

A Structural Model of Quality of Working Life

Rita Fontinha¹, Darren Van Laar² & Simon Easton²

¹Portsmouth Business School

² Faculty of Science, Department of Psychology

Theoretical Rationale

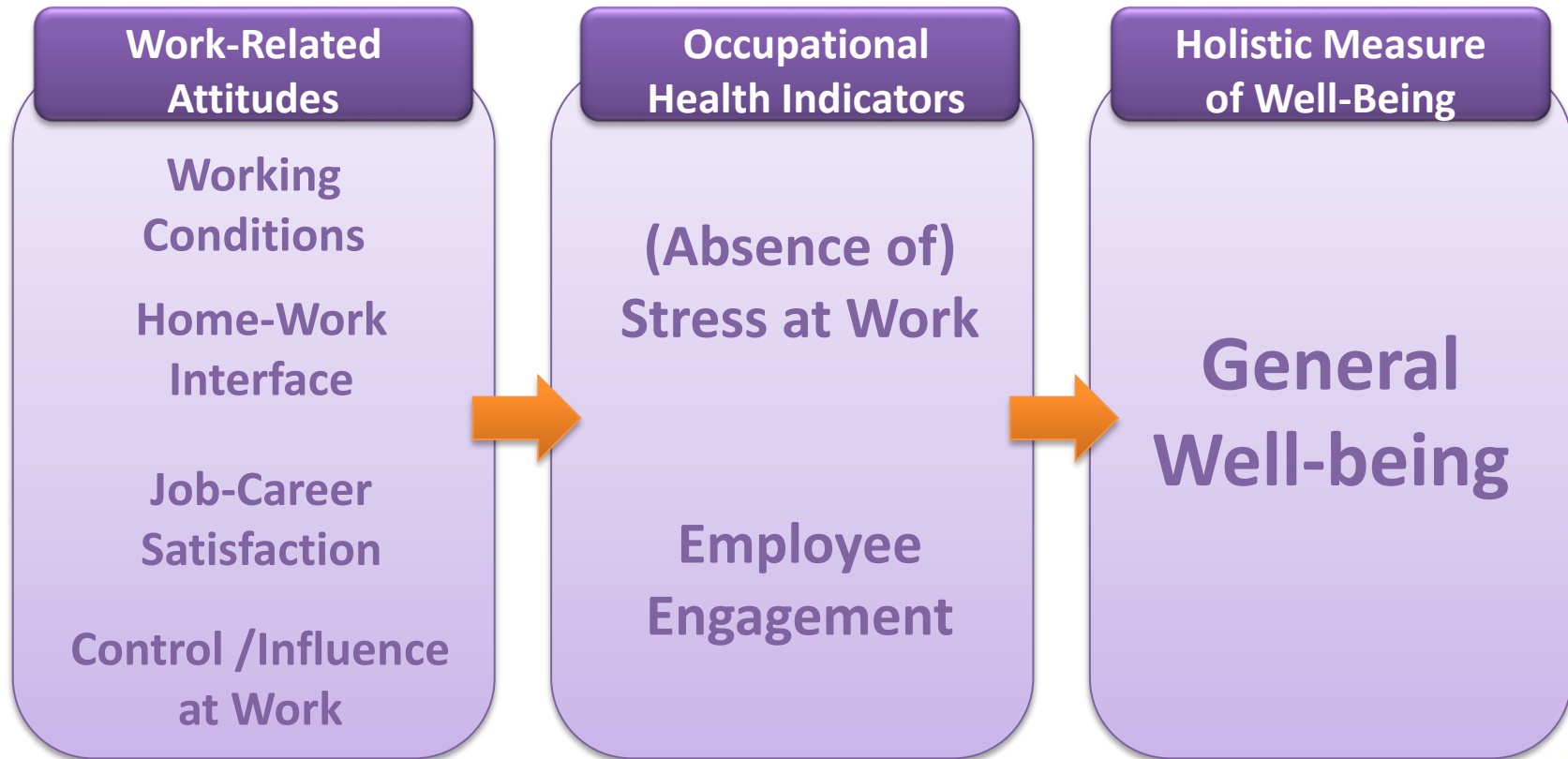
Quality of Working Life: Composed by Multiple Factors.

Are all these factors happening in parallel? Or is there a sequential process?

Ultimate objective:

General Well-being

Hypothesised Model



Baker, 2011; Demerouti, Bakker, Nachreiner, & Schaufeli, 2001; Karasek, & Theorell, 1990.

Comparing Temporary and Permanent Workers in Academia



Comparing the two work arrangements and analysing their implications for general well-being.

