

**A Comparison of Job Satisfaction and Its Determinants among
Eastern and Western European Men**

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June 2008

Abstract

Labor relations in communist economies diverged historically from those in free market economies, leading to systematic differences between the workers in Eastern and Western Europe in terms of job satisfaction. But the expectation was that, as the economic transition progressed, these differences would get smaller. However, looking at self reported levels of job satisfaction in the early and late 1990s, we see that there was no sign of convergence. The young and more educated people of Central and Eastern Europe can be counted among the winners of the transition process in terms of job satisfaction. As expected, the patterns of job satisfaction were fairly stable in Western Europe. A notable fact is that in Eastern Europe increased emphasis is placed on job security. This is not surprising for societies that started off with virtually zero unemployment and ended up with unemployment rates in the double digits.

Introduction

The purpose of this paper is to analyze how the level and the determinants of job satisfaction differ between Western European countries and the former communist countries of Central and Eastern Europe (CEE). Job satisfaction has received little attention in economics due to the reluctance of economists towards dealing with subjective data. Since well-being is arguably the central economic variable driving individuals' decisions, this lack of research comes as a surprise, at least for noneconomists (Sousa-Poza and Sousa-Poza 2000). The following statement from Andrew Oswald is very suggestive:

“Economic performance is not intrinsically interesting. No-one is concerned about the level of gross national product last year or about next year's exchange rate. People have no innate interest in the money supply, inflation, growth, inequality, unemployment, and the rest. [...] The relevance of economic performance is that it may be a means to an end. The end is not the consumption of beefburgers nor the accumulation of television sets, nor the vanquishing of some high level of interest rates, but rather the enrichment of mankind's feeling of well-being.” (Oswald 1997, p. 1815).

There are a number of reasons why job satisfaction should receive more attention in economics. Low satisfaction typically leads to higher absenteeism (Vroom 1964) and labor turnover rates and is thus costly to society. It is not surprising then that high organizational performance is related to high satisfaction. With the shift from manufacturing towards service industries, job satisfaction has become even more important since a direct and positive relationship was found in the latter sector between

employee satisfaction and customer satisfaction (Rogers et al 1994). Furthermore, performance of professional and knowledge workers is often difficult to measure and thus, indirect measures, such as employee satisfaction, become more important (Sousa-Poza and Sousa-Poza 2000). Finally, satisfaction with work, together with family, finances and health, is one of the most important predictors of overall life satisfaction (Argyle 1989, Judge and Watanabe 1993).

Labor relations in communist economies diverged historically from those in free market economies. The state set wages, prices, and enterprise budgets in ways that created huge job vacancies with no open unemployment, and produced low real wages and narrow skill and sectoral pay differences. This led to inefficient allocations of labor and a preference towards egalitarianism (Blanchflower and Freeman 1997). The transformation of political and economic systems that was brought about by the transition of the CEE countries from a planned economy to a free market model produced additional problems. The expectations of the population concerning social protection remain high, the pressures put on work performance and job mobility continue to be weak, and deficiencies in work habits and a reluctance towards flexibility persist in large sections of the labor force, thus keeping the use of the labor force at sub-optimal levels (Vecernik 2003). Given the persistence of poor working conditions in former communist countries, in which workers were deprived of normal market modes of responding to such conditions, having neither the “exit” option of finding employment outside the state-run sector nor the “voice” option of forming free trade unions, employees in these countries are expected to also show relatively low levels of job satisfaction (Blanchflower and Freeman 1997).

Given these peculiarities of labor market relations in the CEE countries, it is interesting to see to what extent there are some systematic differences between the workers in these former communist societies and the workers in the West in terms of the level and determinants of their job satisfaction. For example, one typically expects that workers in the East will show a lower job satisfaction, a stronger inclination towards egalitarianism, but that these differences get narrower as the Central and Eastern European countries make progress in their transition to a market economy.

Data and methods

The data come from two different surveys: the World Values Survey (WVS) and the Socio-Economic Panel (SOEP). The WVS is a multi-country survey that covers people's attitudes toward a broad range of issues, such as economics and politics, family, work, or religious values. So far three of its waves asked a question on job satisfaction: wave 1 (1981-1984), wave 2 (1989-1993), and wave 4 (1999-2004), but only the last two included transition countries so they will be the only ones used in the current analysis. This means that we have data roughly at the beginning of transition and almost ten years later. Information on demographic and labor market characteristics, such as education, marital and employment status, union membership and occupation, are also included, together with variables reflecting the importance of different job aspects, as well as the perceived degree of freedom in decision making.

Based on data availability, the CEE countries covered in the analysis are Bulgaria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Russian Federation, Slovakia, and Slovenia. The Western European countries included are

Austria, Belgium, Denmark, Finland, France, Great Britain, Iceland, Ireland, Italy, Netherlands, Portugal, Spain, and Sweden. Of course, labor market outcomes are likely to differ among ex-communist countries, as well as among Western countries. Despite any national differences though, the hypothesis here is that the communist experience was sufficiently similar to leave an identifiable common legacy affecting outcomes and views of the labor market in the former communist countries (Blanchflower and Freeman 1997).

The information on job satisfaction comes from responses to the question: “Overall, how satisfied or dissatisfied are you with your job?”, which vary between 1 and 10, with 1 = “Dissatisfied” and 10 = “Satisfied”.

Although it covers a large number of countries from both Western and Eastern Europe, the downside of the WVS dataset is that it is not a longitudinal study and only two dates are available for the purpose of this paper. This makes it difficult to deal with reverse causation problems. For example, it may be that an interesting job is what makes an employee satisfied, but it is also possible that a satisfied employee is more likely to consider his job interesting. Or it may be that being in a union makes one less satisfied, but it can also be the case that workers joined the union because they were dissatisfied with their jobs.

This is why a second dataset will be used. The Socio-Economic Panel (SOEP) survey was conducted annually in West Germany starting in 1984 and in East Germany starting in 1990¹. The data used in this paper includes surveys conducted until 2005. Given its limited country coverage, West Germany will be assumed to be representative

¹ The data used in this paper were made available to us by the German Socio-Economic Panel Study (SOEP) at the German Institute for Economic Research (DIW), Berlin.

of the Western European experience in general, while East Germany will be taken as a typical example of the former communist experience. Despite this drawback, the SOEP has the important advantage of having been carried out on a yearly basis and that of being a panel dataset, thus allowing a more comprehensive analysis of the direction of any causal relationships. This dataset includes information on demographic and labor market characteristics similar to the WVS: education, marital and employment status, occupation. In addition, it also has more thorough data on the income of the respondents, both their individual monthly income, and their household annual income. Furthermore, the respondents were asked to rate their satisfaction with income.

The scale on which satisfaction with work is assessed in the GSOEP is the same as in the WVS. Therefore, I will consider the two to be interchangeable throughout my analysis. Since the satisfaction with work question was asked to a sizeable sample in East Germany only starting in 1992, the analysis for this region will be limited to the 1992-2005 time interval.

The sample was reduced to include only males between 18 and 65 years old who have full-time jobs.

Some of the variables were recoded to ensure a more meaningful analysis, either by reordering answers in an ascending order or by using dummy variables. For the WVS, education was recoded as a dummy variable that takes on the value of 1 if the respondent has completed his secondary education and 0 otherwise. For the SOEP, education is coded using three dummy variables, depending on whether the respondent's education is less than high school, high school, or more than high school. Age will also be recoded for the rest of the paper into four categories: 29 or less, 30 to 39, 40 to 49, and 50 or more.

Marital status is recoded in the form of dummy variables depending on whether the respondent is married, divorced or separated, single, or widowed.

In the case of the WVS, the occupation is coded on the following categories: managerial, professional, middle level, junior level, manual, agricultural, army. For the SOEP, the occupational categories are: white collar, blue collar skilled, and blue collar semi- or unskilled.

Appendix A1 presents descriptive statistics for the WVS variables used in the analysis for each of the two waves covered here (wave 2 and wave 4). In the case of job satisfaction the descriptive statistics are presented both for the two regions as a whole, as well as for the individual countries. The explanatory variables are only presented at a regional level.

Appendix A2 focuses on the data coming from the SOEP. The descriptive statistics for the satisfaction with work variable are computed on an annual basis for East and West Germany. The rest of the variables are described by region for the 1992-2005 time interval, as well as for the 1984-2005 interval in the case of West Germany.

The analysis will proceed as follows. The two groups of countries will first be analyzed separately. To start with, we want to see how job satisfaction changed between the early and the late 1990s, while controlling for the individuals' fixed characteristics (age, education). In the case of the WVS, country dummies will be used to account for heterogeneity with each region. Since the answers to job satisfaction questions take on ordered, discrete values, ordered logit regressions will be used.

In order to take advantage of the longitudinal nature of the SOEP, for East and West Germany fixed effects regressions will also be used. This gives each person

interviewed as part of the longitudinal study its own intercept. West Germany will be considered both during the entire time interval available (1984-2005), and during a restricted interval of 1992-2005 for the sake of comparability with the East. Furthermore, in order to have some consistency with the WVS results, East and West Germany will also be analyzed in 1992 and 1999 only too, using ordered logit regressions.

The next step is to see what accounts for any changes in job satisfaction between the two dates. For the WVS ordered logit regressions of job satisfaction on a number of potential explanatory variables will be used: marital status, occupation, union membership, freedom of decision on the job, while controlling for age and education. In the case of the SOEP, marital status and occupation will be complemented by information on the respondents' income and their satisfaction with that income.

All these results will eventually be used to look into whether there is a systematic difference between the CEE countries and the Western countries in terms of the levels and determinants of job satisfaction. In order to do this, multivariate T^2 -tests will be run. The purpose is also to see whether any differences that existed in the early 1990s narrowed by the end of the decade, thus showing convergence between the two regions as the transition in CEE progressed.

Finally, the WVS also includes a set of questions on the aspects of the job that the respondents find to be the most important and it would be interesting to see how the importance of various aspects changed between the two dates in each of the regions.

Results

Mean life satisfaction increases between waves 2 and 4 in only four out of the eleven Eastern European countries covered in the WVS and it decreases in the other seven (Appendix A1). However, when t-test statistics are computed, the increase is only significant for Bulgaria, while the decrease is only significant in Poland and Slovakia. Overall, mean job satisfaction in Eastern Europe decreased from 6.846 to 6.786, but this change was not statistically significant. During the same interval, overall mean job satisfaction in Western Europe stayed almost constant: 7.515 in wave 2 and 7.551 in wave 4. Thirteen countries were considered, out of which eight did not show significant changes in job satisfaction, one showed a statistically significant increase (France) and four displayed statistically significant decreases (Austria, Belgium, Denmark, Sweden). This translated into statistically significant mean differences in job satisfaction between Eastern and Western Europe at both dates, with the latter displaying higher levels.

As far as East and West Germany are concerned, the latter showed a higher level of job satisfaction at each date between 1992 and 2005 (Appendix A2). Visual inspection of Figure 1 shows some convergence between the two regions, but this seems to be due more to a decreased satisfaction with work in the West rather than to an increase in the East. In both regions, job satisfaction was lower in 2005 than in 1992 and also 1984 in the case of West Germany. Furthermore, if we consider the mean for 1999 (for comparability purposes with wave 4 of the WVS), satisfaction with work in both the East and the West hit a minimum at that date.

For a more thorough analysis, time series regressions were run for both the WVS and the SOEP in order to assess how job satisfaction changed both in the former communist countries Eastern Europe and in the established democracies of the West.

We will first turn our attention to Eastern Europe and to any changes that might have occurred between the two waves of the WVS in terms of the level and the determinants of job satisfaction. As expected from the previous analysis, the regressions on time from Table 1 show that no significant change has occurred in job satisfaction between the early and the late 1990s in Eastern Europe. Only when accounting for the changes in the age composition of the population does a decrease appear and even that is not statistically significant once country heterogeneity is taken into consideration through the use of country dummies (columns 3 and 4). As far as East Germany is concerned, if we only consider the time interval 1992 – 1999 (for comparability with the WVS whose 4th wave was conducted around 1999), we find a significant decrease in satisfaction with work (Table 2, columns 3 and 4). However, if we use all the available data until 2005 we see that after 1999 satisfaction with work recovered enough so that the coefficients on time are no longer significant (Table 2, columns 1 and 2), whether or not we account for changes in age and education. Despite the fact that the negative coefficient on time is not statistically significant, if we look at Appendix A2 and Figure 1, we see that in East Germany mean satisfaction with work was higher than in 1992 only in 2001 (6.99 versus 6.94) and that after that it again decreases below its initial level.

As far as Western Europe is concerned, for the thirteen countries included in the WVS, the regressions in table 3 confirm that there is not a significant change in job satisfaction between waves 2 and 4, although the coefficient on time is negative and close

to being statistically significant when country dummies are included, indicating a decrease in job satisfaction. In the case of West Germany (Table 4), whether we consider all the dates available, 1984-2005, or only the 1992-1999 interval, there is a statistically significant decrease in satisfaction with work. In fact, as Appendix A2 and Figure 1 show, only in 1992 there was an impressive increase in the average satisfaction with work compared with the previous years. Other than that, the decrease was almost continual.

Nothing can be said though, based on these time regressions, about any changes that might have taken place between waves 2 and 4 in terms of how job satisfaction varies with the socio-economic characteristics of the respondents. Such information would be useful as an indication of who won and who lost during the transition and of whether there was a convergence with the West in this respect.

This is why, for the countries included in the WVS, we will carry out separate analyses for each of the two waves. The independent variables that will be taken into account are age, education, marital status, profession, labor union membership, freedom of decision on the job. For East and West Germany, the regressions will be carried out in 1992 and 1999, for comparability with the WVS analysis, but also in 2005, the last available year, and, for West Germany, in 1984, the first year of the SOEP.

Eastern Europe

In Eastern Europe at the beginning of the 1990s, older men were more satisfied with their jobs than younger ones (Table 5, panel a). Surprisingly, less educated men were also more satisfied. That could be due to the fact that, with narrow skill and sectoral pay differences, more educated people felt that their knowledge was not used efficiently

or repaid in a satisfactory way. However, when it comes to profession, those with managerial positions are the most satisfied, after which job satisfaction decreases quite uniformly with the level of skill required by each profession. Interestingly, once freedom of decision is also accounted for, the coefficients on profession tend to lose their statistical significance. This seems to indicate that what makes people with higher skill jobs more satisfied is the fact that these types of jobs allow them more freedom of decision at their workplace. As far as marital status is concerned, married men are the most satisfied, while single and widowed ones are the least satisfied. A certain degree of reverse causality though is possible here, with men who are more satisfied with their jobs being more likely to decide to get married. Finally, being in a labor union does not have a significant effect on one's level of job satisfaction.

