

Results from multilevel estimation of the determinants of job satisfaction

1. Full sample

	Overall	Achiev't	Scope	Influence	Train'n	Pay	Security	Decision	Work
<i>Employee fixed effects</i>									
Age <30 yrs									
Age 30-39									
Age 50-59									
Age >=60	+	+					+		+
Female	+	+				+	+		+
White									
No/other academic qual.					+				
CSE/O-level academic qual.			+		+				
A-level academic qualification									
Has dependent children									
Has other dependants					-	-	-		
Has long-term illness or disab.						-			
Professional occupations		-		-		-		-	
Associate prof. & technical	-			-			-	-	
Administrative & secretarial	-	-	-	-			-	-	
Skilled trades						-		-	
Personal service occupations	-			-				-	
Sales and customer service	-	-		-			-	-	
Process, plant & machine oper.	-	-	-	-				-	
Elementary occupations	-			-				-	
On permanent contract		+		+			+		
≥48 hrs at least once (12mnths)					-	-			
<1 year of tenure							-		
1 to <2 years of tenure									
5 to <10 years of tenure									
10 or more years									-
Training (last 12 mnths)	+	+	+	+	+		+	+	+
Member of union or staff ass.	-	-	-	-		-	-		-
Weekly gross pay ≤140						+			
Weekly gross pay 221-260					-				
Weekly gross pay 261-310									
Weekly gross pay 311-360					-				
Weekly gross pay 361-430					-	+			
Weekly gross pay 431-540					-	+			
Weekly gross pay 541-680						+			
Weekly gross pay ≥681			+			+			
Able to work flexible hours	+	+	+	+	+	+	+	+	+
DK if can work flexible hrs	+			+		+	+		+
Can work from home	+	+	+	+		+		+	+
DK can work from home									
Job done only/mainly by men	-							-	
Job done only/mainly by wom									
I am the only one doing the job				+		+			
Skill required much > own	-	-	-	-	-	-	-	-	-
Skill required bit > own skill	-				-	-			
Skill required bit/much < own	-	-	-	-	-	-	-	-	-
<i>Workplace fixed effects</i>									
<20 men working f-t									
21-100 men working f-t									

>500 men working f-t									
<20 women working f-t	+	+							+
21-100 women working f-t	+								+
>500 women working f-t								-	
<20 men working p-t						-	-		
>100 men working p-t									
<20 women working p-t									
>100 women working p-t						-			
No worker aged 16-17									
>5 workers aged 16-17									
No worker aged 18-21									
B/n 6-25 workers aged 18-21	-								
>25 workers aged 18-21								+	
No worker aged over 50									
B/n 6-25 workers over 50								-	
>25 workers aged over 50	+	+		+					+
No ethnic minority worker									+
Between 6-25 ethnic minority									+
Over 25 eth minority workers									
No disabled worker									
Over 5 disabled workers									+
Manufacturing									
Construction									+
Trade, electricity, gas & water	+	+							+
Hotels & rest, transp & comm.									
Public & community services									+
Education	+	+	+	+	+	+	+	+	+
Health	+	+	+	+	+	+		+	+
Mgt views union favourably									-
Formal policy on equal opp.									-
<i>Workplace random effect</i>									
Workplace random effect									-