For a review see De Cuyper, De Jong, De Witte, Isaksson, Rigotti & Schalk, 2008

Participants

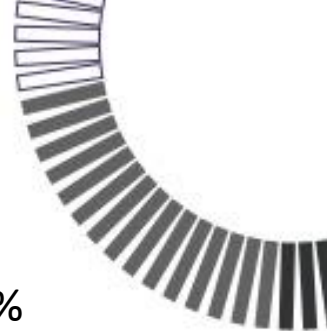
Quantitative survey data

**1474 academics and researchers
working in 9 Universities in the United
Kingdom.**

Male = 710 Female = 764

Age: Under 25 = 1.4%
25 to 44 = 50.3%
45 to 59 = 41.7%
60 or over = 6.7%

Participants



Tenure: Less than 1 = 9.6%

1 to 2 = 36.4%

3 to 5 = 20.0%

6 to 10 = 23.2%

11 to 20 = 10.1%

more than 20 = 0.7%

Type of Appointment:

Permanent – 68.1%

Temporary – 31.9%

	Male	Female
Permanent	556	448
Temporary	154	316

	Academic	Research
Permanent	955	49
Temporary	182	288

Number of extra working hours
per week:

None = 7.7%

5 or less = 24.8%

6 to 10 = 34.5%

11 to 20 = 23.7%

More than 20 = 9.3%

Measures

Working Conditions (WCS)

E.g. *The working conditions are satisfactory* ($\alpha=.80$)

Home-Work Interface (HWI)

E.g. *I am able to achieve a healthy balance between my work and home life* ($\alpha=.85$)

Job-Career Satisfaction (JCS)

E.g. *I am satisfied with the career opportunities available for me here* ($\alpha=.85$)

Control at Work (CAW)

E.g. *I have sufficient opportunities to question managers about change at work* ($\alpha=.86$)

Measures

(Absence of) Stress at Work (SAW)

E.g. *I often feel under pressure at work (rev)* ($\alpha=.83$)

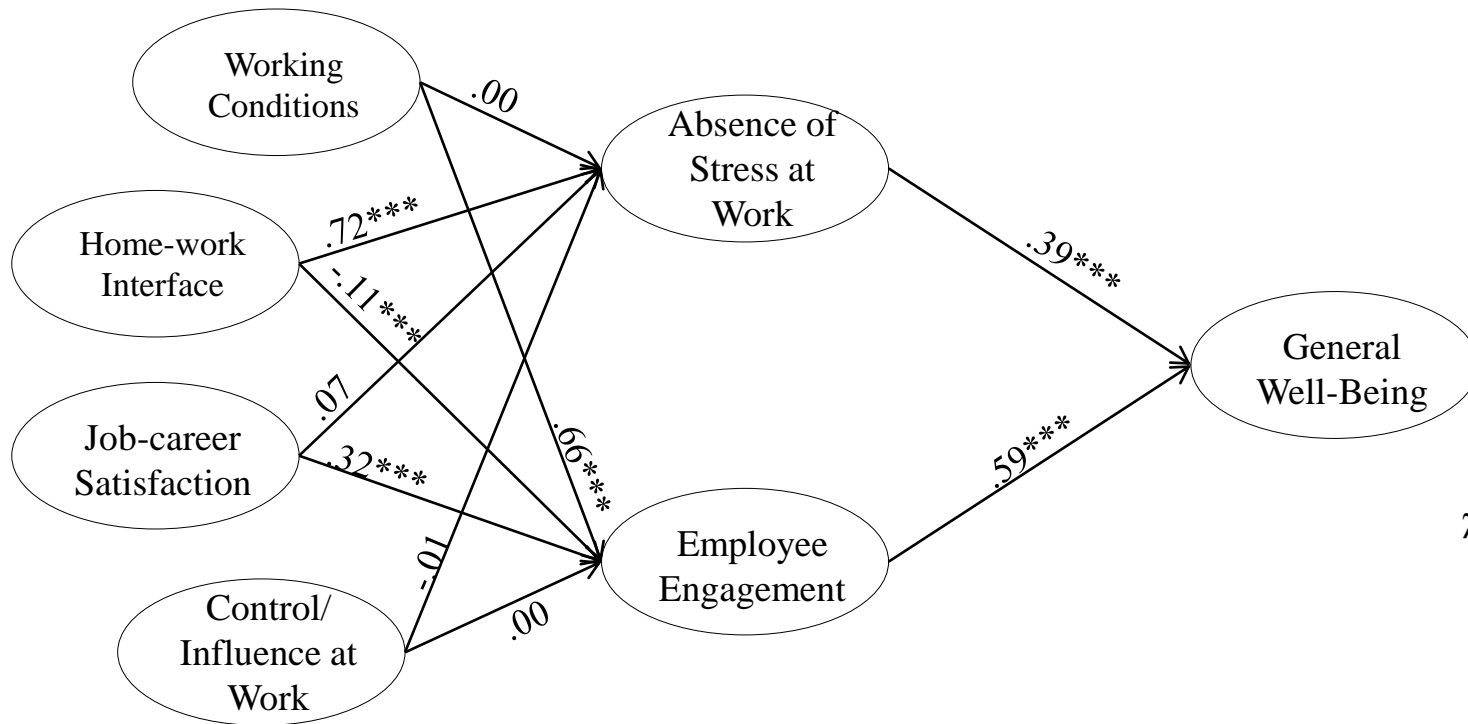
Employee Engagement (EEN)

E.g. *I would recommend this organisation as a good one to work for*
($\alpha=.86$)

General Well-Being (GWB)

E.g. *I feel well at the moment* ($\alpha=.90$)