By the end of the 1990s, a number of changes had occurred. It is generally agreed that young people gained most during the transition due to the new opportunities now available to them. At the same time, older generations, and especially middle aged people who typically had the burden of supporting a family with children still living at home, suffered most from the economic collapse. Indeed, in wave 4 men aged between 40 and 49 years old are the least satisfied with their job (Table 5, panel b). Education now has a positive effect on job satisfaction. A similarly uniform pattern with that in wave 2 arises in terms of the level of job satisfaction by profession, with freedom of decision on the job playing an even more important part. In fact, it seems that by the time of wave 4, the relative advantage of people with higher skill jobs increases compared with wave 2. Finally, being a labor union member has a negative effect on the level of job satisfaction, the coefficient being significant when no country dummies are used.

Comparing the two panels we see that the main changes occurred with respect to the age and education of those most satisfied with their jobs, while not much is different in terms of their profession and marital status. Furthermore, the effect of being in a labor union tends to become negative by the end of the 1990s.

East Germany

For East Germany similar regressions will be run for 1992, 1999 for comparability with the WVS countries, and 2005, the last available date. In addition to age, education, marital status, and occupation, the SOEP has data on the monthly income of the respondents, as well as on their satisfaction with household income, which will also be considered in the analysis. No data on union membership and perceived freedom of decision are available though. In 1992 (Table 6, panel a), the pattern of satisfaction with work by age category is different in East Germany compared with the previously considered Eastern European countries, with older people being less satisfied. Education on the other hand does not seem to have an impact on the job satisfaction of the respondents and neither does marital status. The self employed are the most satisfied and this goes beyond a possible higher income on the job. In general, a higher income and satisfaction with income are indicative of a higher level of job satisfaction, as expected.

In 1999 there is no significant difference in the job satisfaction of the different age categories. Surprisingly, unlike the other Eastern European countries, in East Germany more educated men seem to have suffered during the transition. The least satisfied are people who completed their high school education without continuing on to college. Since they represent by far the highest percentage of the sample, this might explain why job satisfaction is considerably lower in 1999 compared with 1992. The occupational

pattern goes in the expected direction though, with white collar workers having the highest levels of work satisfaction. This is only partly explained by higher incomes. If we had a freedom of decision variable like in the WVS, this might account for the remaining difference.

Finally, by 2005 more educated men seem to have caught up in terms of job satisfaction. In terms of profession, the skilled blue collar workers are the least satisfied. Since they also represent the highest percentage of the sample (43%), this can explain why satisfaction with work continues to be relatively low.

To sum up, at all three dates, income has a strong explanatory power in terms of the respondents' levels of satisfaction with work. The age patterns in East Germany are different from those found in the WVS, with older people actually improving their relative position in the time interval considered here. The education pattern is also somewhat puzzling, since more educated people became considerably less satisfied by 1999. This pattern was, however, reversed by 2005. The occupational patterns are not always very consistent when it comes to the self employed, but as far as blue collar workers are concerned, they are usually less satisfied than their white collar counterparts.

In order to take advantage of the fact that the SOEP is a longitudinal dataset, fixed effects regressions were also carried out. Since a Hausman test showed that using a random effects model does not improve the results, the analysis will be limited to the fixed effects regression in Table 7. The results show that satisfaction with work decreases with age, but that, as expected, it increases with monthly income and satisfaction with household income, the latter having a stronger influence.

Overall, it seems that the experience of East Germany was somewhat different than that of the other former communist countries included in the WVS. The main difference arises in terms of age. While older generations are among the losers of transition in the other eleven countries, in East Germany they actually catch up with younger men during the 1990s. Education also has a puzzling effect on satisfaction with work in East Germany, leading to a lower level of satisfaction with work, especially in 1999.

Western Europe

At the time of wave 2 of the WVS, job satisfaction in the thirteen Western European countries considered was higher among older men (Table 5, panel a). Education did not have a significant effect once country dummies were included. In terms of the profession of the respondents, just as was the case with Eastern Europe, there is an almost uniform increase in satisfaction with the increase in the level of skill required by the job. Again though, freedom of decision on the job seems to be the reason behind increased satisfaction with higher skill professions. Also, single people tend to be the least satisfied with their job, but there is ambiguity with respect to the direction of the causality. Being a union member makes one more satisfied, but the coefficient is only statistically significant if no country dummies are included.

The pattern of determinants of job satisfaction in Western Europe remains quite similar in wave 4 (Table 5, panel b), with older people being the more satisfied. Single people are still the least satisfied with their job, while professions requiring a higher skill level continue to make men more satisfied, mostly due to their level of freedom of decision. However, union membership now has a negative effect on job satisfaction.

West Germany

For West Germany, regressions were carried out not only for the first and last year of data (1984 and 2005), but also, for the sake of comparability with the WVS, for 1992 and 1999 (Table 9, panels a-d). As far as age is concerned, the general pattern is a decrease in the work satisfaction of older people. From being the most satisfied in 1984, they end up with the lowest levels in 2005. This is a departure from the pattern observed in the other Western countries, where in both the early and the late 1990s, older men are more satisfied with their jobs than younger ones. The education premia first increases and then decreases so that by 2005, it completely disappears. This is similar to countries included in the WVS. Blue collar workers, especially semi- and unskilled ones, are the least satisfied, but by 2005, occupation does not seem to make a difference anymore. This is consistent with the WVS where the occupational differences also narrow between the early and the late 1990s, although they are still significant. Finally, as expected, the explanatory power of income in terms of satisfaction with work is also strong in West Germany, just as it was in East Germany.

Finally, fixed effects regressions were also carried out for West Germany (Table 10). The pattern of decrease in the job satisfaction with age becomes quite clear. Increased income and satisfaction with income have a positive effect on job satisfaction and so does a job requiring higher skills.

Overall, it seems that the pattern of determinants of job satisfaction remained fairly constant in Western Europe, while significant changes occurred in the countries from the Eastern part of the continent that we considered here.

East vs. West

The next step is to see how the determinants of job satisfaction differ between the two regions at the time that each of the two waves of the WVS was carried out. In wave 2, Eastern and Western Europe were fairly similar in terms of how job satisfaction varied with age, marital status, or profession. Differences arose when it came to education, with more educated people faring better in the West, the opposite being true in the East. Furthermore, while freedom of decision on the job played an important part in both regions, its role was highest in the West. Moving on to wave 4, education premia increased much more in Eastern Europe than in the West. While marital status and profession continue to affect job satisfaction in very similar ways in the two regions, the age patterns are now different because older people are no longer the most satisfied in the East.

As far as East and West Germany are concerned, the patterns is, surprisingly, even more divergent. In terms of age, while older people improve their relative position in terms of job satisfaction in the East, the opposite happens in the West. After a dramatic decrease of the education premia in East Germany by 1999, there is some recovery by 2005. Some convergence occurs in this area since the education premia in the West decrease by 2005. As far as income and occupation are concerned, the situation in the two regions is quite similar at all dates. The fixed effects regressions show similar patterns in terms of age, education, and occupation. Income's influence on job satisfaction is significantly positive in both regions, but it is higher in the East.

Another way of looking at how job satisfaction differs between the former communist countries of Eastern Europe and the Western European democracies is by

using region dummies in the regressions. For the WVS this is done in Table 11, panel a for wave 2, and panel b for wave 4. Job satisfaction is significantly lower in Eastern Europe at both dates. However, when accounting for country dummies (column 2), the coefficient is much higher in wave 4 than in wave 2, showing less difference. In fact, once union membership and freedom of decision are included as controls, the coefficient is no longer significant in wave 4. This seems to indicate that what makes working men in Eastern Europe less satisfied at the end of the 1990s has to do with their perceived freedom of decision on the job. Since the wave 2 coefficient was still significant even after accounting for this, it seems that at the beginning of transition there were additional aspects decreasing the job satisfaction of former communist workers.

For East and West Germany, the regressions with region dummies are shown in Table 12 and they were carried out for 1992, 1999, and 2005. As it can also be seen in Figure 1, the two regions show some convergence in terms of average satisfaction with work, but this is due not so much to increases in the East as it is due to decreases in the West. Indeed, even after adding a number of controls, job satisfaction is still lower in East Germany in 1992 (panel a), which means that there are some unobserved characteristics that account for the difference between the two regions. By 1999 (panel b), what accounts for the lower job satisfaction in the East seems to be the lower monthly income (column 6). By 2005 (panel 3), the satisfaction with work in East Germany is no longer significantly lower. In fact, if it was not for the lower incomes, the workers in the East would actually be more satisfied than those in the West.

Finally, we will look into a set of questions in which the respondent is shown a list of job related aspects and he is asked to choose the ones which are important to him.

This question is only available in the WVS. No ranking is asked of these aspects, and the respondent can choose as many as he wishes. What we want to see is what changes, if any, occurred in the way people rank these aspects as important between the two waves. The measure used is represented by the proportion of men that marked the respected aspect as being important for them in a job. The results are presented in Table 13, panel a for Eastern Europe, and panel b for Western Europe. Pay is ranked first at both dates and in both regions. In the West, the pattern is almost constant between the two dates. The East displays more change. The main difference is the increased emphasis placed on job security at the end of the 1990s. This is not surprising. From a policy of full employment during communism, to unemployment rates that reached the double digits, the people of Eastern Europe had to worry more and more about whether or not they would still have a job rather than about the characteristics of that job. This is why from ranking lower than in the West in wave 2, job security ranked second, after pay, in the East in wave 4. A number of other permutations among job aspects occurred in Eastern Europe between the two waves, but none as significant as the increased importance of job security.

Conclusions

Although the expectation was that with the progress of transition to a market economy, the countries of Eastern Europe would catch up with the West in terms of job satisfaction as well, the data of the WVS seems to indicate otherwise. Job satisfaction typically did not significantly change in the eleven Eastern European countries considered here. The same was true for the thirteen Western European countries covered.

In fact, not only there was no sign of convergence, but the difference between the two regions actually increased, even though not significantly.

While the levels of job satisfaction did not change much, in the East some differences did arise between the two waves of the WVS in terms of the way it varies with the socio-economic characteristics of the respondents. While older people started off more satisfied with their jobs, during the transition it seems that younger generations benefited more from the changes that occurred, thus being the most satisfied by the end of the 1990s. More opportunities also were available to more educated people, who were less satisfied in the beginning but ended up with higher levels of satisfaction in wave 4. The pattern of job satisfaction by the socio-economic characteristics of the population was much more stable in Western Europe, with older people being more satisfied, and higher skill professions being more rewarding.

As far as East and West Germany are concerned, the data of the SOEP indicates some more surprising patterns. Job satisfaction initially decreased in both regions, but while it almost recovered in the East by 2005, in the West, the decrease continued. Unlike in other former communist countries, older people actually improved their relative position in East Germany during the transition, while the opposite occurred in the West during the same time period. The education premia also tend to be higher in the West. In both regions, income has a strong prong impact on satisfaction with work, and so does having a white collar job.

When comparing Eastern and Western Europe, we find that the patterns of job satisfaction diverge when it comes to age, but converge in terms of education, although the education premia increased much more in Eastern Europe than in the West. At both

dates, marital status and profession affect job satisfaction in very similar ways in the two regions. Including regional dummies in the regressions shows that job satisfaction is significantly lower in Eastern Europe at both dates. However, by wave 4 what seems to account for the difference is the increased freedom of decision found in the West.

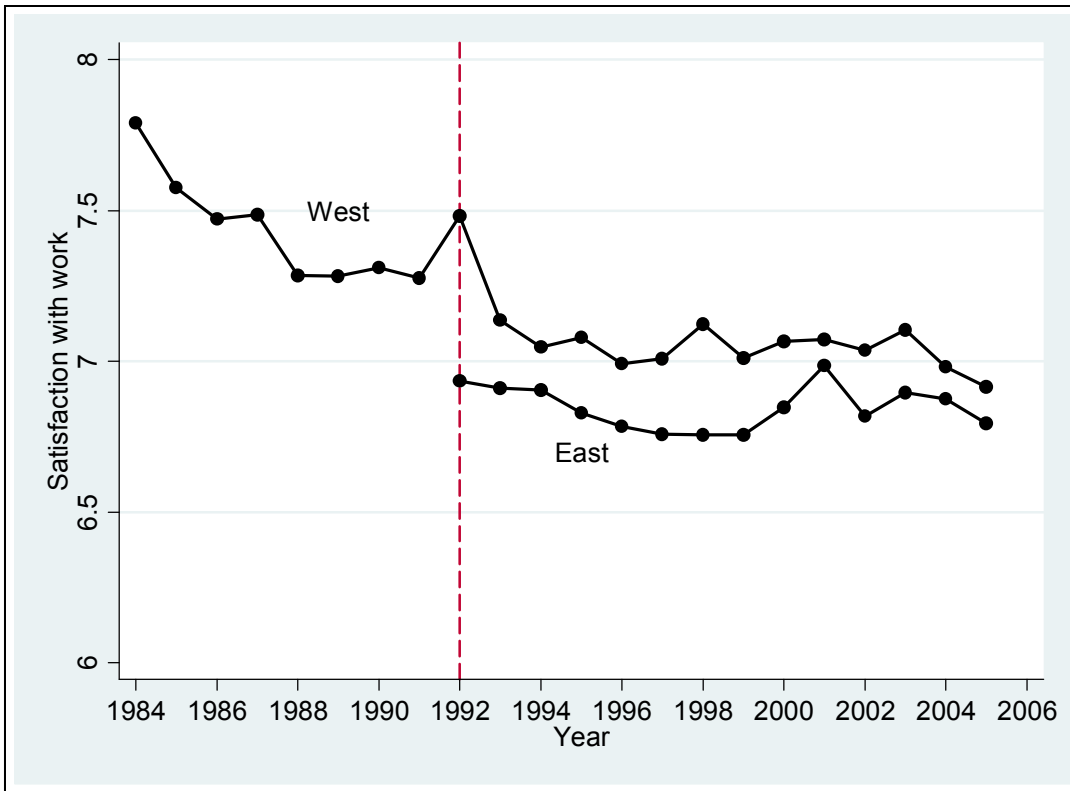
For East and West Germany the pattern is more divergent when it comes to age. Occupation and income however, have very similar effects on job satisfaction. Using region dummies, we find that the difference in satisfaction with work between the two regions is no longer significant by 2005.

Finally, we also looked into how the aspects considered by the respondents to be important in their jobs changed between the two waves. Pay always comes in first place, in both regions and at both times. However, while the ranking of aspects remains virtually unchanged in the West, some changes do occur in the East. The most significant is the increased emphasis placed on job security. This is not surprising for societies that started off with virtually zero unemployment and ended up with unemployment rates in the double digits.

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Figure 1
Satisfaction with work, East Germany 1992-2005, West Germany 1984-2005



Source: SOEP.