2. Female

	Overall	Achiev't	Scope	Influence	Train'n	Pay	Security	Decision	Work
<i>Employee fixed effects</i>									
Age <30 yrs						-			
Age 30-39									
Age 50-59							+		+
Age >=60		+							
White	+					+			
No/other academic qual.					+				
CSE/O-level academic qual.					+				
A-level academic qualification									-
Has dependent children			+						
Has other dependants					-	-	-		-
Has long-term illness or disab.									+
Professional occupations						-		-	
Associate prof. & technical	-			-				-	
Administrative & secretarial				-				-	
Skilled trades			+						
Personal service occupations				-				-	
Sales and customer service				-				-	
Process, plant & machine oper.								-	
Elementary occupations								-	
On permanent contract							+		
≥48 hrs at least once (12mnths)						-			
<1 year of tenure						+			
1 to <2 years of tenure									
5 to <10 years of tenure						-			
10 or more years									
Training (last 12 mnths)	+	+		+	+		+	+	
Member of union or staff ass.	-	-		-			-		-
Weekly gross pay <=140	-					+			
Weekly gross pay 221-260							-		
Weekly gross pay 261-310						+			
Weekly gross pay 311-360						+			
Weekly gross pay 361-430						+			
Weekly gross pay 431-540						+			
Weekly gross pay 541-680						+		+	
Weekly gross pay >=681			+			+			
Able to work flexible hours	+	+	+	+	+	+	+	+	+
DK if can work flexible hrs			+			+		+	+
Can work from home	+			+				+	
DK can work from home									
Job done only/mainly by men	-	-							
Job done only/mainly by wom						-			
I am the only one doing the job				+	-				
Skill required much > own	-	-	-	-	-	-	-	-	-
Skill required bit > own skill	-				-	-		-	-
Skill required bit/much < own	-	-			-	-	-	-	-
<i>Workplace fixed effects</i>									
<20 men working f-t				-					
21-100 men working f-t				-					
>500 men working f-t							-		
<20 women working f-t	+	+							+
21-100 women working f-t	+							+	+

3. Male

	Overall	Achiev't	Scope	Influence	Train'n	Pay	Security	Decision	Work
<i>Employee fixed effects</i>									
Age <30 yrs									
Age 30-39									
Age 50-59					-				
Age ≥60		+	+	+					+
White				-					
No/other academic qualification			+		+				
CSE/O-level academic qual.			+		+				
A-level academic qualification									
Has dependent children									
Has other dependants									
Has long-term illness or disabled									
Professional occupations		-	-	-		-	-	-	
Associate prof. & technical	-	-		-		-	-	-	
Administrative & secretarial	-	-					-	-	-
Skilled trades						-		-	
Personal service occupations				-				-	
Sales and customer service	-	-	-					-	-
Process, plant & machine oper.	-	-	-	-			-	-	
Elementary occupations	-		-				-	-	
On permanent contract		+					+		
≥48 hrs at least once (12mnths)						-			
<1 year of tenure				-					
1 to <2 years of tenure								-	
5 to <10 years of tenure									
10 or more years									-
Training (last 12 mnths)	+	+	+		+		+	+	+
Member of union or staff ass.		-	-	-		-		-	
Weekly gross pay ≤140					-	+			
Weekly gross pay 221-260					-				
Weekly gross pay 261-310		-			-				
Weekly gross pay 311-360		-			-				
Weekly gross pay 361-430					-	+			
Weekly gross pay 431-540					-	+			
Weekly gross pay 541-680					-	+			
Weekly gross pay ≥681			+		-	+			
Able to work flexible hours	+	+	+	+	+	+	+	+	
DK if can work flexible hrs	+			+		+	+		
Can work from home	+	+	+	+				+	+
DK can work from home							-		
Job done only/mainly by men									
Job done only/mainly by women	-		-	-	-			-	-
I am the only one doing the job									
Skill required much > own	-	-	-	-		-		-	-
Skill required bit > own skill									
Skill required bit/much < own	-	-	-		-				
<i>Workplace fixed effects</i>									
<20 men working f-t									
21-100 men working f-t					+				

>500 men working f-t									
<20 women working f-t		+							+
21-100 women working f-t					-				
>500 women working f-t								-	
<20 men working p-t						-	-		
>100 men working p-t									+
<20 women working p-t	+								
>100 women working p-t					-				
No worker aged 16-17						-			
>5 workers aged 16-17					-				
No worker aged 18-21	-			-			-	-	
B/n 6-25 workers aged 18-21									+
>25 workers aged 18-21						+			+
No worker aged over 50							-		
B/n 6-25 workers over 50									
>25 workers aged over 50				+					
No ethnic minority worker									
Between 6-25 ethnic minority				+					
Over 25 eth minority workers								+	
No disabled worker				+					
Over 5 disabled workers		+							
Manufacturing									
Construction									
Trade, electricity, gas & water	+							+	
Hotels & rest, transp & comm.									
Public & community services		+	+	+		+	+		+
Education	+	+		+	+	+	+	+	+
Health				+		+			+
Mgt views union favourably								-	
Formal policy on equal opp.							-	-	
<i>Workplace random effect</i>									
Workplace random effect				-	-		-	-	