Results for the whole sample



*** = $p < .001$

** = $p < .01$

* = $p < .05$

$\chi^2 (283) = 1816.48$

GFI = .91

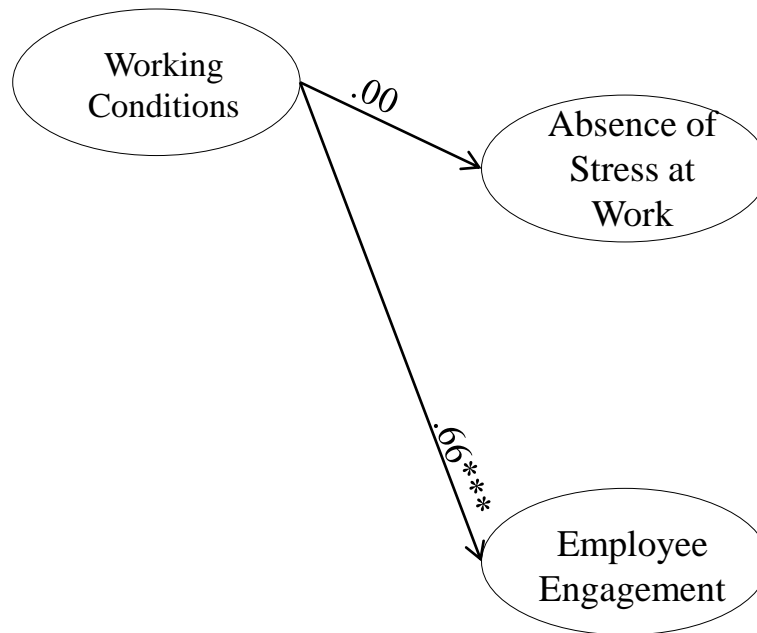
TLI = .93

CFI = .94

RMSEA = .06

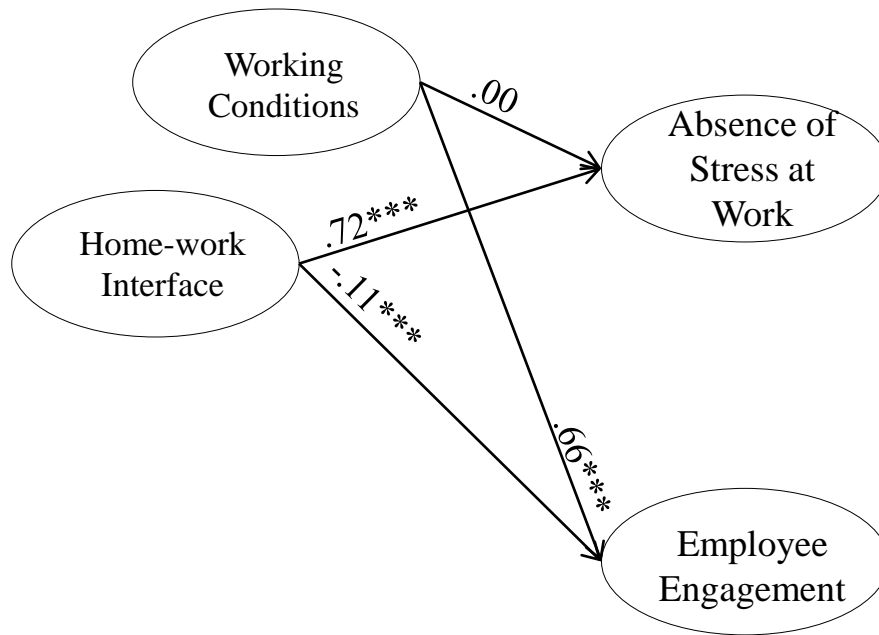
SRMR = .05

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Results for the whole sample

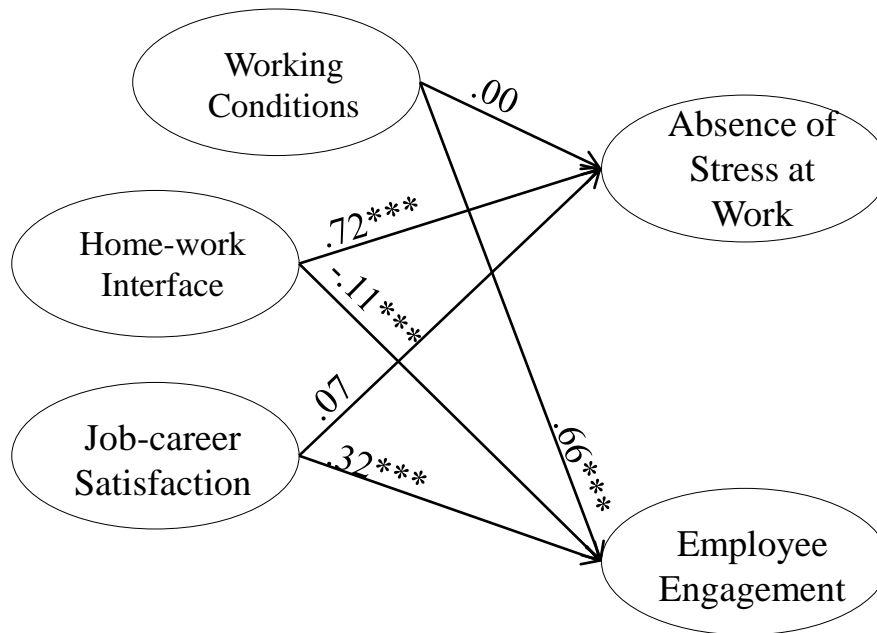


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Results for the whole sample