Table 1: Ordered logit regressions of job satisfaction on time and specified independent variables, Eastern Europe

| | <i>Job satisfaction</i> | | | |
|-----------------------|-------------------------|-------------------|--------------------|-------------------|
| | (1) | (2) | (3) | (4) |
| Wave 2 | | Reference date | | |
| Wave 4 | -0.048 [-1.19] | -0.027 [-0.66] | -0.087 [-2.09]* | -0.038 [-0.89] |
| Age 29 or less | | Reference group | | |
| Age 30-39 | | | 0.001 [0.02] | 0.004 [0.07] |
| Age 40-49 | | | 0.071 [1.25] | 0.071 [1.25] |
| Age 50 or more | | | 0.294 [4.76]** | 0.296 [4.78]** |
| Less than high school | | Reference group | | |
| High school or more | | | 0.048 [1.14] | 0.079 [1.83]+ |
| Country dummies | No | Yes | No | Yes |
| N | 7,806 | 7,806 | 7,188 | 7,188 |
| Pseudo R-squared | 0.000 | 0.004 | 0.001 | 0.005 |
| Chi2 | 1.405 | 131.903 | 34.684 | 149.336 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: WVS.

Table 2: Ordered logit regressions of satisfaction with work on time and specified independent variables, East Germany

| | <i>Work satisfaction</i> | | | |
|-----------------------|--------------------------|----------------------|----------------------|----------------------|
| | <i>1992 - 2005</i> | | <i>1992 - 1999</i> | |
| | <i>(1)</i> | <i>(2)</i> | <i>(3)</i> | <i>(4)</i> |
| Year | -0.0064 [-1.25] | -0.0052 [-1.00] | -0.0414 [-3.58]** | -0.0416 [-3.56]** |
| Age 29 or less | Reference group | | | |
| Age 30-39 | | -0.1957 [-2.71]** | | -0.1793 [-2.04]* |
| Age 40-49 | | -0.2829 [-4.11]** | | -0.2026 [-2.37]* |
| Age 50 or more | | -0.4532 [-6.29]** | | -0.4369 [-4.81]** |
| Less than high school | Reference group | | | |
| High school | | -0.2563 [-1.85]+ | | -0.5191 [-2.75]** |
| More than high school | | -0.0855 [-0.58] | | -0.3625 [-1.80]+ |
| N | 13,107 | 12,996 | 7,485 | 7,440 |
| Pseudo R-squared | 0.0001 | 0.0021 | 0.0007 | 0.0031 |
| Chi2 | 1.551 | 56.803 | 12.797 | 53.572 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

Table 3: Ordered logit regressions of job satisfaction on time and specified independent variables, Western Europe

| | <i>Job satisfaction</i> | | | |
|-----------------------|-------------------------|-------------------|-------------------|-------------------|
| | (1) | (2) | (3) | (4) |
| Wave 2 | | | | |
| | | Reference date | | |
| Wave 4 | -0.011 [-0.30] | -0.053 [-1.39] | -0.013 [-0.30] | -0.056 [-1.30] |
| Age 29 or less | | Reference group | | |
| Age 30-39 | | | 0.012 [0.21] | 0.022 [0.39] |
| Age 40-49 | | | 0.161 [2.70]** | 0.167 [2.77]** |
| Age 50 or more | | | 0.335 [5.16]** | 0.362 [5.57]** |
| Less than high school | | Reference group | | |
| High school or more | | | 0.080 [1.90]+ | 0.026 [0.61] |
| Country dummies | No | Yes | No | Yes |
| N | 9,052 | 9,052 | 8,378 | 8,378 |
| Pseudo R-squared | 0.000 | 0.007 | 0.001 | 0.009 |
| Chi2 | 0.087 | 258.689 | 38.709 | 278.960 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: WVS.

Table 4: Ordered logit regressions of satisfaction with work on time and specified independent variables, West Germany

| | <i>Work satisfaction</i> | | | |
|-----------------------|--------------------------|-----------------------|----------------------|----------------------|
| | <i>1984 - 2005</i> | | <i>1992 - 1999</i> | |
| | <i>(1)</i> | <i>(2)</i> | <i>(3)</i> | <i>(4)</i> |
| Year | -0.0307 [-18.18]** | -0.0309 [-18.16]** | -0.0379 [-4.29]** | -0.0360 [-4.10]** |
| Age 29 or less | Reference group | | | |
| Age 30-39 | | -0.0567 [-1.63] | | -0.2198 [-3.45]** |
| Age 40-49 | | -0.1174 [-3.29]** | | -0.3307 [-5.02]** |
| Age 50 or more | | -0.0931 [-2.58]** | | -0.3201 [-4.89]** |
| Less than high school | Reference group | | | |
| High school | | 0.1834 [5.76]** | | 0.2138 [3.80]** |
| More than high school | | 0.3013 [8.39]** | | 0.3647 [5.77]** |
| N | 56,474 | 56,013 | 17,858 | 17,757 |
| Pseudo R-squared | 0.0029 | 0.0035 | 0.0006 | 0.0023 |
| Chi2 | 330.456 | 399.628 | 18.407 | 75.012 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

**Table 5: Ordered logit regressions of job satisfaction on specified independent variables and coefficient comparisons, Eastern Europe
a. Wave 2**

| | <i>Job satisfaction</i> | | | | | | | |
|------------------------|-------------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| Age 30-39 | 0.089 | 0.089 | 0.017 | -0.003 | 0.036 | 0.019 | -0.028 | -0.037 |
| | [1.21] | [1.20] | [0.22] | [-0.04] | [0.41] | [0.22] | [-0.29] | [-0.38] |
| Age 40-49 | 0.317 | 0.321 | 0.232 | 0.213 | 0.256 | 0.235 | 0.103 | 0.086 |
| | [4.15]** | [4.18]** | [2.77]** | [2.52]* | [2.77]** | [2.53]* | [0.99] | [0.82] |
| Age 50 or more | 0.458 | 0.476 | 0.378 | 0.373 | 0.333 | 0.332 | 0.197 | 0.207 |
| | [5.64]** | [5.84]** | [4.24]** | [4.16]** | [3.38]** | [3.36]** | [1.79]+ | [1.88]+ |
| High school or more | -0.132 | -0.065 | -0.135 | -0.070 | -0.171 | -0.091 | -0.246 | -0.181 |
| | [-2.31]* | [-1.11] | [-2.36]* | [-1.20] | [-2.40]* | [-1.25] | [-3.15]** | [-2.25]* |
| Married | Reference group | | | | | | | |
| Single or cohabitating | | | -0.204 | -0.249 | -0.244 | -0.280 | -0.145 | -0.169 |
| | | | [-2.61]** | [-3.17]** | [-2.85]** | [-3.27]** | [-1.50] | [-1.74]+ |
| Divorced or separated | | | -0.040 | -0.004 | -0.096 | -0.047 | -0.017 | 0.027 |
| | | | [-0.28] | [-0.02] | [-0.61] | [-0.30] | [-0.10] | [0.16] |
| Widowed | | | -0.527 | -0.511 | -0.651 | -0.615 | -0.547 | -0.468 |
| | | | [-1.82]+ | [-1.75]+ | [-2.02]* | [-1.90]+ | [-1.66]+ | [-1.41] |
| Managerial | Reference group | | | | | | | |
| Professional | | | | | -0.337 | -0.310 | 0.027 | 0.019 |
| | | | | | [-1.88]+ | [-1.72]+ | [0.15] | [0.10] |
| Middle level | | | | | -0.271 | -0.304 | 0.213 | 0.169 |
| | | | | | [-1.49] | [-1.66]+ | [1.11] | [0.88] |
| Junior level | | | | | -0.205 | -0.208 | 0.342 | 0.319 |
| | | | | | [-1.09] | [-1.10] | [1.67]+ | [1.54] |
| Manual | | | | | -0.358 | -0.315 | 0.329 | 0.327 |
| | | | | | [-2.32]* | [-2.02]* | [2.02]* | [1.99]* |
| Agricultural | | | | | -0.454 | -0.357 | 0.259 | 0.348 |
| | | | | | [-2.17]* | [-1.69]+ | [1.13] | [1.50] |
| Army | | | | | -0.307 | -0.280 | 0.646 | 0.659 |
| | | | | | [-1.09] | [-0.98] | [2.20]* | [2.23]* |
| Belong to labor unions | | | | | | | 0.046 | 0.101 |
| | | | | | | | [0.67] | [1.41] |
| Freedom of decision | | | | | | | 0.323 | 0.321 |
| | | | | | | | [22.59]** | [22.17]** |
| Country dummies | No | Yes | No | Yes | No | Yes | No | Yes |
| N | 4,143 | 4,143 | 4,138 | 4,138 | 3,496 | 3,496 | 2,849 | 2,849 |
| Pseudo R-squared | 0.003 | 0.008 | 0.003 | 0.008 | 0.004 | 0.008 | 0.049 | 0.053 |
| Chi2 | 45.240 | 130.618 | 54.493 | 142.099 | 57.025 | 121.912 | 587.518 | 637.827 |

+ p<0.10, * p<0.05, ** p<0.01

Source: WVS.

Table 5: Ordered logit regressions of job satisfaction on specified independent variables and coefficient comparisons, Eastern Europe
b. Wave 4

| | <i>Job satisfaction</i> | | | | | | | |
|------------------------|-------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| Age 30-39 | -0.103 | -0.082 | -0.162 | -0.176 | -0.158 | -0.172 | -0.127 | -0.124 |
| | [-1.21] | [-0.96] | [-1.75] ⁺ | [-1.88] ⁺ | [-1.69] ⁺ | [-1.82] ⁺ | [-1.33] | [-1.29] |
| Age 40-49 | -0.222 | -0.222 | -0.296 | -0.341 | -0.319 | -0.363 | -0.260 | -0.278 |
| | [-2.62] ^{**} | [-2.61] ^{**} | [-3.05] ^{**} | [-3.49] ^{**} | [-3.24] ^{**} | [-3.65] ^{**} | [-2.59] ^{**} | [-2.74] ^{**} |
| Age 50 or more | 0.085 | 0.070 | -0.010 | -0.066 | -0.044 | -0.102 | -0.102 | -0.138 |
| | [0.89] | [0.73] | [-0.09] | [-0.61] | [-0.40] | [-0.92] | [-0.92] | [-1.23] |
| High school or more | 0.258 | 0.240 | 0.252 | 0.236 | 0.072 | 0.045 | -0.096 | -0.132 |
| | [4.11] ^{**} | [3.75] ^{**} | [4.01] ^{**} | [3.68] ^{**} | [0.99] | [0.61] | [-1.31] | [-1.76] ⁺ |
| Married | Reference group | | | | | | | |
| Single or cohabitating | | | -0.152 | -0.226 | -0.141 | -0.208 | -0.097 | -0.113 |
| | | | [-1.68] ⁺ | [-2.46] [*] | [-1.54] | [-2.22] [*] | [-1.03] | [-1.19] |
| Divorced or separated | | | -0.188 | -0.094 | -0.205 | -0.105 | -0.269 | -0.178 |
| | | | [-1.44] | [-0.71] | [-1.56] | [-0.79] | [-2.05] [*] | [-1.34] |
| Widowed | | | 0.432 | 0.373 | 0.463 | 0.404 | 0.498 | 0.474 |
| | | | [1.20] | [1.03] | [1.28] | [1.11] | [1.42] | [1.33] |
| Managerial | Reference group | | | | | | | |
| Professional | | | | | -0.282 | -0.310 | 0.047 | 0.014 |
| | | | | | [-1.83] ⁺ | [-2.00] [*] | [0.30] | [0.09] |
| Middle level | | | | | -0.300 | -0.305 | 0.097 | 0.096 |
| | | | | | [-1.84] ⁺ | [-1.86] ⁺ | [0.59] | [0.57] |
| Junior level | | | | | -0.525 | -0.653 | 0.048 | -0.045 |
| | | | | | [-2.78] ^{**} | [-3.41] ^{**} | [0.25] | [-0.23] |
| Manual | | | | | -0.669 | -0.716 | 0.075 | 0.007 |
| | | | | | [-4.90] ^{**} | [-5.23] ^{**} | [0.53] | [0.05] |
| Agricultural | | | | | -1.012 | -1.030 | -0.555 | -0.650 |
| | | | | | [-3.89] ^{**} | [-3.96] ^{**} | [-2.09] [*] | [-2.43] [*] |
| Army | | | | | -0.545 | -0.488 | 0.289 | 0.306 |
| | | | | | [-2.31] [*] | [-2.07] [*] | [1.18] | [1.25] |
| Belong to labor unions | | | | | | | -0.198 | -0.089 |
| | | | | | | | [-2.58] ^{**} | [-1.12] |
| Freedom of decision | | | | | | | 0.352 | 0.355 |
| | | | | | | | [25.36] ^{**} | [25.20] ^{**} |
| Country dummies | No | Yes | No | Yes | No | Yes | No | Yes |
| N | 3,175 | 3,175 | 3,164 | 3,164 | 3,105 | 3,105 | 3,062 | 3,062 |
| Pseudo R-squared | 0.002 | 0.008 | 0.003 | 0.008 | 0.006 | 0.011 | 0.059 | 0.064 |
| Chi2 | 28.718 | 100.486 | 33.945 | 107.106 | 71.340 | 149.614 | 764.183 | 827.526 |

+ p<0.10, * p<0.05, ** p<0.01

Source: WVS.

