Estimate	Exp(B)	Std. Error	P-value	95% Confidence Interval	
					Lower Bound	Upper Bound
Occupational prestige	-0.012	0.988	0.004	0.002	-0.019	-0.004
Income	-4.248E-06	1.000	1.021E-06	0.000	-6.250E-06	-2.246E-06
Age	-0.016	0.984	0.003	0.000	-0.022	-0.010
Educational level	0.037	1.037	0.018	0.039	0.002	0.072
Male	0.042	1.043	0.086	0.623	-0.126	0.211

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Discussion

The results of the study highlight the importance of age, income, education level, and occupational prestige in determining job satisfaction. Understanding the distinct requirements and obstacles encountered by workers in light of these variables can facilitate the implementation of interventions aimed at augmenting job satisfaction and general welfare.

To improve job satisfaction and overall employee well-being, more research is required to examine how cross-cultural differences impact the factors that predict job satisfaction as well as to assess the efficacy of interventions like work-life balance initiatives, employee development programs, and job redesign. The insights from this study can guide organizational policies, practices, and interventions aimed at cultivating a content and engaged workforce, which will eventually lead to improved worker satisfaction and organizational performance.

References

Montuori, P., Sorrentino, M., Sarnacchiaro, P., Di Duca, F., Nardo, A., Ferrante, B., D'Angelo, D., Di Sarno, S., Pennino, F., Masucci, A., Triassi, M., & Nardone, A. (2022). Job Satisfaction: Knowledge, Attitudes, and Practices Analysis in a Well-Educated Population. *International Journal of Environmental Research and Public Health*, *19*(21), 14214. https://doi.org/10.3390/ijerph192114214

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