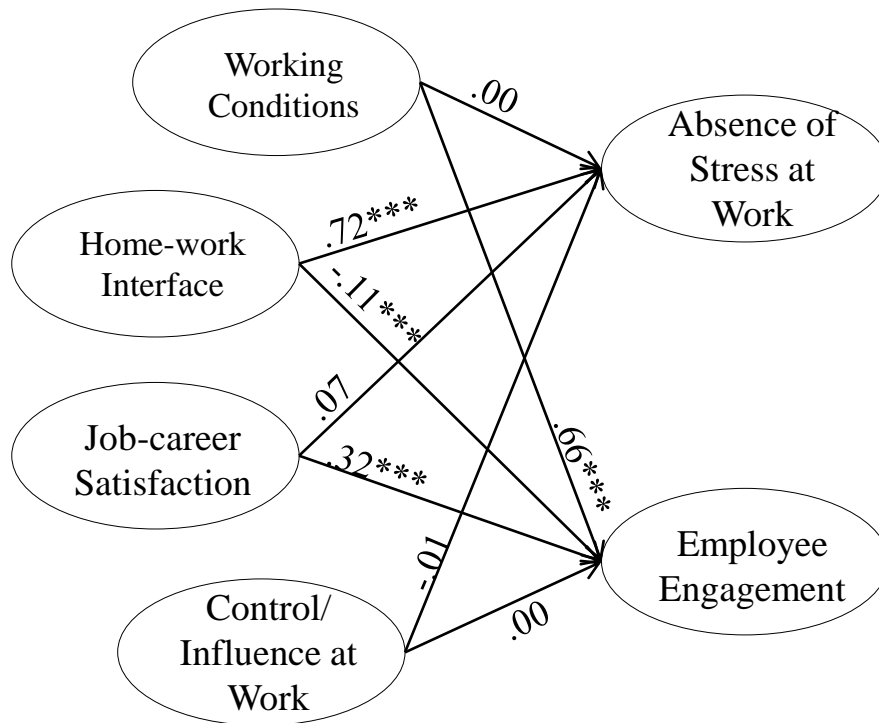


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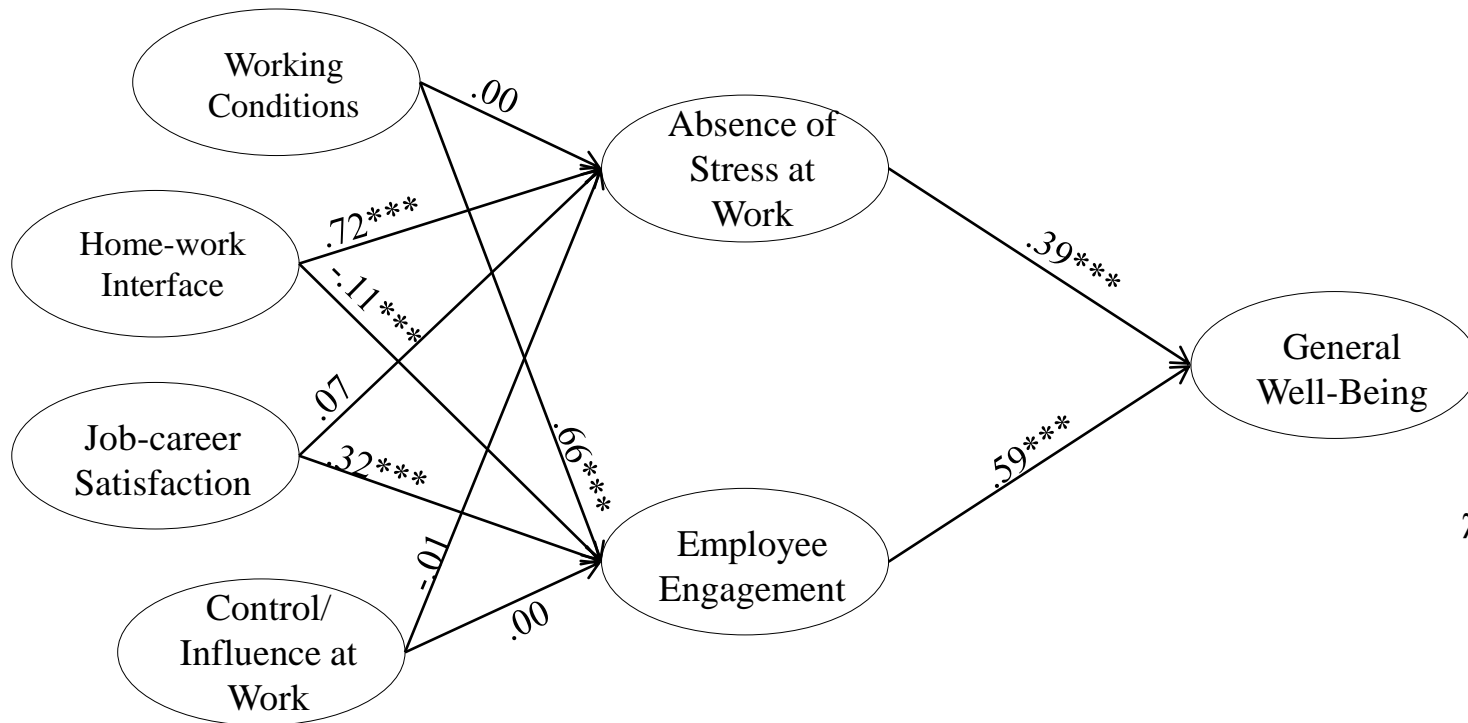