**Table 6: Ordered logit regressions of satisfaction with work on specified independent variables, East Germany
a. 1992**

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|----------|-----------|----------|-----------|-----------|----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| Age 30-39 | -0.3756 | -0.4713 | -0.4984 | -0.4883 | -0.4772 | -0.5020 | -0.4903 |
| | [-1.96]* | [-2.19]* | [-2.32]* | [-2.28]* | [-2.22]* | [-2.33]* | [-2.29]* |
| Age 40-49 | -0.3167 | -0.4372 | -0.4822 | -0.4458 | -0.4313 | -0.4767 | -0.4356 |
| | [-1.56] | [-1.92]+ | [-2.08]* | [-1.95]+ | [-1.91]+ | [-2.05]* | [-1.91]+ |
| Age 50 or more | -0.4629 | -0.5690 | -0.7083 | -0.4559 | -0.6418 | -0.7521 | -0.5149 |
| | [-2.16]* | [-2.41]* | [-3.04]** | [-1.90]+ | [-2.65]** | [-3.11]** | [-2.10]* |
| High school | -0.2034 | -0.2531 | -0.4293 | -0.2602 | -0.3402 | -0.5075 | -0.2925 |
| | [-0.34] | [-0.41] | [-1.01] | [-0.49] | [-0.56] | [-1.20] | [-0.56] |
| More than high school | -0.1034 | -0.1927 | -0.4498 | -0.2467 | -0.3644 | -0.5895 | -0.3062 |
| | [-0.16] | [-0.30] | [-0.95] | [-0.44] | [-0.57] | [-1.24] | [-0.54] |
| Married | Reference group | | | | | | |
| Single | | -0.1951 | -0.3471 | -0.0561 | -0.1265 | -0.2925 | 0.0397 |
| | | [-0.92] | [-1.60] | [-0.26] | [-0.59] | [-1.35] | [0.18] |
| Divorced or separated | | 0.4473 | 0.5287 | 0.5091 | 0.4243 | 0.5121 | 0.4670 |
| | | [1.10] | [1.47] | [1.24] | [1.04] | [1.42] | [1.15] |
| Widowed | | -1.2081 | -0.8526 | -1.0792 | -1.1240 | -0.8030 | -0.9381 |
| | | [-1.21] | [-0.86] | [-1.05] | [-1.09] | [-0.80] | [-0.89] |
| Satisfaction HH income | | | 0.4228 | | | 0.4133 | |
| | | | [11.88]** | | | [11.64]** | |
| Month net income*10 ⁴ | | | | 4.5921 | | | 5.1260 |
| | | | | [6.18]** | | | [6.71]** |
| White collar | Reference group | | | | | | |
| Self employed | | | | | 0.6424 | 0.4767 | 0.9407 |
| | | | | | [2.43]* | [1.86]+ | [3.50]** |
| Blue collar skilled | | | | | -0.1248 | -0.0832 | -0.0052 |
| | | | | | [-0.84] | [-0.53] | [-0.03] |
| Blue collar semi- or unskilled | | | | | -0.3478 | -0.3076 | -0.1575 |
| | | | | | [-1.59] | [-1.54] | [-0.74] |
| N | 1,070 | 1,070 | 1,070 | 1,070 | 1,067 | 1,067 | 1,067 |
| Pseudo R-squared | 0.0023 | 0.0044 | 0.0523 | 0.0151 | 0.0080 | 0.0536 | 0.0206 |
| Chi2 | 5.638 | 9.985 | 167.853 | 51.668 | 20.657 | 176.478 | 66.940 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

**Table 6: Ordered logit regressions of satisfaction with work on specified independent variables, East Germany
b. 1999**

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| Age 30-39 | -0.2043 | -0.1516 | 0.1166 | -0.2497 | -0.1133 | 0.1343 | -0.1970 |
| | [-0.60] | [-0.37] | [0.27] | [-0.63] | [-0.28] | [0.32] | [-0.50] |
| Age 40-49 | -0.0459 | 0.0307 | 0.3271 | -0.0485 | 0.0777 | 0.3694 | 0.0027 |
| | [-0.16] | [0.08] | [0.78] | [-0.12] | [0.20] | [0.90] | [0.01] |
| Age 50 or more | -0.1885 | -0.1145 | 0.1958 | -0.1873 | -0.1778 | 0.1216 | -0.2119 |
| | [-0.61] | [-0.28] | [0.43] | [-0.45] | [-0.44] | [0.27] | [-0.52] |
| High school | -1.6966 | -1.7210 | -2.1827 | -1.9485 | -1.6980 | -2.2019 | -1.8674 |
| | [-3.32]** | [-3.37]** | [-2.58]** | [-3.71]** | [-3.78]** | [-3.03]** | [-3.94]** |
| More than high school | -1.4489 | -1.4684 | -2.1358 | -1.8095 | -1.7739 | -2.4432 | -1.9425 |
| | [-2.70]** | [-2.74]** | [-2.47]* | [-3.22]** | [-3.71]** | [-3.22]** | [-3.85]** |
| Married | Reference group | | | | | | |
| Single | | 0.0996 | 0.1211 | 0.1292 | 0.1038 | 0.1251 | 0.1246 |
| | | [0.29] | [0.35] | [0.40] | [0.32] | [0.37] | [0.39] |
| Divorced or separated | | -0.0301 | 0.1498 | 0.0302 | 0.0399 | 0.2355 | 0.0691 |
| | | [-0.10] | [0.48] | [0.10] | [0.13] | [0.77] | [0.22] |
| Widowed | | 0.1733 | 0.2176 | 0.2842 | 0.3825 | 0.4129 | 0.4171 |
| | | [0.15] | [0.17] | [0.24] | [0.32] | [0.32] | [0.35] |
| Satisfaction HH income | | | 0.4085 | | | 0.3965 | |
| | | | [6.34]** | | | [6.37]** | |
| Month net income*10 ⁴ | | | | 3.2147 | | | 2.4465 |
| | | | | [3.26]** | | | [2.40]* |
| White collar | Reference group | | | | | | |
| Self employed | | | | | -0.5647 | -0.4784 | -0.3826 |
| | | | | | [-2.08]* | [-1.53] | [-1.38] |
| Blue collar skilled | | | | | -0.7000 | -0.6255 | -0.5155 |
| | | | | | [-3.04]** | [-2.67]** | [-2.10]* |
| Blue collar semi- or unskilled | | | | | -0.9445 | -0.8607 | -0.6876 |
| | | | | | [-3.28]** | [-3.52]** | [-2.25]* |
| N | 811 | 811 | 804 | 811 | 811 | 804 | 811 |
| Pseudo R-squared | 0.0061 | 0.0062 | 0.0504 | 0.0162 | 0.0154 | 0.0577 | 0.0205 |
| Chi2 | 12.635 | 13.205 | 69.573 | 26.836 | 33.645 | 84.348 | 38.869 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

**Table 6: Ordered logit regressions of satisfaction with work on specified independent variables, East Germany
c. 2005**

| | <i>Work Satisfaction</i> | | | | |
|--------------------------------|--------------------------|---------|----------|-----------|----------|
| | (1) | (2) | (3) | (4) | (5) |
| Age 30-39 | -0.2303 | -0.2451 | -0.2681 | -0.1643 | -0.2388 |
| | [-0.90] | [-0.95] | [-0.89] | [-0.62] | [-0.78] |
| Age 40-49 | 0.1362 | 0.1205 | -0.0826 | 0.1662 | -0.0614 |
| | [0.59] | [0.40] | [-0.25] | [0.54] | [-0.17] |
| Age 50 or more | -0.2176 | -0.2082 | -0.3363 | -0.1667 | -0.3129 |
| | [-0.94] | [-0.65] | [-0.98] | [-0.51] | [-0.85] |
| High school | -0.3248 | -0.3203 | -0.274 | -0.3939 | -0.2892 |
| | [-0.93] | [-0.91] | [-0.58] | [-1.08] | [-0.60] |
| More than high school | -0.2606 | -0.2445 | -0.5767 | -0.6072 | -0.6965 |
| | [-0.65] | [-0.60] | [-1.10] | [-1.37] | [-1.26] |
| Married | Reference group | | | | |
| Single | | 0.0019 | 0.1366 | 0.0096 | 0.1306 |
| | | [0.01] | [0.50] | [0.04] | [0.46] |
| Divorced or separated | | 0.1076 | 0.5703 | 0.1049 | 0.5573 |
| | | [0.32] | [2.20]* | [0.31] | [2.17]* |
| Widowed | | -1.2563 | -1.1056 | -1.19 | -1.1155 |
| | | [-0.77] | [-0.56] | [-0.71] | [-0.55] |
| Satisfaction HH income | | | 0.4674 | | 0.4584 |
| | | | [9.51]** | | [8.91]** |
| White collar | Reference group | | | | |
| Self employed | | | | -0.3104 | -0.1758 |
| | | | | [-0.88] | [-0.43] |
| Blue collar skilled | | | | -0.5783 | -0.2395 |
| | | | | [-2.62]** | [-1.07] |
| Blue collar semi- or unskilled | | | | -0.4081 | -0.1002 |
| | | | | [-1.23] | [-0.29] |
| N | 999 | 999 | 990 | 998 | 989 |
| Pseudo R-squared | 0.0025 | 0.0032 | 0.0774 | 0.0076 | 0.0778 |
| Chi2 | 4.780 | 5.435 | 127.421 | 11.340 | 139.391 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

Table 7: Fixed effects regressions of satisfaction with work on specified independent variables, East Germany 1992-2005

| | <i>Work Satisfaction</i> | | | | |
|-----------------------------------|--------------------------|----------------------|----------------------|----------------------|----------------------|
| | (1) | (2) | (3) | (4) | (5) |
| Age 30-39 | -0.2120 [-3.18]** | -0.1215 [-1.64] | -0.1269 [-1.80]+ | -0.2148 [-3.22]** | -0.1259 [-1.70]+ |
| Age 40-49 | -0.4224 [-5.05]** | -0.2817 [-3.00]** | -0.3027 [-3.42]** | -0.4248 [-5.07]** | -0.2885 [-3.07]** |
| Age 50 or more | -0.5783 [-5.54]** | -0.3947 [-3.33]** | -0.4870 [-4.41]** | -0.5866 [-5.61]** | -0.4073 [-3.43]** |
| High school | 0.0736 [0.60] | 0.0911 [0.69] | 0.0383 [0.30] | 0.0765 [0.62] | 0.0949 [0.72] |
| More than high school | -0.0807 [-0.57] | 0.0640 [0.42] | -0.0164 [-0.11] | -0.0817 [-0.58] | 0.0619 [0.41] |
| Married | Reference group | | | | |
| Single | 0.1904 [1.86]+ | 0.2241 [1.95]+ | 0.2312 [2.15]* | 0.2016 [1.97]* | 0.2400 [2.09]* |
| Divorced or separated | 0.2024 [2.12]* | 0.1218 [1.13] | 0.0693 [0.69] | 0.2066 [2.17]* | 0.1276 [1.19] |
| Widowed | 0.0413 [0.15] | 0.2338 [0.77] | 0.0413 [0.14] | 0.0424 [0.15] | 0.2332 [0.77] |
| Satisfaction HH income | 0.3378 [35.90]** | | | 0.3376 [35.92]** | |
| Mont net income * 10 ⁴ | | 1.3668 [7.17]** | | | 1.4000 [7.33]** |
| White collar | Reference group | | | | |
| Self employed | | | -0.0479 [-0.44] | -0.0608 [-0.59] | 0.0301 [0.26] |
| Blue collar skilled | | | -0.2331 [-3.12]** | -0.1787 [-2.53]* | -0.2092 [-2.67]** |
| Blue collar semi- or unskilled | | | -0.2941 [-3.22]** | -0.2305 [-2.66]** | -0.2853 [-3.00]** |
| Constant | 5.1503 [34.18]** | 6.6733 [41.08]** | 7.1755 [46.44]** | 5.2555 [33.73]** | 6.7826 [40.24]** |
| N | 13,307 | 12,303 | 13,357 | 13,283 | 12,280 |
| R-squared within | 0.1072 | 0.0082 | 0.0041 | 0.1085 | 0.0096 |
| R-squared between | 0.2504 | 0.0258 | 0.0179 | 0.2478 | 0.0366 |
| R-squared overall | 0.1800 | 0.0202 | 0.0101 | 0.1807 | 0.0243 |

+ p<0.10, * p<0.05, ** p<0.01

Source: SOEP.

Table 8: Ordered logit regressions of job satisfaction on specified independent variables and coefficient comparisons, Western Europe
a. Wave 2

| | <i>Job satisfaction</i> | | | | | | | |
|------------------------|-------------------------|----------|----------|-----------|-----------|----------------------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| Age 30-39 | 0.033 | 0.033 | -0.039 | -0.064 | -0.106 | -0.139 | -0.219 | -0.226 |
| | [0.50] | [0.49] | [-0.53] | [-0.86] | [-1.37] | [-1.79] ⁺ | [-2.79]** | [-2.88]** |
| Age 40-49 | 0.205 | 0.193 | 0.115 | 0.073 | 0.056 | -0.008 | -0.087 | -0.118 |
| | [2.91]** | [2.73]** | [1.42] | [0.89] | [0.65] | [-0.09] | [-1.01] | [-1.36] |
| Age 50 or more | 0.380 | 0.394 | 0.292 | 0.272 | 0.239 | 0.188 | 0.078 | 0.049 |
| | [5.00]** | [5.14]** | [3.35]** | [3.10]** | [2.61]** | [2.03]* | [0.84] | [0.53] |
| High school or more | 0.110 | -0.048 | 0.119 | -0.040 | 0.137 | -0.051 | -0.069 | -0.204 |
| | [2.16]* | [-0.87] | [2.32]* | [-0.72] | [2.32]* | [-0.81] | [-1.14] | [-3.20]** |
| Married | Reference group | | | | | | | |
| Single or cohabitating | | | -0.157 | -0.211 | -0.158 | -0.217 | -0.158 | -0.193 |
| | | | [-2.37]* | [-3.15]** | [-2.29]* | [-3.10]** | [-2.26]* | [-2.75]** |
| Divorced or separated | | | -0.116 | -0.139 | -0.160 | -0.187 | -0.101 | -0.084 |
| | | | [-0.86] | [-1.02] | [-1.15] | [-1.33] | [-0.72] | [-0.60] |
| Widowed | | | -0.412 | -0.396 | -0.356 | -0.334 | -0.277 | -0.292 |
| | | | [-1.51] | [-1.44] | [-1.30] | [-1.21] | [-0.97] | [-1.03] |
| Managerial | Reference group | | | | | | | |
| Professional | | | | | -0.383 | -0.366 | -0.065 | -0.013 |
| | | | | | [-2.96]** | [-2.77]** | [-0.49] | [-0.09] |
| Middle level | | | | | -0.505 | -0.639 | 0.004 | -0.091 |
| | | | | | [-4.59]** | [-5.63]** | [0.03] | [-0.78] |
| Junior level | | | | | -0.667 | -0.872 | 0.061 | -0.088 |
| | | | | | [-5.42]** | [-6.76]** | [0.47] | [-0.66] |
| Manual | | | | | -0.441 | -0.618 | 0.289 | 0.152 |
| | | | | | [-4.36]** | [-5.95]** | [2.71]** | [1.39] |
| Agricultural | | | | | -0.466 | -0.489 | -0.205 | -0.270 |
| | | | | | [-2.48]* | [-2.59]** | [-1.06] | [-1.39] |
| Army | | | | | -0.643 | -0.772 | 0.105 | -0.040 |
| | | | | | [-2.61]** | [-3.12]** | [0.42] | [-0.16] |
| Belong to labor unions | | | | | | | 0.189 | 0.006 |
| | | | | | | | [3.21]** | [0.09] |
| Freedom of decision | | | | | | | 0.381 | 0.374 |
| | | | | | | | [29.76]** | [28.76]** |
| Country dummies | No | Yes | No | Yes | No | Yes | No | Yes |
| N | 4,874 | 4,874 | 4,870 | 4,870 | 4,531 | 4,531 | 4,515 | 4,515 |
| Pseudo R-squared | 0.002 | 0.012 | 0.002 | 0.013 | 0.004 | 0.017 | 0.059 | 0.067 |
| Chi2 | 33.605 | 227.685 | 41.406 | 239.460 | 75.968 | 290.814 | 1036.112 | 1171.217 |

+ p<0.10, * p<0.05, ** p<0.01

Source: WVS.