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Comparing Permanent and Temporary Workers (only full time)

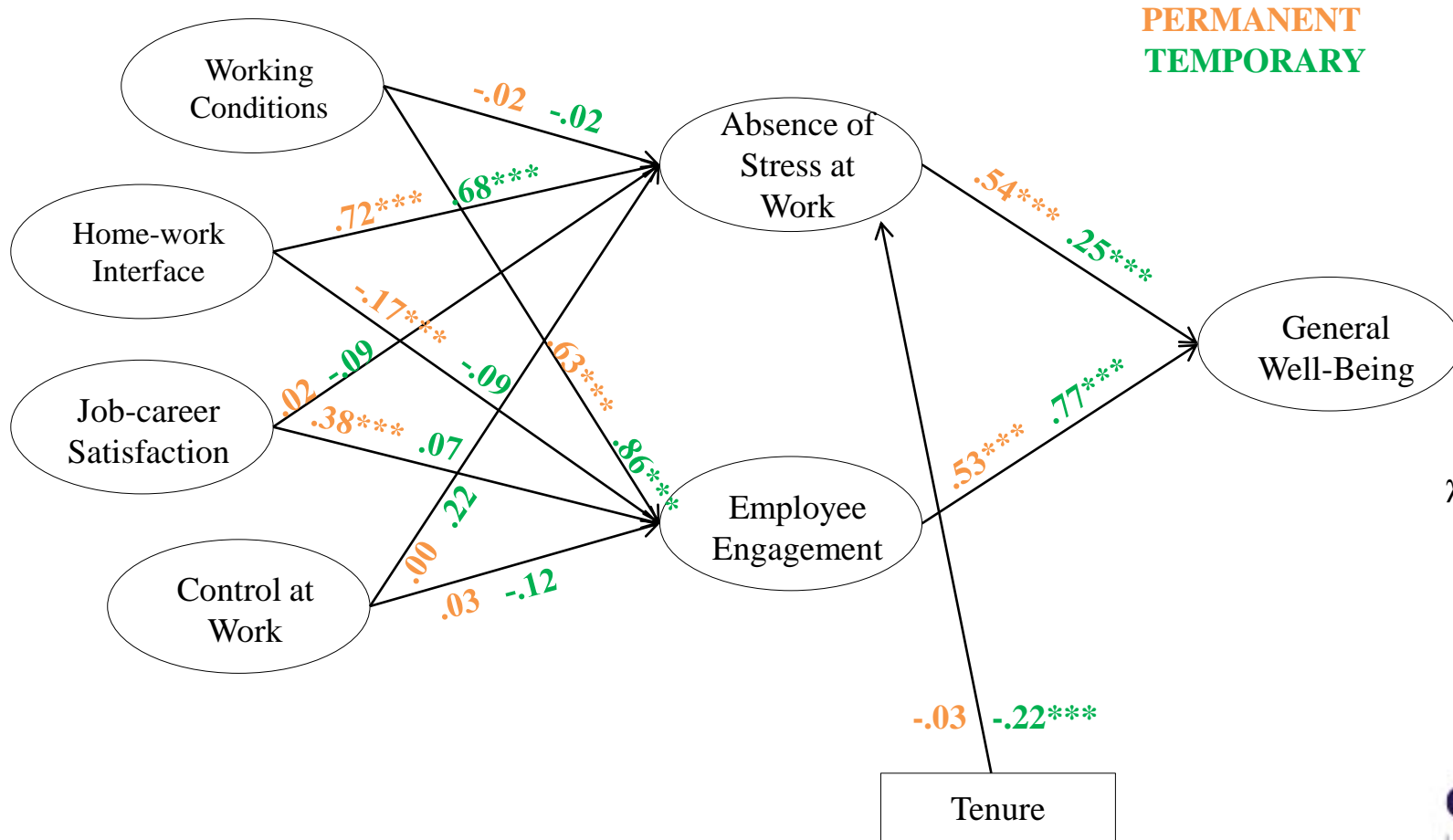
Variable	Permanent	Temporary	T-tests
Working Conditions	3.39	3.63	-4.51***
Home-Work Interface	3.23	3.54	-4.98***
Job-Career Satisfaction	3.27	3.49	-4.20***
Control/Influence at Work	3.24	3.47	-3.62***
Absence of Stress at Work	2.64	3.07	-8.07***
Employee Engagement	3.15	3.45	-4.99***
General Well-Being	3.30	3.43	-2.29*