Table 8: Ordered logit regressions of job satisfaction on specified independent variables and coefficient comparisons, Western Europe
b. Wave 4

| | <i>Job satisfaction</i> | | | | | | | |
|------------------------|-------------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| Age 30-39 | -0.025 | -0.009 | -0.212 | -0.189 | -0.242 | -0.223 | -0.335 | -0.306 |
| | [-0.32] | [-0.11] | [-2.45]* | [-2.18]* | [-2.77]** | [-2.53]* | [-3.81]** | [-3.46]** |
| Age 40-49 | 0.101 | 0.114 | -0.170 | -0.152 | -0.209 | -0.194 | -0.287 | -0.245 |
| | [1.25] | [1.39] | [-1.74]+ | [-1.54] | [-2.13]* | [-1.95]+ | [-2.89]** | [-2.44]* |
| Age 50 or more | 0.276 | 0.300 | -0.023 | 0.006 | -0.097 | -0.072 | -0.151 | -0.098 |
| | [3.18]** | [3.45]** | [-0.23] | [0.06] | [-0.92] | [-0.67] | [-1.42] | [-0.91] |
| High school or more | 0.039 | 0.079 | 0.040 | 0.080 | -0.141 | -0.116 | -0.158 | -0.141 |
| | [0.67] | [1.29] | [0.68] | [1.31] | [-2.03]* | [-1.64] | [-2.27]* | [-1.98]* |
| Married | Reference group | | | | | | | |
| Single or cohabitating | | | -0.417 | -0.402 | -0.405 | -0.374 | -0.349 | -0.302 |
| | | | [-5.45]** | [-5.15]** | [-5.26]** | [-4.75]** | [-4.50]** | [-3.82]** |
| Divorced or separated | | | -0.175 | -0.126 | -0.159 | -0.098 | -0.236 | -0.126 |
| | | | [-1.58] | [-1.11] | [-1.43] | [-0.85] | [-2.08]* | [-1.09] |
| Widowed | | | 0.002 | 0.010 | 0.054 | 0.072 | -0.196 | -0.192 |
| | | | [0.00] | [0.03] | [0.15] | [0.20] | [-0.56] | [-0.55] |
| Managerial | Reference group | | | | | | | |
| Professional | | | | | -0.178 | -0.117 | 0.092 | 0.179 |
| | | | | | [-1.31] | [-0.85] | [0.67] | [1.28] |
| Middle level | | | | | -0.335 | -0.412 | 0.021 | 0.015 |
| | | | | | [-2.76]** | [-3.31]** | [0.17] | [0.12] |
| Junior level | | | | | -0.424 | -0.523 | 0.239 | 0.171 |
| | | | | | [-3.15]** | [-3.79]** | [1.72]+ | [1.21] |
| Manual | | | | | -0.574 | -0.618 | 0.044 | 0.021 |
| | | | | | [-4.98]** | [-5.26]** | [0.37] | [0.17] |
| Agricultural | | | | | -0.677 | -0.645 | -0.474 | -0.509 |
| | | | | | [-2.73]** | [-2.58]** | [-1.85]+ | [-1.97]** |
| Army | | | | | 0.140 | 0.195 | 1.032 | 1.062 |
| | | | | | [0.44] | [0.60] | [3.08]** | [3.16]** |
| Belong to labor unions | | | | | | | -0.141 | -0.162 |
| | | | | | | | [-2.26]* | [-2.23]* |
| Freedom of decision | | | | | | | 0.392 | 0.396 |
| | | | | | | | [25.43]** | [25.10]** |
| Country dummies | No | Yes | No | Yes | No | Yes | No | Yes |
| N | 3,935 | 3,935 | 3,907 | 3,907 | 3,821 | 3,821 | 3,814 | 3,814 |
| Pseudo R-squared | 0.001 | 0.007 | 0.003 | 0.008 | 0.006 | 0.011 | 0.053 | 0.058 |
| Chi2 | 16.064 | 100.068 | 45.610 | 122.213 | 81.004 | 164.777 | 763.137 | 835.467 |

+ p<0.10, * p<0.05, ** p<0.01

Source: WVS.

**Table 9: Ordered logit regressions of satisfaction with work on specified independent variables, West Germany
a. 1984**

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|--------------------|---------------------|--------------------|--------------------|---------------------|--------------------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| Age 30-39 | 0.3272 [2.78]** | 0.2689 [2.09]* | 0.2709 [2.11]* | 0.2673 [2.07]* | 0.2467 [1.89]+ | 0.2630 [2.02]* | 0.2454 [1.88]+ |
| Age 40-49 | 0.4441 [3.76]** | 0.3760 [2.84]** | 0.3036 [2.22]* | 0.3740 [2.82]** | 0.3639 [2.74]** | 0.3054 [2.22]* | 0.3624 [2.73]** |
| Age 50 or more | 0.5041 [3.96]** | 0.4342 [3.05]** | 0.3612 [2.50]* | 0.4326 [3.03]** | 0.4025 [2.81]** | 0.3442 [2.35]* | 0.4014 [2.79]** |
| High school | 0.1356 [1.32] | 0.1283 [1.24] | 0.0223 [0.22] | 0.1263 [1.21] | -0.0059 [-0.04] | -0.0511 [-0.38] | -0.0068 [-0.05] |
| More than high school | 0.0481 [0.40] | 0.0408 [0.33] | -0.2675 [-2.27]* | 0.0339 [0.26] | -0.0298 [-0.18] | -0.2101 [-1.29] | -0.0344 [-0.21] |
| Married | Reference group | | | | | | |
| Single | | -0.1212 [-1.01] | -0.0598 [-0.49] | -0.1186 [-0.99] | -0.1455 [-1.20] | -0.0785 [-0.64] | -0.1432 [-1.18] |
| Divorced or separated | | -0.0026 [-0.01] | 0.0226 [0.09] | -0.0013 [-0.01] | 0.0041 [0.02] | 0.0224 [0.09] | 0.0053 [0.02] |
| Widowed | | -0.2148 [-0.77] | -0.1621 [-0.40] | -0.2218 [-0.77] | -0.2325 [-0.79] | -0.1572 [-0.35] | -0.2384 [-0.80] |
| Satisfaction HH income | | | 0.3263 [15.19]** | | | 0.3279 [15.29]** | |
| Month net income*10 ⁴ | | | | 0.0433 [0.19] | | | 0.0371 [0.16] |
| White collar | Reference group | | | | | | |
| Self employed | | | | | 0.3594 [2.33]* | 0.4069 [2.67]** | 0.3599 [2.34]* |
| Blue collar skilled | | | | | 0.1547 [1.44] | 0.2884 [2.63]** | 0.1560 [1.45] |
| Blue collar semi- or unskilled | | | | | -0.1791 [-1.27] | -0.0018 [-0.01] | -0.1772 [-1.25] |
| N | 3,479 | 3,479 | 3,465 | 3,479 | 3,473 | 3,459 | 3,473 |
| Pseudo R-squared | 0.0029 | 0.0030 | 0.0425 | 0.0030 | 0.0048 | 0.0444 | 0.0048 |
| Chi2 | 19.941 | 20.743 | 272.497 | 20.768 | 30.850 | 299.751 | 30.997 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

**Table 9: Ordered logit regressions of satisfaction with work on specified independent variables, West Germany
b. 1992**

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|--------------------|---------------------|--------------------|----------------------|---------------------|---------------------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| Age 30-39 | 0.1340 [0.94] | 0.1763 [1.07] | 0.1420 [0.78] | 0.1610 [0.98] | 0.1664 [1.01] | 0.1488 [0.82] | 0.1543 [0.93] |
| Age 40-49 | 0.2249 [1.37] | 0.2898 [1.62] | 0.0691 [0.39] | 0.2503 [1.37] | 0.2715 [1.52] | 0.0570 [0.32] | 0.2351 [1.30] |
| Age 50 or more | 0.0176 [0.12] | 0.0469 [0.27] | -0.0874 [-0.48] | 0.0185 [0.11] | 0.0380 [0.21] | -0.0780 [-0.43] | 0.0125 [0.07] |
| High school | 0.3539 [2.50]* | 0.3455 [2.47]* | 0.0934 [0.68] | 0.3272 [2.33]* | 0.1701 [1.10] | -0.0138 [-0.09] | 0.1708 [1.10] |
| More than high school | 0.3692 [2.26]* | 0.3716 [2.29]* | -0.1503 [-0.92] | 0.2126 [1.21] | 0.1671 [0.84] | -0.2061 [-1.06] | 0.0513 [0.24] |
| Married | Reference group | | | | | | |
| Single | | 0.0608 [0.39] | 0.0683 [0.40] | 0.1045 [0.66] | 0.0318 [0.20] | 0.0606 [0.36] | 0.0761 [0.48] |
| Divorced or separated | | -0.3132 [-1.49] | -0.1162 [-0.59] | -0.3020 [-1.46] | -0.3047 [-1.49] | -0.1187 [-0.62] | -0.2970 [-1.47] |
| Widowed | | 1.4269 [3.29]** | 1.2892 [3.09]** | 1.3987 [3.21]** | 1.4359 [3.57]** | 1.2554 [3.04]** | 1.4033 [3.44]** |
| Satisfaction HH income | | | 0.6324 [16.14]** | | | 0.6408 [16.20]** | |
| Month net income*10 ⁴ | | | | 0.9102 [2.55]* | | | 0.8543 [2.40]* |
| White collar | Reference group | | | | | | |
| Self employed | | | | | 0.1274 [0.70] | 0.3584 [2.22]* | 0.1654 [0.93] |
| Blue collar skilled | | | | | 0.0009 [0.01] | 0.2239 [1.61] | 0.0393 [0.28] |
| Blue collar semi- or unskilled | | | | | -0.4981 [-2.64]** | -0.2667 [-1.45] | -0.4418 [-2.32]* |
| N | 2,569 | 2,569 | 2,563 | 2,569 | 2,564 | 2,558 | 2,564 |
| Pseudo R-squared | 0.0025 | 0.0042 | 0.0877 | 0.0059 | 0.0063 | 0.0906 | 0.0077 |
| Chi2 | 11.567 | 24.299 | 315.272 | 35.046 | 35.715 | 326.141 | 44.389 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

Table 9: Ordered logit regressions of satisfaction with work on specified independent variables, West Germany c. 1999

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|----------|-----------|----------|----------|-----------|----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| Age 30-39 | -0.1242 | -0.1547 | -0.3611 | -0.1782 | -0.1460 | -0.3671 | -0.1679 |
| | [-0.56] | [-0.68] | [-1.32] | [-0.77] | [-0.63] | [-1.34] | [-0.72] |
| Age 40-49 | -0.5149 | -0.5726 | -0.7271 | -0.6056 | -0.5629 | -0.7318 | -0.5941 |
| | [-2.49]* | [-2.44]* | [-2.52]* | [-2.55]* | [-2.37]* | [-2.51]* | [-2.48]* |
| Age 50 or more | -0.4846 | -0.5654 | -0.9096 | -0.6077 | -0.5481 | -0.9200 | -0.5897 |
| | [-2.35]* | [-2.41]* | [-3.18]** | [-2.54]* | [-2.28]* | [-3.14]** | [-2.41]* |
| High school | 0.1408 | 0.1277 | -0.0367 | 0.0760 | 0.0018 | -0.0720 | -0.0289 |
| | [0.68] | [0.63] | [-0.19] | [0.37] | [0.01] | [-0.37] | [-0.14] |
| More than high school | 0.4020 | 0.3874 | -0.1127 | 0.2006 | 0.1487 | -0.1546 | 0.0160 |
| | [1.68]+ | [1.65]+ | [-0.52] | [0.80] | [0.59] | [-0.64] | [0.06] |
| Married | Reference group | | | | | | |
| Single | | -0.1321 | -0.1321 | -0.0523 | -0.1256 | -0.1390 | -0.0549 |
| | | [-0.72] | [-0.64] | [-0.28] | [-0.68] | [-0.66] | [-0.30] |
| Divorced or separated | | -0.1704 | 0.1775 | -0.0942 | -0.1484 | 0.1749 | -0.0840 |
| | | [-0.62] | [0.79] | [-0.35] | [-0.55] | [0.79] | [-0.32] |
| Widowed | | 0.7769 | 1.0032 | 0.7629 | 0.7132 | 1.0127 | 0.7149 |
| | | [1.09] | [1.56] | [1.04] | [0.95] | [1.57] | [0.94] |
| Satisfaction HH income | | | 0.6015 | | | 0.6016 | |
| | | | [11.79]** | | | [11.70]** | |
| Month net income*10 ⁴ | | | | 0.9363 | | | 0.8534 |
| | | | | [1.84]+ | | | [1.66]+ |
| White collar | Reference group | | | | | | |
| Self employed | | | | | -0.2168 | 0.1067 | -0.1685 |
| | | | | | [-0.98] | [0.47] | [-0.72] |
| Blue collar skilled | | | | | -0.2098 | -0.0034 | -0.1610 |
| | | | | | [-1.23] | [-0.02] | [-0.93] |
| Blue collar semi- or unskilled | | | | | -0.4734 | -0.1110 | -0.4145 |
| | | | | | [-2.01]* | [-0.53] | [-1.74]+ |
| N | 1,890 | 1,890 | 1,877 | 1,890 | 1,890 | 1,877 | 1,890 |
| Pseudo R-squared | 0.0045 | 0.0051 | 0.0870 | 0.0074 | 0.0066 | 0.0872 | 0.0085 |
| Chi2 | 16.600 | 18.278 | 184.868 | 20.673 | 21.181 | 186.579 | 22.909 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

Table 9: Ordered logit regressions of satisfaction with work on specified independent variables, West Germany c. 2005

| | <i>Work Satisfaction</i> | | | | |
|--------------------------------|--------------------------|----------|-----------|----------|-----------|
| | (1) | (2) | (3) | (4) | (5) |
| Age 30-39 | -0.4458 | -0.4699 | -0.6018 | -0.4866 | -0.6274 |
| | [-1.73]+ | [-1.78]+ | [-2.35]* | [-1.83]+ | [-2.45]* |
| Age 40-49 | -0.5657 | -0.5920 | -0.6176 | -0.6138 | -0.6490 |
| | [-2.19]* | [-2.11]* | [-2.30]* | [-2.18]* | [-2.41]* |
| Age 50 or more | -0.4727 | -0.4980 | -0.6756 | -0.5187 | -0.6940 |
| | [-1.85]+ | [-1.81]+ | [-2.53]* | [-1.88]+ | [-2.61]** |
| High school | 0.1206 | 0.1156 | -0.1637 | 0.0983 | -0.1638 |
| | [0.72] | [0.68] | [-0.91] | [0.54] | [-0.85] |
| More than high school | 0.2547 | 0.2499 | -0.3273 | 0.1978 | -0.2881 |
| | [1.39] | [1.36] | [-1.72]+ | [0.92] | [-1.30] |
| Married | Reference group | | | | |
| Single | | -0.0823 | -0.0167 | -0.0881 | -0.0191 |
| | | [-0.55] | [-0.11] | [-0.60] | [-0.13] |
| Divorced or separated | | -0.2901 | 0.0559 | -0.3025 | 0.0407 |
| | | [-1.57] | [0.32] | [-1.63] | [0.23] |
| Widowed | | -0.0518 | -0.2519 | -0.0696 | -0.2965 |
| | | [-0.17] | [-0.42] | [-0.23] | [-0.49] |
| Satisfaction HH income | | | 0.5562 | | 0.5623 |
| | | | [15.64]** | | [16.17]** |
| White collar | Reference group | | | | |
| Self employed | | | | 0.1456 | 0.4080 |
| | | | | [0.79] | [2.19]* |
| Blue collar skilled | | | | -0.1038 | 0.1347 |
| | | | | [-0.69] | [0.98] |
| Blue collar semi- or unskilled | | | | -0.4081 | -0.0451 |
| | | | | [-0.19] | [0.66] |
| N | 2,845 | 2,845 | 2,826 | 2,843 | 2,824 |
| Pseudo R-squared | 0.0019 | 0.0025 | 0.0768 | 0.0028 | 0.0781 |
| Chi2 | 6.286 | 8.644 | 263.048 | 10.385 | 335.255 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Source: SOEP.

Table 10: Fixed effects regressions of satisfaction with work on specified independent variables, West Germany 1984-2005

| | <i>Work Satisfaction</i> | | | | |
|-----------------------------------|--------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | (1) | (2) | (3) | (4) | (5) |
| Age 30-39 | -0.0996 [-3.61]** | -0.1248 [-4.14]** | -0.1404 [-4.75]** | -0.1165 [-4.20]** | -0.1424 [-4.70]** |
| Age 40-49 | -0.4609 [-13.36]** | -0.5197 [-13.59]** | -0.5397 [-14.56]** | -0.4851 [-13.95]** | -0.5445 [-14.15]** |
| Age 50 or more | -0.8840 [-21.41]** | -0.9706 [-21.16]** | -0.9940 [-22.43]** | -0.9142 [-21.99]** | -1.0024 [-21.72]** |
| High school | 0.0528 [1.05] | 0.0435 [0.77] | 0.0214 [0.40] | 0.0442 [0.88] | 0.0325 [0.58] |
| More than high school | 0.0295 [0.38] | 0.0106 [0.12] | 0.0073 [0.09] | 0.0224 [0.29] | -0.0010 [-0.01] |
| Married | Reference group | | | | |
| Single | 0.0356 [0.92] | 0.0622 [1.47] | 0.0403 [0.98] | 0.0469 [1.22] | 0.0726 [1.71]+ |
| Divorced or separated | 0.1940 [4.74]** | 0.0826 [1.82]+ | 0.0686 [1.57] | 0.1876 [4.58]** | 0.0773 [1.71]+ |
| Widowed | -0.1163 [-0.78] | -0.0962 [-0.59] | -0.1008 [-0.63] | -0.1217 [-0.81] | -0.1009 [-0.62] |
| Satisfaction HH income | 0.3697 [83.62]** | | | 0.3688 [83.30]** | |
| Mont net income * 10 ⁴ | | 0.5884 [9.35]** | | | 0.5624 [8.91]** |
| White collar | Reference group | | | | |
| Self employed | | | -0.0050 [-0.09] | 0.0935 [1.86]+ | -0.0332 [-0.60] |
| Blue collar skilled | | | -0.1811 [-4.74]** | -0.1161 [-3.23]** | -0.1840 [-4.66]** |
| Blue collar semi- or unskilled | | | -0.3216 [-7.19]** | -0.2544 [-6.06]** | -0.3194 [-6.94]** |
| Constant | 5.1047 [88.89]** | 7.4765 [132.06]** | 7.7876 [137.01]** | 5.2073 [84.38]** | 7.6303 [123.63]** |
| N | 57,217 | 54,254 | 57,445 | 57,100 | 54,138 |
| R-squared within | 0.1377 | 0.0154 | 0.0146 | 0.1382 | 0.0165 |
| R-squared between | 0.1982 | 0.0000 | 0.0001 | 0.1969 | 0.0008 |
| R-squared overall | 0.1889 | 0.0021 | 0.0022 | 0.1869 | 0.0038 |

+ p<0.10, * p<0.05, ** p<0.01

Source: SOEP.

Table 11: Ordered logit regressions of job satisfaction on region and specified independent variables - WVS.
a. Wave 2

| | <i>Job satisfaction</i> | | | | | | | |
|------------------------|-------------------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| Eastern Europe | -0.5067 | -1.4391 | -0.5225 | -1.4513 | -0.4449 | -1.5316 | -0.4039 | -1.3501 |
| | [-12.55]** | [-9.70]** | [-12.83]** | [-9.75]** | [-9.98]** | [-9.93]** | [-8.57]** | [-8.77]** |
| Age 30-39 | 0.0521 | 0.0578 | -0.0128 | -0.0323 | -0.0413 | -0.0630 | -0.1358 | -0.1492 |
| | [1.01] | [1.12] | [-0.23] | [-0.57] | [-0.69] | [-1.05] | [-2.11]* | [-2.31]* |
| Age 40-49 | 0.2462 | 0.2516 | 0.1674 | 0.1415 | 0.1496 | 0.1132 | -0.0034 | -0.0288 |
| | [4.54]** | [4.60]** | [2.77]** | [2.32]* | [2.28]* | [1.71]+ | [-0.05] | [-0.41] |
| Age 50 or more | 0.4018 | 0.4316 | 0.3262 | 0.3232 | 0.2828 | 0.2659 | 0.1260 | 0.1177 |
| | [6.73]** | [7.19]** | [4.88]** | [4.79]** | [3.89]** | [3.62]** | [1.64] | [1.53] |
| High school or more | 0.0008 | -0.0524 | 0.0059 | -0.0480 | 0.0071 | -0.0661 | -0.1359 | -0.1941 |
| | [0.02] | [-1.28] | [0.15] | [-1.17] | [0.15] | [-1.34] | [-2.76]** | [-3.77]** |
| Married | Reference group | | | | | | | |
| Single or cohabitating | | | -0.1565 | -0.2134 | -0.1684 | -0.2244 | -0.1344 | -0.1741 |
| | | | [-3.02]** | [-4.08]** | [-3.06]** | [-4.04]** | [-2.30]* | [-2.96]** |
| Divorced or separated | | | -0.0778 | -0.0714 | -0.1297 | -0.1232 | -0.0616 | -0.0366 |
| | | | [-0.69] | [-0.63] | [-1.09] | [-1.03] | [-0.52] | [-0.30] |
| Widowed | | | -0.4730 | -0.4538 | -0.4879 | -0.4596 | -0.4010 | -0.3722 |
| | | | [-2.44]* | [-2.28]* | [-2.29]* | [-2.14]* | [-1.75]+ | [-1.62] |
| Managerial | Reference group | | | | | | | |
| Professional | | | | | -0.3611 | -0.3602 | -0.0349 | -0.0239 |
| | | | | | [-3.78]** | [-3.65]** | [-0.35] | [-0.23] |
| Middle level | | | | | -0.3960 | -0.5120 | 0.0864 | -0.0128 |
| | | | | | [-4.72]** | [-5.87]** | [0.97] | [-0.14] |
| Junior level | | | | | -0.4704 | -0.6052 | 0.1654 | 0.0468 |
| | | | | | [-4.62]** | [-5.83]** | [1.49] | [0.42] |
| Manual | | | | | -0.3873 | -0.4887 | 0.3140 | 0.2096 |
| | | | | | [-4.89]** | [-5.96]** | [3.66]** | [2.39]* |
| Agricultural | | | | | -0.4606 | -0.4691 | 0.0321 | 0.0046 |
| | | | | | [-3.25]** | [-3.27]** | [0.20] | [0.03] |
| Army | | | | | -0.4799 | -0.5503 | 0.3627 | 0.2664 |
| | | | | | [-2.53]* | [-2.87]** | [1.86]+ | [1.35] |
| Belong to labor unions | | | | | | | 0.1246 | 0.0505 |
| | | | | | | | [2.73]** | [0.99] |
| Freedom of decision | | | | | | | 0.3566 | 0.3513 |
| | | | | | | | [30.17]** | [29.34]** |
| Country dummies | No | Yes | No | Yes | No | Yes | No | Yes |
| N | 8,839 | 8,839 | 8,829 | 8,829 | 7,853 | 7,853 | 7,189 | 7,189 |
| Pseudo R-squared | 0.0066 | 0.0142 | 0.0070 | 0.0147 | 0.0068 | 0.0150 | 0.0570 | 0.0631 |
| Chi2 | 222.433 | 520.998 | 235.106 | 539.849 | 205.885 | 487.915 | 1064.332 | 1305.654 |

Table 11: Ordered logit regressions of job satisfaction on region and specified independent variables - WVS.
b. Wave 4

| | <i>Job satisfaction</i> | | | | | | | |
|------------------------|-------------------------|----------|------------|-----------|------------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| Eastern Europe | -0.6325 | -0.3931 | -0.6787 | -0.3942 | -0.6317 | -0.3820 | -0.2756 | 0.0249 |
| | [-13.06]** | [-1.81]+ | [-13.66]** | [-1.80]+ | [-12.27]** | [-1.69]+ | [-5.15]** | [0.11] |
| Age 30-39 | -0.0701 | -0.0531 | -0.2001 | -0.1969 | -0.2142 | -0.2125 | -0.2491 | -0.2341 |
| | [-1.12] | [-0.84] | [-2.98]** | [-2.89]** | [-3.15]** | [-3.09]** | [-3.60]** | [-3.35]** |
| Age 40-49 | -0.0593 | -0.0547 | -0.2386 | -0.2550 | -0.2701 | -0.2869 | -0.2782 | -0.2700 |
| | [-0.91] | [-0.83] | [-3.21]** | [-3.38]** | [-3.59]** | [-3.76]** | [-3.65]** | [-3.51]** |
| Age 50 or more | 0.1804 | 0.1861 | -0.0221 | -0.0383 | -0.0785 | -0.0988 | -0.1249 | -0.1198 |
| | [2.53]* | [2.60]** | [-0.27] | [-0.46] | [-0.94] | [-1.17] | [-1.48] | [-1.40] |
| High school or more | 0.1446 | 0.1563 | 0.1408 | 0.1548 | -0.0361 | -0.0351 | -0.1274 | -0.1346 |
| | [3.17]** | [3.36]** | [3.08]** | [3.32]** | [-0.68] | [-0.64] | [-2.46]* | [-2.51]* |
| Married | Reference group | | | | | | | |
| Single or cohabitating | | | -0.3114 | -0.3354 | -0.2981 | -0.3100 | -0.2426 | -0.2256 |
| | | | [-5.14]** | [-5.43]** | [-4.87]** | [-4.97]** | [-3.85]** | [-3.55]** |
| Divorced or separated | | | -0.1766 | -0.1089 | -0.1730 | -0.0928 | -0.2418 | -0.1428 |
| | | | [-1.94]+ | [-1.17] | [-1.90]+ | [-0.99] | [-2.65]** | [-1.52] |
| Widowed | | | 0.2141 | 0.1858 | 0.2573 | 0.2347 | 0.1455 | 0.1433 |
| | | | [0.70] | [0.58] | [0.82] | [0.72] | [0.52] | [0.49] |
| Managerial | Reference group | | | | | | | |
| Professional | | | | | -0.2263 | -0.2128 | 0.0606 | 0.0887 |
| | | | | | [-2.35]* | [-2.16]* | [0.63] | [0.90] |
| Middle level | | | | | -0.3537 | -0.4031 | 0.0320 | 0.0253 |
| | | | | | [-3.75]** | [-4.17]** | [0.33] | [0.26] |
| Junior level | | | | | -0.4661 | -0.5716 | 0.1842 | 0.1006 |
| | | | | | [-4.25]** | [-5.08]** | [1.65]+ | [0.88] |
| Manual | | | | | -0.6153 | -0.6630 | 0.0602 | 0.0167 |
| | | | | | [-6.87]** | [-7.29]** | [0.66] | [0.18] |
| Agricultural | | | | | -0.8490 | -0.8457 | -0.5148 | -0.5779 |
| | | | | | [-3.50]** | [-3.52]** | [-1.95]+ | [-2.17]* |
| Army | | | | | -0.3021 | -0.2370 | 0.5278 | 0.5590 |
| | | | | | [-1.53] | [-1.21] | [2.46]* | [2.66]** |
| Belong to labor unions | | | | | | | -0.1646 | -0.1199 |
| | | | | | | | [-3.31]** | [-2.16]* |
| Freedom of decision | | | | | | | 0.3747 | 0.3773 |
| | | | | | | | [27.01]** | [26.48]** |
| Country dummies | No | Yes | No | Yes | No | Yes | No | Yes |
| N | 6,727 | 6,727 | 6,692 | 6,692 | 6,557 | 6,557 | 6,506 | 6,506 |
| Pseudo R-squared | 0.0084 | 0.0139 | 0.0094 | 0.0149 | 0.0119 | 0.0179 | 0.0631 | 0.0680 |
| Chi2 | 192.001 | 320.877 | 215.268 | 344.307 | 272.082 | 407.585 | 1016.714 | 1155.854 |

Table 12: Ordered logit regressions of job satisfaction on region and specified independent variables - SOEP.

a. 1992

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| East Germany | -0.4688 | -0.4732 | 0.3257 | -0.3412 | -0.4626 | 0.3208 | -0.3398 |
| | [-5.07]** | [-5.09]** | [3.20]** | [-3.19]** | [-4.88]** | [3.14]** | [-3.14]** |
| Age 30-39 | 0.0264 | 0.0333 | 0.0048 | 0.0157 | 0.0193 | 0.0070 | 0.0047 |
| | [0.22] | [0.24] | [0.03] | [0.11] | [0.14] | [0.05] | [0.03] |
| Age 40-49 | 0.1121 | 0.1272 | -0.0489 | 0.0853 | 0.1068 | -0.0582 | 0.0668 |
| | [0.82] | [0.85] | [-0.33] | [0.56] | [0.72] | [-0.39] | [0.44] |
| Age 50 or more | -0.0775 | -0.0822 | -0.2113 | -0.1063 | -0.1023 | -0.2090 | -0.1248 |
| | [-0.60] | [-0.56] | [-1.40] | [-0.72] | [-0.68] | [-1.37] | [-0.82] |
| High school | 0.3369 | 0.3330 | 0.0859 | 0.3076 | 0.1671 | -0.0240 | 0.1624 |
| | [2.49]* | [2.49]* | [0.67] | [2.28]* | [1.16] | [-0.18] | [1.12] |
| More than high school | 0.3745 | 0.3793 | -0.1103 | 0.1918 | 0.1724 | -0.1951 | 0.0270 |
| | [2.44]* | [2.47]* | [-0.73] | [1.16] | [0.96] | [-1.12] | [0.14] |
| Married | Reference group | | | | | | |
| Single | | 0.0049 | -0.0175 | 0.0573 | -0.0124 | -0.0209 | 0.0419 |
| | | [0.04] | [-0.12] | [0.42] | [-0.09] | [-0.15] | [0.31] |
| Divorced or separated | | -0.2000 | -0.0257 | -0.1852 | -0.1936 | -0.0298 | -0.1825 |
| | | [-1.06] | [-0.14] | [-1.00] | [-1.05] | [-0.17] | [-1.00] |
| Widowed | | 0.9011 | 0.8289 | 0.8721 | 0.9010 | 0.8004 | 0.8654 |
| | | [1.80]+ | [1.77]+ | [1.76]+ | [1.93]+ | [1.76]+ | [1.86]+ |
| Satisfaction HH income | | | 0.5829 | | | 0.5870 | |
| | | | [19.09]** | | | [19.08]** | |
| Month net income*10 ⁴ | | | | 1.1213 | | | 1.0902 |
| | | | | [3.34]** | | | [3.23]** |
| White collar | Reference group | | | | | | |
| Self employed | | | | | 0.2241 | 0.3678 | 0.2744 |
| | | | | | [1.40] | [2.62]** | [1.75]+ |
| Blue collar skilled | | | | | -0.0328 | 0.1442 | 0.0089 |
| | | | | | [-0.29] | [1.26] | [0.08] |
| Blue collar semi- or unskilled | | | | | -0.4618 | -0.2765 | -0.3975 |
| | | | | | [-2.95]** | [-1.83]+ | [-2.52]* |
| N | 3,639 | 3,639 | 3,633 | 3,639 | 3,631 | 3,625 | 3,631 |
| Pseudo R-squared | 0.0038 | 0.0044 | 0.0792 | 0.0067 | 0.0066 | 0.0816 | 0.0086 |
| Chi2 | 32.754 | 37.888 | 415.384 | 59.853 | 53.595 | 431.866 | 74.547 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Table 12: Ordered logit regressions of job satisfaction on region and specified independent variables - SOEP.
b. 1999