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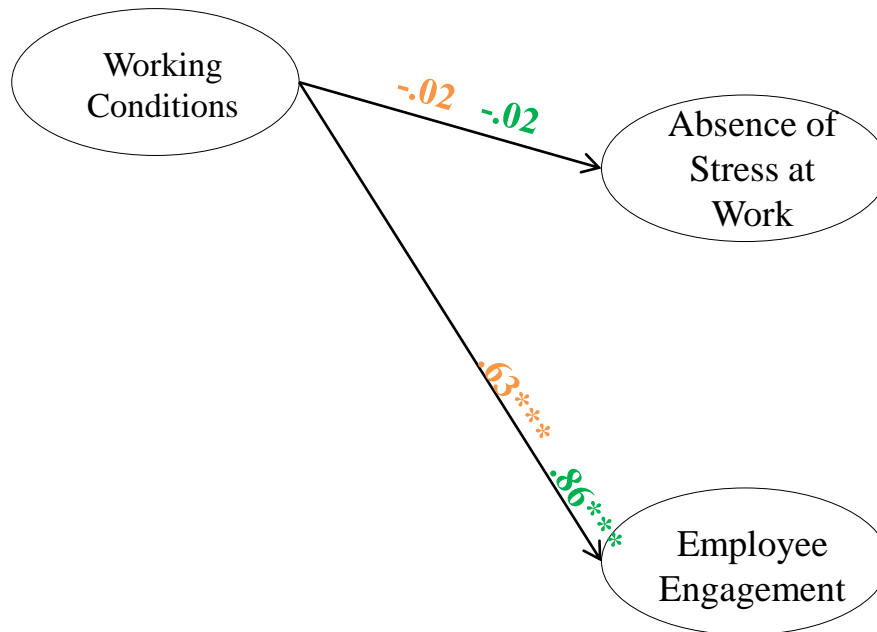
Results - Comparing Permanent and Temporary Workers



*** = $p < .001$
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χ^2 (604) = 1957.82
 GFI = .90
 TLI = .93
 CFI = .94
 RMSEA = .04
 SRMR = .05

Results - Comparing Permanent and Temporary Workers

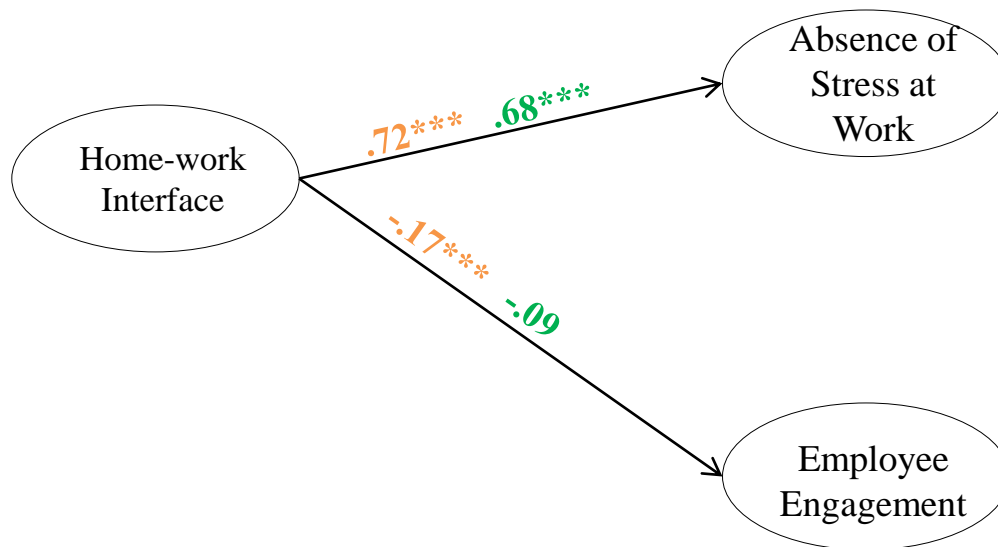


PERMANENT
TEMPORARY

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Results - Comparing Permanent and Temporary Workers