| | <i>Work Satisfaction</i> | | | | | | |
|----------------------------------|--------------------------|----------|-----------|-----------|-----------|-----------|-----------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| East Germany | -0.2521 | -0.2563 | 0.1400 | -0.1496 | -0.2000 | 0.1671 | -0.1161 |
| | [-2.17]* | [-2.22]* | [1.09] | [-1.22] | [-1.77]+ | [1.34] | [-0.97] |
| Age 30-39 | -0.1606 | -0.1867 | -0.2838 | -0.2144 | -0.1738 | -0.2785 | -0.1995 |
| | [-0.85] | [-0.94] | [-1.23] | [-1.07] | [-0.86] | [-1.19] | [-0.99] |
| Age 40-49 | -0.4380 | -0.4847 | -0.5324 | -0.5209 | -0.4705 | -0.5260 | -0.5052 |
| | [-2.51]* | [-2.40]* | [-2.21]* | [-2.55]* | [-2.30]* | [-2.15]* | [-2.45]* |
| Age 50 or more | -0.4371 | -0.5037 | -0.6983 | -0.5480 | -0.4955 | -0.7004 | -0.5368 |
| | [-2.47]* | [-2.46]* | [-2.87]** | [-2.62]** | [-2.37]* | [-2.80]** | [-2.52]* |
| High school | 0.0694 | 0.0581 | -0.1074 | -0.0086 | -0.1016 | -0.1965 | -0.1397 |
| | [0.34] | [0.29] | [-0.57] | [-0.04] | [-0.51] | [-1.03] | [-0.70] |
| More than high school | 0.3267 | 0.3157 | -0.1649 | 0.1005 | -0.0091 | -0.3260 | -0.1497 |
| | [1.41] | [1.39] | [-0.79] | [0.42] | [-0.04] | [-1.44] | [-0.61] |
| Married | Reference group | | | | | | |
| Single | | -0.1023 | -0.0986 | -0.0236 | -0.0923 | -0.0982 | -0.0264 |
| | | [-0.63] | [-0.55] | [-0.14] | [-0.57] | [-0.55] | [-0.16] |
| Divorced or separated | | -0.1519 | 0.1453 | -0.0748 | -0.1262 | 0.1459 | -0.0652 |
| | | [-0.65] | [0.74] | [-0.32] | [-0.54] | [0.76] | [-0.29] |
| Widowed | | 0.6901 | 0.8768 | 0.6742 | 0.6324 | 0.8608 | 0.6318 |
| | | [1.07] | [1.48] | [1.02] | [0.92] | [1.40] | [0.91] |
| Satisfaction HH income | | | 0.5545 | | | 0.5502 | |
| | | | [12.97]** | | | [12.78]** | |
| Month net income*10 ⁴ | | | | 1.1154 | | | 0.9667 |
| | | | | [2.37]* | | | [2.01]* |
| White collar | Reference group | | | | | | |
| Self employed | | | | | -0.2692 | -0.0034 | -0.2094 |
| | | | | | [-1.43] | [-0.02] | [-1.05] |
| Blue collar skilled | | | | | -0.3411 | -0.1629 | -0.2834 |
| | | | | | [-2.45]* | [-1.11] | [-1.97]* |
| Blue collar semi- or unskilled | | | | | -0.5952 | -0.2995 | -0.5202 |
| | | | | | [-3.05]** | [-1.74]+ | [-2.60]** |
| N | 2,701 | 2,701 | 2,681 | 2,701 | 2,701 | 2,681 | 2,701 |
| Pseudo R-squared | 0.0041 | 0.0046 | 0.0765 | 0.0075 | 0.0072 | 0.0772 | 0.0093 |
| Chi2 | 23.105 | 24.786 | 205.477 | 27.983 | 31.524 | 216.224 | 33.490 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Table 12: Ordered logit regressions of job satisfaction on region and specified independent variables - SOEP.
c. 2005

| | <i>Work Satisfaction</i> | | | | |
|--------------------------------|--------------------------|----------|-----------|----------|-----------|
| | (1) | (2) | (3) | (4) | (5) |
| Age 30-39 | -0.1109 | -0.1012 | 0.1843 | -0.0707 | 0.1785 |
| | [-1.11] | [-1.01] | [1.75]+ | [-0.69] | [1.67]+ |
| Age 40-49 | -0.4027 | -0.4273 | -0.5257 | -0.4406 | -0.5499 |
| | [-1.93]+ | [-1.99]* | [-2.44]* | [-2.04]* | [-2.55]* |
| Age 50 or more | -0.4380 | -0.4705 | -0.5312 | -0.4913 | -0.5622 |
| | [-2.10]* | [-2.04]* | [-2.35]* | [-2.11]* | [-2.46]* |
| High school | -0.4232 | -0.4555 | -0.6179 | -0.4731 | -0.6347 |
| | [-2.05]* | [-2.00]* | [-2.74]** | [-2.07]* | [-2.81]** |
| More than high school | 0.1133 | 0.1102 | -0.1376 | 0.0919 | -0.1365 |
| | [0.70] | [0.67] | [-0.80] | [0.53] | [-0.75] |
| Married | Reference group | | | | |
| Single | | -0.0772 | 0.0067 | -0.0861 | 0.0004 |
| | | [-0.59] | [0.05] | [-0.66] | [0.00] |
| Divorced or separated | | -0.1976 | 0.1753 | -0.2074 | 0.1671 |
| | | [-1.22] | [1.18] | [-1.28] | [1.11] |
| Widowed | | -0.3207 | -0.4448 | -0.3232 | -0.4713 |
| | | [-0.77] | [-0.73] | [-0.77] | [-0.77] |
| Satisfaction HH income | | | 0.5319 | | 0.5358 |
| | | | [17.90]** | | [18.27]** |
| White collar | Reference group | | | | |
| Self employed | | | | 0.0757 | 0.3085 |
| | | | | [0.45] | [1.80]+ |
| Blue collar skilled | | | | -0.1872 | 0.0894 |
| | | | | [-1.51] | [0.77] |
| Blue collar semi- or unskilled | | | | -0.0989 | 0.1252 |
| | | | | [-0.47] | [0.60] |
| N | 3,844 | 3,844 | 3,816 | 3,841 | 3,813 |
| Pseudo R-squared | 0.0014 | 0.0018 | 0.0754 | 0.0023 | 0.0759 |
| Chi2 | 6.762 | 8.827 | 335.810 | 12.656 | 369.373 |

+ p<0.10, * p<0.05, ** p<0.01

Note: cut values not shown.

Table 13: Important aspects in a job – proportion of respondents that selected them and ranking - WVS

a. Eastern Europe

| <i>Important aspects in a job</i> | <i>Wave 2</i> | <i>Wave 4</i> | <i>Difference</i> |
|-----------------------------------|---------------|---------------|-------------------|
| Pay | 0.839 | 0.910 | 0.071 |
| Not much pressure | 0.368 | 0.330 | -0.038 |
| Job security | 0.538 | 0.702 | 0.164 |
| Respected job | 0.417 | 0.453 | 0.036 |
| Good hours | 0.432 | 0.441 | 0.010 |
| Use initiative | 0.427 | 0.457 | 0.031 |
| Holidays | 0.314 | 0.297 | -0.017 |
| Achievement | 0.497 | 0.539 | 0.042 |
| Responsible job | 0.376 | 0.412 | 0.036 |
| Interesting job | 0.642 | 0.683 | 0.040 |
| Meet one's abilities | 0.629 | 0.646 | 0.017 |
| Pleasant people | 0.695 | 0.652 | -0.043 |
| Promotion | 0.278 | 0.409 | 0.131 |
| Useful for society | 0.485 | 0.368 | -0.117 |
| Meeting people | 0.395 | 0.416 | 0.021 |

| <i>Ranking</i> | <i>Wave 2</i> | <i>Wave 4</i> |
|----------------|----------------------|----------------------|
| | Pay | Pay |
| | Pleasant people | Job security |
| | Interesting job | Interesting job |
| | Meet one's abilities | Pleasant people |
| | Job security | Meet one's abilities |
| | Achievement | Achievement |
| | Useful for society | Use initiative |
| | Good hours | Respected job |
| | Use initiative | Good hours |
| | Respected job | Meeting people |
| | Meeting people | Responsible job |
| | Responsible job | Promotion |
| | Not much pressure | Useful for society |
| | Holidays | Not much pressure |
| | Promotion | Holidays |

Table 13: Important aspects in a job – proportion of respondents that selected them and ranking - WVS

b. Western Europe

| <i>Important aspects in a job</i> | <i>Wave 2</i> | <i>Wave 4</i> | <i>Difference</i> |
|-----------------------------------|---------------|---------------|-------------------|
| Pay | 0.761 | 0.801 | 0.040 |
| Not much pressure | 0.298 | 0.319 | 0.021 |
| Job security | 0.584 | 0.623 | 0.038 |
| Respected job | 0.369 | 0.395 | 0.027 |
| Good hours | 0.436 | 0.473 | 0.037 |
| Use initiative | 0.517 | 0.538 | 0.020 |
| Holidays | 0.285 | 0.314 | 0.029 |
| Achievement | 0.553 | 0.592 | 0.039 |
| Responsible job | 0.460 | 0.496 | 0.035 |
| Interesting job | 0.611 | 0.661 | 0.050 |
| Meet one's abilities | 0.548 | 0.581 | 0.033 |
| Pleasant people | 0.697 | 0.760 | 0.062 |
| Promotion | 0.380 | 0.376 | -0.004 |
| Useful for society | 0.363 | 0.371 | 0.008 |
| Meeting people | 0.429 | 0.470 | 0.041 |

| <i>Ranking</i> | <i>Wave 2</i> | <i>Wave 4</i> |
|----------------|----------------------|----------------------|
| | Pay | Pay |
| | Pleasant people | Pleasant people |
| | Interesting job | Interesting job |
| | Job security | Job security |
| | Achievement | Achievement |
| | Meet one's abilities | Meet one's abilities |
| | Use initiative | Use initiative |
| | Responsible job | Responsible job |
| | Good hours | Good hours |
| | Meeting people | Meeting people |
| | Promotion | Respected job |
| | Respected job | Promotion |
| | Useful for society | Useful for society |
| | Not much pressure | Not much pressure |
| | Holidays | Holidays |

APPENDIX A1

DESCRIPTIVE STATISTICS - WVS

Wave 2:

Job Satisfaction

| Region | Country | Number of Observations | Mean | Standard Deviation | Min | Max |
|-------------|----------------------|------------------------|-------|--------------------|-----|-----|
| <u>East</u> | | 4,629 | 6.846 | 2.272 | 1 | 10 |
| | <i>Bulgaria</i> | 314 | 6.350 | 2.300 | 1 | 10 |
| | <i>Czech R.</i> | 1,063 | 6.968 | 2.160 | 1 | 10 |
| | <i>Estonia</i> | 350 | 6.663 | 2.212 | 1 | 10 |
| | <i>Hungary</i> | 290 | 7.200 | 2.256 | 1 | 10 |
| | <i>Latvia</i> | 251 | 6.462 | 2.224 | 1 | 10 |
| | <i>Lithuania</i> | 188 | 6.989 | 2.345 | 1 | 10 |
| | <i>Poland</i> | 474 | 7.148 | 2.205 | 1 | 10 |
| | <i>Romania</i> | 267 | 6.753 | 2.302 | 1 | 10 |
| | <i>Russia</i> | 606 | 6.292 | 2.386 | 1 | 10 |
| | <i>Slovakia</i> | 549 | 7.109 | 2.349 | 1 | 10 |
| | <i>Slovenia</i> | 277 | 7.307 | 2.047 | 1 | 10 |
| <u>West</u> | | 5,082 | 7.515 | 1.951 | 1 | 10 |
| | <i>Austria</i> | 400 | 8.053 | 1.598 | 1 | 10 |
| | <i>Belgium</i> | 597 | 7.736 | 1.725 | 1 | 10 |
| | <i>Great Britain</i> | 422 | 7.272 | 2.001 | 1 | 10 |
| | <i>Denmark</i> | 298 | 8.245 | 1.487 | 2 | 10 |
| | <i>Finland</i> | 227 | 7.648 | 1.953 | 1 | 10 |
| | <i>France</i> | 222 | 6.838 | 1.929 | 1 | 10 |
| | <i>Iceland</i> | 303 | 7.729 | 1.786 | 1 | 10 |
| | <i>Ireland</i> | 243 | 7.811 | 2.054 | 1 | 10 |
| | <i>Italy</i> | 486 | 7.311 | 2.061 | 1 | 10 |
| | <i>Netherlands</i> | 245 | 7.511 | 1.671 | 1 | 10 |
| | <i>Portugal</i> | 289 | 7.101 | 2.319 | 1 | 10 |
| | <i>Spain</i> | 1,003 | 7.132 | 2.072 | 1 | 10 |
| | <i>Sweden</i> | 346 | 7.873 | 1.763 | 1 | 10 |

East

| Variable | Number of Observations | Mean | Standard Deviation | Min | Max |
|-------------------------------|-------------------------------|-------------|---------------------------|------------|------------|
| <i>Age</i> | 4,698 | 38.80 | 11.31 | 18 | 65 |
| <i>Education</i> | | | | | |
| <i>HS or more</i> | 4,207 | 0.34 | 0.47 | 0 | 1 |
| <i>Marital status</i> | | | | | |
| <i>Married</i> | 4,692 | 0.77 | 0.42 | 0 | 1 |
| <i>Divorced or separated</i> | 4,692 | 0.04 | 0.20 | 0 | 1 |
| <i>Single or cohabitating</i> | 4,692 | 0.18 | 0.39 | 0 | 1 |
| <i>Widowed</i> | 4,692 | 0.01 | 0.10 | 0 | 1 |
| <i>Occupation type</i> | | | | | |
| <i>Managerial</i> | 3,995 | 0.04 | 0.20 | 0 | 1 |
| <i>Professional</i> | 3,995 | 0.10 | 0.29 | 0 | 1 |
| <i>Middle level</i> | 3,995 | 0.08 | 0.27 | 0 | 1 |
| <i>Junior level</i> | 3,995 | 0.06 | 0.24 | 0 | 1 |
| <i>Manual</i> | 3,995 | 0.66 | 0.47 | 0 | 1 |
| <i>Agricultural</i> | 3,995 | 0.05 | 0.21 | 0 | 1 |
| <i>Army</i> | 3,995 | 0.01 | 0.12 | 0 | 1 |
| <i>Union membership</i> | 3,913 | 0.46 | 0.50 | 0 | 1 |
| <i>Freedom of decision</i> | 4,599 | 6.15 | 2.72 | 1 | 10 |