PERMANENT
TEMPORARY



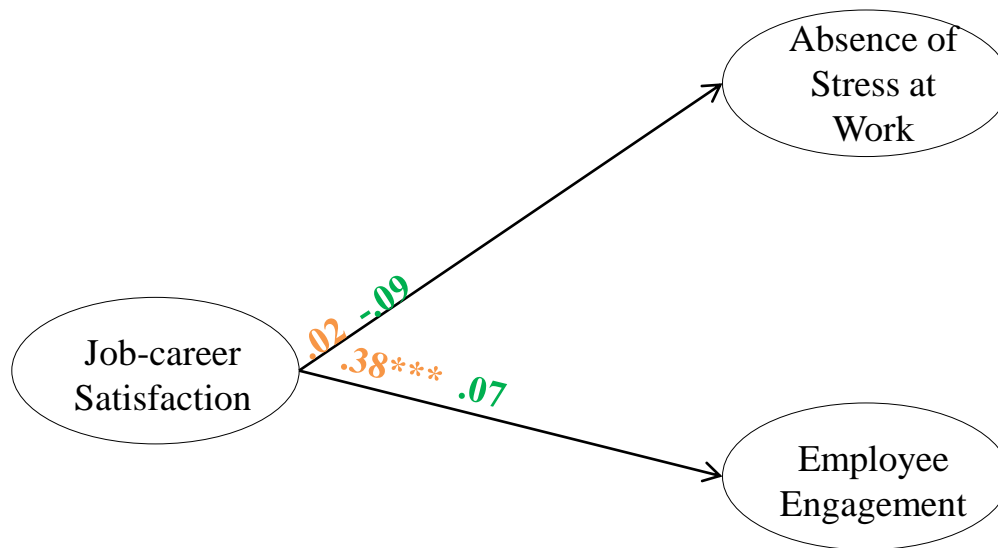
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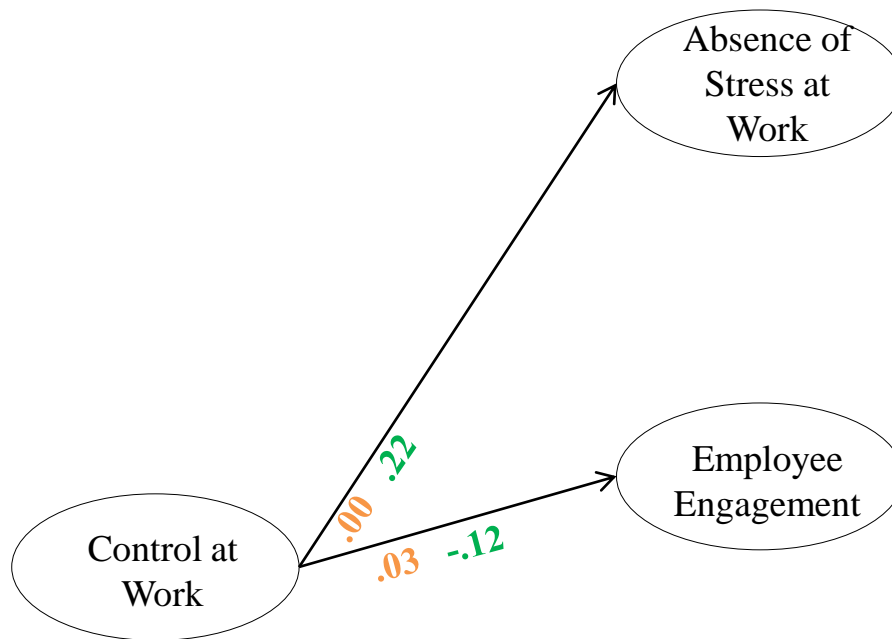
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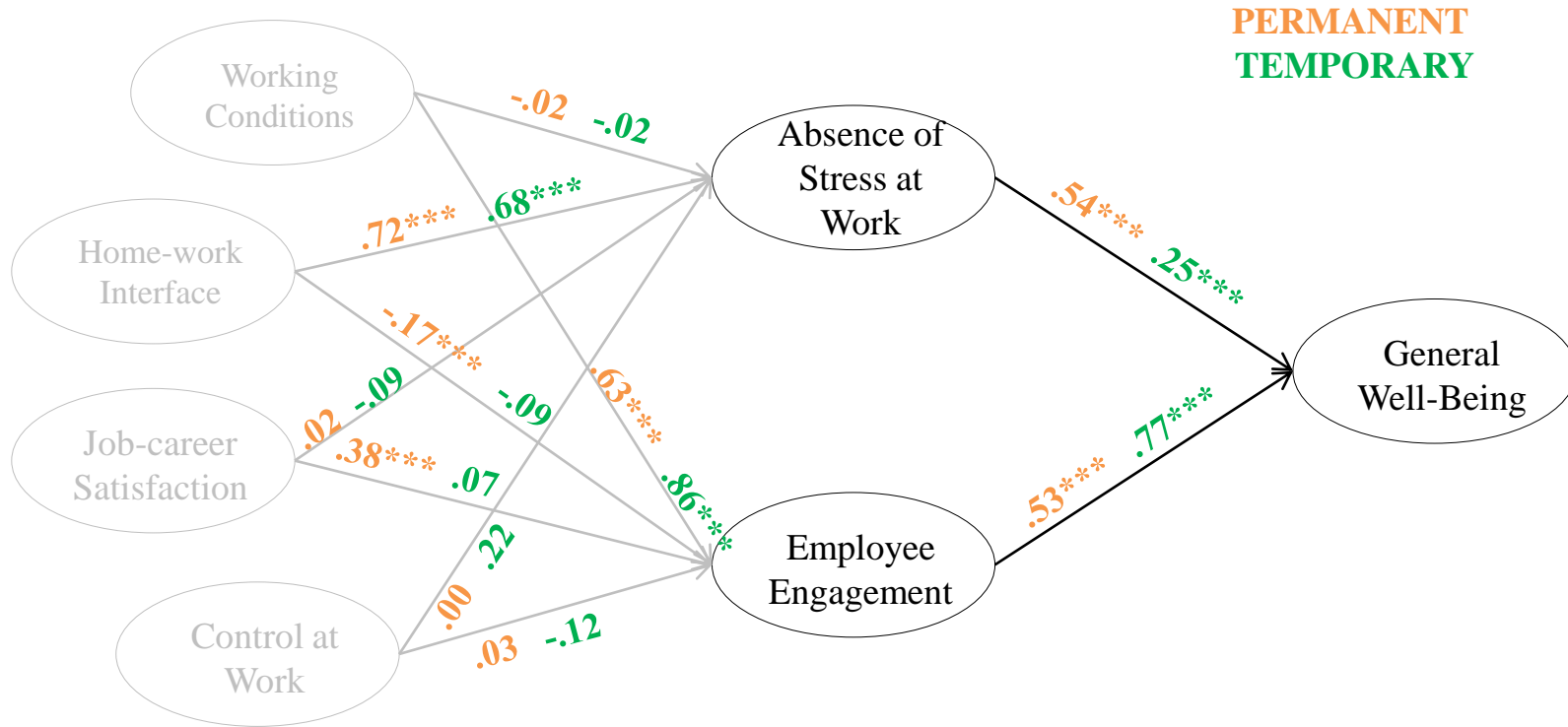