West

| Variable | Number of Observations | Mean | Standard Deviation | Min | Max |
|-------------------------------|-------------------------------|-------------|---------------------------|------------|------------|
| <i>Age</i> | 4,997 | 37.84 | 11.75 | 18 | 65 |
| <i>Education</i> | | | | | |
| <i>HS or more</i> | 4,795 | 0.51 | 0.50 | 0 | 1 |
| <i>Marital status</i> | | | | | |
| <i>Married</i> | 4,991 | 0.63 | 0.48 | 0 | 1 |
| <i>Divorced or separated</i> | 4,991 | 0.04 | 0.19 | 0 | 1 |
| <i>Single or cohabitating</i> | 4,991 | 0.32 | 0.47 | 0 | 1 |
| <i>Widowed</i> | 4,991 | 0.01 | 0.09 | 0 | 1 |
| <i>Occupation type</i> | | | | | |
| <i>Managerial</i> | 4,646 | 0.08 | 0.27 | 0 | 1 |
| <i>Professional</i> | 4,646 | 0.09 | 0.28 | 0 | 1 |
| <i>Middle level</i> | 4,646 | 0.18 | 0.38 | 0 | 1 |
| <i>Junior level</i> | 4,646 | 0.11 | 0.31 | 0 | 1 |
| <i>Manual</i> | 4,646 | 0.51 | 0.50 | 0 | 1 |
| <i>Agricultural</i> | 4,646 | 0.03 | 0.17 | 0 | 1 |
| <i>Army</i> | 4,646 | 0.01 | 0.12 | 0 | 1 |
| <i>Union membership</i> | 4,997 | 0.30 | 0.46 | 0 | 1 |
| <i>Freedom of decision</i> | 4,885 | 6.77 | 2.51 | 1 | 10 |

Wave 4:*Job satisfaction*

| Region | Country | Number of Observations | Mean | Standard Deviation | Min | Max |
|---------------|----------------------|-------------------------------|-------------|---------------------------|------------|------------|
| <u>East</u> | | 3,177 | 6.786 | 2.267 | 1 | 10 |
| | <i>Bulgaria</i> | 173 | 7.414 | 2.217 | 1 | 10 |
| | <i>Czech R.</i> | 489 | 7.050 | 2.025 | 1 | 10 |
| | <i>Estonia</i> | 227 | 6.598 | 2.160 | 1 | 10 |
| | <i>Hungary</i> | 202 | 7.112 | 2.262 | 1 | 10 |
| | <i>Latvia</i> | 200 | 6.735 | 2.337 | 1 | 10 |
| | <i>Lithuania</i> | 209 | 6.897 | 2.233 | 1 | 10 |
| | <i>Poland</i> | 231 | 6.770 | 2.190 | 1 | 10 |
| | <i>Romania</i> | 217 | 6.636 | 2.542 | 1 | 10 |
| | <i>Russia</i> | 618 | 6.237 | 2.603 | 1 | 10 |
| | <i>Slovakia</i> | 353 | 6.660 | 1.959 | 1 | 10 |
| | <i>Slovenia</i> | 259 | 7.347 | 1.912 | 1 | 10 |
| <u>West</u> | | 3,970 | 7.551 | 1.794 | 1 | 10 |
| | <i>Austria</i> | 440 | 7.750 | 1.989 | 1 | 10 |
| | <i>Belgium</i> | 452 | 7.596 | 1.807 | 1 | 10 |
| | <i>Great Britain</i> | 220 | 7.408 | 1.818 | 1 | 10 |
| | <i>Denmark</i> | 298 | 7.963 | 1.823 | 1 | 10 |
| | <i>Finland</i> | 217 | 7.663 | 1.473 | 1 | 10 |
| | <i>France</i> | 356 | 7.170 | 1.816 | 1 | 10 |
| | <i>Iceland</i> | 267 | 7.790 | 1.529 | 1 | 10 |
| | <i>Ireland</i> | 229 | 7.772 | 1.905 | 1 | 10 |
| | <i>Italy</i> | 421 | 7.413 | 1.929 | 1 | 10 |
| | <i>Netherlands</i> | 278 | 7.394 | 1.346 | 1 | 10 |
| | <i>Portugal</i> | 235 | 7.588 | 2.025 | 1 | 10 |
| | <i>Spain</i> | 258 | 7.310 | 1.794 | 1 | 10 |
| | <i>Sweden</i> | 299 | 7.396 | 1.737 | 1 | 10 |

East

| Variable | Number of Observations | Mean | Standard Deviation | Min | Max |
|-------------------------------|-------------------------------|-------------|---------------------------|------------|------------|
| <i>Age</i> | 3,110 | 38.68 | 11.16 | 18 | 65 |
| <i>Education</i> | | | | | |
| <i>HS or more</i> | 3,108 | 0.45 | 0.50 | 0 | 1 |
| <i>Marital status</i> | | | | | |
| <i>Married</i> | 3,100 | 0.72 | 0.45 | 0 | 1 |
| <i>Divorced or separated</i> | 3,100 | 0.07 | 0.25 | 0 | 1 |
| <i>Single or cohabitating</i> | 3,100 | 0.21 | 0.41 | 0 | 1 |
| <i>Widowed</i> | 3,100 | 0.01 | 0.09 | 0 | 1 |
| <i>Occupation type</i> | | | | | |
| <i>Managerial</i> | 3,050 | 0.06 | 0.24 | 0 | 1 |
| <i>Professional</i> | 3,050 | 0.12 | 0.32 | 0 | 1 |
| <i>Middle level</i> | 3,050 | 0.09 | 0.28 | 0 | 1 |
| <i>Junior level</i> | 3,050 | 0.05 | 0.22 | 0 | 1 |
| <i>Manual</i> | 3,050 | 0.63 | 0.48 | 0 | 1 |
| <i>Agricultural</i> | 3,050 | 0.03 | 0.16 | 0 | 1 |
| <i>Army</i> | 3,050 | 0.02 | 0.15 | 0 | 1 |
| <i>Union membership</i> | 3,110 | 0.22 | 0.41 | 0 | 1 |
| <i>Freedom of decision</i> | 3,012 | 5.78 | 2.78 | 1 | 10 |

West

| Variable | Number of Observations | Mean | Standard Deviation | Min | Max |
|-------------------------------|-------------------------------|-------------|---------------------------|------------|------------|
| <i>Age</i> | 4,030 | 38.90 | 11.11 | 18 | 65 |
| <i>Education</i> | | | | | |
| <i>HS or more</i> | 3,993 | 0.34 | 0.47 | 0 | 1 |
| <i>Marital status</i> | | | | | |
| <i>Married</i> | 4,003 | 0.59 | 0.49 | 0 | 1 |
| <i>Divorced or separated</i> | 4,003 | 0.07 | 0.26 | 0 | 1 |
| <i>Single or cohabitating</i> | 4,003 | 0.34 | 0.47 | 0 | 1 |
| <i>Widowed</i> | 4,003 | 0.01 | 0.08 | 0 | 1 |
| <i>Occupation type</i> | | | | | |
| <i>Managerial</i> | 3,943 | 0.07 | 0.26 | 0 | 1 |
| <i>Professional</i> | 3,943 | 0.11 | 0.31 | 0 | 1 |
| <i>Middle level</i> | 3,943 | 0.18 | 0.39 | 0 | 1 |
| <i>Junior level</i> | 3,943 | 0.12 | 0.32 | 0 | 1 |
| <i>Manual</i> | 3,943 | 0.49 | 0.50 | 0 | 1 |
| <i>Agricultural</i> | 3,943 | 0.02 | 0.14 | 0 | 1 |
| <i>Army</i> | 3,943 | 0.01 | 0.10 | 0 | 1 |
| <i>Union membership</i> | 4,030 | 0.31 | 0.46 | 0 | 1 |
| <i>Freedom of decision</i> | 3,712 | 7.01 | 2.26 | 1 | 10 |

APPENDIX A2

DESCRIPTIVE STATISTICS - SOEP

East Germany, 1992 – 2005

Satisfaction with work

| Year | Number of Observations | Mean | Standard Deviation | Min | Max |
|--------------|------------------------|------|--------------------|-----|-----|
| 1992 | 1,074 | 6.94 | 2.13 | 0 | 10 |
| 1993 | 977 | 6.91 | 2.03 | 0 | 10 |
| 1994 | 965 | 6.90 | 2.07 | 0 | 10 |
| 1995 | 956 | 6.83 | 2.01 | 0 | 10 |
| 1996 | 929 | 6.78 | 2.02 | 0 | 10 |
| 1997 | 878 | 6.76 | 1.94 | 0 | 10 |
| 1998 | 888 | 6.76 | 1.88 | 0 | 10 |
| 1999 | 818 | 6.76 | 1.93 | 0 | 10 |
| 2000 | 838 | 6.85 | 1.92 | 0 | 10 |
| 2001 | 856 | 6.99 | 1.78 | 0 | 10 |
| 2002 | 793 | 6.82 | 1.89 | 0 | 10 |
| 2003 | 1,086 | 6.90 | 1.89 | 0 | 10 |
| 2004 | 1,040 | 6.87 | 1.92 | 0 | 10 |
| 2005 | 1,009 | 6.79 | 1.99 | 0 | 10 |
| <i>Total</i> | 13,107 | 6.84 | 1.97 | 0 | 10 |

| Variable | Number of Observations | Mean | Standard Deviation | Min | Max |
|--------------------------------|------------------------|--------|--------------------|-------|---------|
| Satisfaction with work | 13,107 | 6.84 | 1.97 | 0 | 10 |
| Satisfaction with income | 13,029 | 5.76 | 2.07 | 0 | 10 |
| HH income | 13,107 | 27,617 | 12,738 | 1,177 | 222,923 |
| Age | 13,107 | 41.28 | 10.38 | 18 | 65 |
| Education | | | | | |
| Less than HS | 12,996 | 0.03 | 0.17 | 0 | 1 |
| HS | 12,996 | 0.85 | 0.36 | 0 | 1 |
| More than HS | 12,996 | 0.12 | 0.33 | 0 | 1 |
| Marital status | | | | | |
| Married | 13,107 | 0.67 | 0.47 | 0 | 1 |
| Divorced or separated | 13,107 | 0.10 | 0.30 | 0 | 1 |
| Single | 13,107 | 0.22 | 0.42 | 0 | 1 |
| Widowed | 13,107 | 0.01 | 0.08 | 0 | 1 |
| Occupation type | | | | | |
| Blue collar semi- or unskilled | 13,082 | 0.10 | 0.31 | 0 | 1 |
| Blue collar skilled | 13,082 | 0.43 | 0.50 | 0 | 1 |
| Self-employed | 13,082 | 0.10 | 0.30 | 0 | 1 |
| White collar | 13,082 | 0.37 | 0.48 | 0 | 1 |

West Germany, 1984 – 2005

Satisfaction with work

| Year | Number of Observations | Mean | Standard Deviation | Min | Max |
|--------------|-------------------------------|-------------|---------------------------|------------|------------|
| 1984 | 3,482 | 7.79 | 2.08 | 0 | 10 |
| 1985 | 3,086 | 7.58 | 2.01 | 0 | 10 |
| 1986 | 3,002 | 7.47 | 2.03 | 0 | 10 |
| 1987 | 3,010 | 7.49 | 1.98 | 0 | 10 |
| 1988 | 2,817 | 7.28 | 1.97 | 0 | 10 |
| 1989 | 2,771 | 7.28 | 1.93 | 0 | 10 |
| 1990 | 2,694 | 7.31 | 1.95 | 0 | 10 |
| 1991 | 2,664 | 7.28 | 1.87 | 0 | 10 |
| 1992 | 2,584 | 7.48 | 1.74 | 0 | 10 |
| 1993 | 2,494 | 7.14 | 1.92 | 0 | 10 |
| 1994 | 2,329 | 7.05 | 1.96 | 0 | 10 |
| 1995 | 2,263 | 7.08 | 1.97 | 0 | 10 |
| 1996 | 2,090 | 6.99 | 2.01 | 0 | 10 |
| 1997 | 2,059 | 7.01 | 1.93 | 0 | 10 |
| 1998 | 2,139 | 7.12 | 2.01 | 0 | 10 |
| 1999 | 1,900 | 7.01 | 1.99 | 0 | 10 |
| 2000 | 1,967 | 7.07 | 1.94 | 0 | 10 |
| 2001 | 2,073 | 7.07 | 1.95 | 0 | 10 |
| 2002 | 1,954 | 7.04 | 1.90 | 0 | 10 |
| 2003 | 3,205 | 7.10 | 1.96 | 0 | 10 |
| 2004 | 3,002 | 6.98 | 2.02 | 0 | 10 |
| 2005 | 2,889 | 6.92 | 2.07 | 0 | 10 |
| <i>Total</i> | 56,474 | 7.23 | 1.98 | 0 | 10 |

| Variable | Number of Observations | Mean | Standard Deviation | Min | Max |
|--------------------------------|-------------------------------|-------------|---------------------------|------------|------------|
| Satisfaction with work | 56,474 | 7.23 | 1.98 | 0 | 10 |
| Satisfaction with income | 56,129 | 6.71 | 2.00 | 0 | 10 |
| HH income | 56,474 | 33,350 | 17,265 | 1,864 | 408,903 |
| Age | 56,474 | 41.54 | 10.97 | 18 | 65 |
| Education | | | | | |
| Less than HS | 56,013 | 0.14 | 0.35 | 0 | 1 |
| HS | 56,013 | 0.61 | 0.49 | 0 | 1 |
| More than HS | 56,013 | 0.25 | 0.43 | 0 | 1 |
| Marital status | | | | | |
| Married | 56,471 | 0.67 | 0.47 | 0 | 1 |
| Divorced or separated | 56,471 | 0.09 | 0.28 | 0 | 1 |
| Single | 56,471 | 0.23 | 0.42 | 0 | 1 |
| Widowed | 56,471 | 0.01 | 0.08 | 0 | 1 |
| Occupation type | | | | | |
| Blue collar semi- or unskilled | 56,354 | 0.13 | 0.33 | 0 | 1 |
| Blue collar skilled | 56,354 | 0.26 | 0.44 | 0 | 1 |
| Self-employed | 56,354 | 0.11 | 0.31 | 0 | 1 |
| White collar | 56,354 | 0.50 | 0.50 | 0 | 1 |