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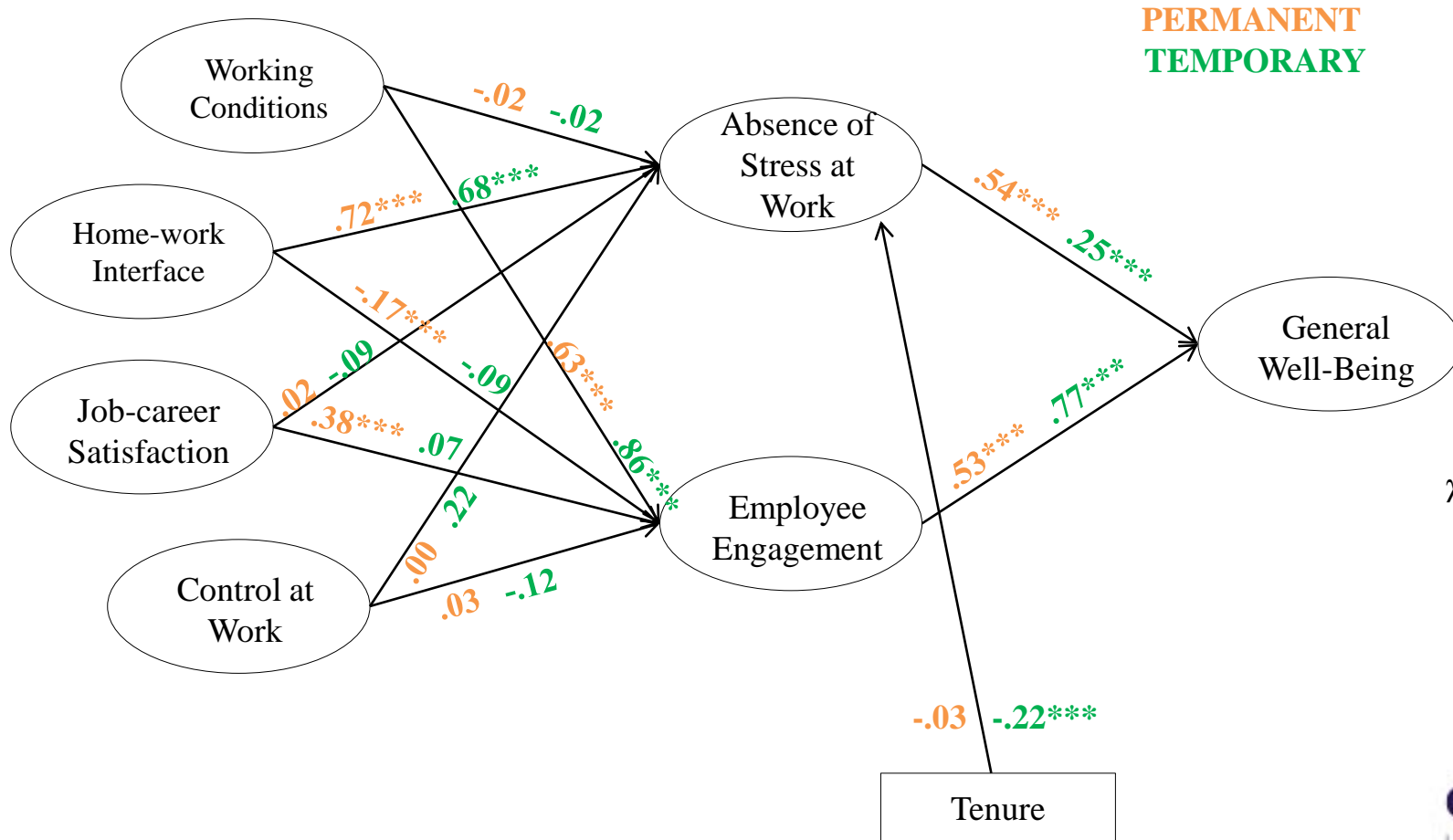
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Concluding Remarks

- There is a structural pattern that can help us organise the different aspects of quality of working life: work-related attitudes → occupational health → general well-being.
- Job and career satisfaction are significantly related to engagement, but not to the absence of stress at work.
- A balanced home-work interface is negatively related to employee engagement. However, employee engagement is positively related to general well-being.

Concluding Remarks

- Job and career satisfaction are significantly related to engagement among permanent workers, but not among temporary workers.
- The absence of stress at work is a stronger predictor of well-being for permanent workers compared to temporary workers.
- Temporary workers tend to rank higher in all aspects of quality of working life compared to permanent workers, which might be related to the fulfilment of expectations. However, this pattern changes when individuals stay in temporary assignments for too long.

References

Bakker, A.B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265–269. doi: 10.1177/0963721411414534

De Cuyper, N., De Jong, J., De Witte, H., Isaksson, K., Rigotti, T. and Schalk, R. (2008), Literature review of theory and research on the psychological impact of temporary employment: Towards a conceptual model. *International Journal of Management Reviews*, 10: 25–51. doi: 10.1111/j.1468-2370.2007.00221.x

Demerouti, E., Bakker, A.B., Nachreiner, F., & Schaufeli, W.B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86, 499-512. doi: 10.1037/0021-9010.86.3.499

Karasek, R., & Theorell, T. (1990). *Healthy work: stress, productivity, and the reconstruction of working life*. New York, NY: Basic Books.