

The Effect of the Working Conditions on Job Satisfaction

: Differences between Genders in Korea

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Abstract

This paper is to find out the determinant factors of job satisfaction by analyzing the differences between genders about the effect of working condition to job satisfaction in Korea. The data of 4,216 paid-employed from the 9th Korean Labor and Income Panel(2006) has been used and individual characteristics, which can affect on job satisfaction, employment characteristics, working status, goodness of fitness and commitment in work, and social welfare benefit have been analyzed.

First, women satisfied more than men in their job especially there were much differences in the types of work, working environment and time, and job stability. Second, women showed lower degree in social welfare benefit gained from employment. Third, goodness of fitness and commitment and social welfare benefit in work was the factors that affect most on job satisfaction. Each factors showed the differences between genders. Fourth, when analyzing gender differences in the determinants of job satisfaction, among working condition, occupations, types of business, and job stability affect most of men but wage, working years affect most for women so that it represent there are difference of what they expect in their job between genders.

Summarily, we conclude that gender affects to job satisfaction with complex factors such as employment characteristics, social welfare benefit characteristics, working status etc. Therefore, there are much needs to develop women-friendly employment assurance policy, social welfare policy and services.

Introduction

The progress of Globalization and neoliberal economic policy has supported the interest of capital and has had direct influence on Korea. Since the 1997 economic crisis, having been started business restructuring, structural reform in labor field has been strongly conducted in Korea(Park, 2001; Jahng, 2001). This reform in labor field inclined to quantitative flexibility has worsened the labor situation with reducing labor force and new employment and has deepened the instability of labor status because the reduced new employment consisted of irregular employments such as part time

works, temporary works, daily work, contract company employment, etc. This situation grows worse the instability of labor and working environment so workers' quality of life has been much worsened (Park, 1999).

Considering the significant number of working poor people, who cannot support their minimum standard of living since the 1997 economic crisis (Hong, 2003), we have realized that the quality of job is more important. In a way job is not only the economic compensation tool to support basic life and it makes not only people become self-actualized but also works as a primary safe net, which secure the minimum standard of living, therefore the quality of job should be the focus of our consideration.

Recently the concept of 'good job' and 'decent job'¹ has been discussed with related to the quality of job (Bang & Lee, 2006; Seok et al., 2005). The concept of 'good job' consists of the concepts of wage as a economic compensation, job status as a social status, and job satisfaction as a subjective psychological criterion and it represents individual accomplishment in labor market in regard of worker's entire living (Bang & Lee, 2006). Compared to this the concept of 'decent job' is more narrow than 'decent work' in concept so if we say that good job is a average job decent job can be explained, considering employment condition and quality, as a little lower job than average job, which based on the assurance of the minimum standard of living to every individual (Seok et al., 2005).

The quality of job is a concept that comprehends the objective condition of employment and subjective attitude and can be evaluated generally by job satisfaction. Job satisfaction is the attitude of an individual toward her/his work and it defined as the attitude toward work related facts such as work, wage, working condition, etc (Szilagyi and Wallace, 1980) and it also related to emotional factors. Therefore, job satisfaction represents the quality of job by objective condition and subjective attitude of job and it is very important to understand the factors, which affect on job satisfaction, and the differences of job satisfaction to find the major factors that make better the quality of job.

From the previous studies there is much difference among genders in 'good job' or 'decent job', that is, men have more 'good jobs' than women (Bang & Lee, 2006), also more men have 'decent jobs' than women (Seok et al., 2005). In fact Korea is ranked the 8th country in employment rate among OECD countries but in gender discrimination it ranks 18th so it shows the gender discrimination is still serious (OECD, 2006).

¹ 'decent job' consists of employment fields, social security, right of workers, social communication, etc. Among OECD countries Sweden, Norway, Denmark, Finland, Nederland, Austria, Germany, Canada are among the high ranks and Greece, Spain, France, Island are among the low ranks, and Korea belongs as a low ranked countries as 22nd.

The Women's labor force participation rate is increasing everywhere in the world and in Korea the same trend is affecting but still Korean women's job participation rate, 41.3%(men, 71.7%) in 1980, 48.9%(men, 71.3%) in 2007 is still much lower than 64%, which is the average of OECD countries'(Korea National Statistical Office, 2008). More over most of women have low income irregular jobs so the quality of job is far from satisfaction. Also most of the women are excluded from unemployment insurance and pension programs that are qualified by working period and quality (Park et al., 2001; Seok et al., 2003, 2005).

Many studies have been conducted to analyze job quality but most of them have not considered the gender differences in Korea. Especially there is few studies about gender differences in job satisfaction reflecting the objective conditions and subjective appraisal of employment (Jung & Kim, 2004).

Therefore, this study is to discuss the necessity of labor market policy and social security system in Korea to change the objective working conditions of women by comparing job satisfaction and employment situation between genders, understanding how employment situation affect on the job satisfaction, and analyzing the gender-job satisfaction gap in job satisfaction determinants.

Literature Review

1. Implication of job satisfaction and the determinants

Job satisfaction is the most important factors in general quality of life because it is connected closely with working life (Argyle, 1989; Kim, 1995; Park, 2001; Bang & Lee, 2006). Job satisfaction affects much in the entrie quality of life because Job satisfaction is also closely connected with family life, everyday life, and more over, health (Orpen, 1978; Schmitt and Bedeian, 1982), in case of people, who job satisfaction is low, they get stressed for it and the stress causes the deterioration of emotional and physical health (Choi, 1991; Bang, 2000; Koh et al., 2004). It also highly related to turn over and absent rate and work productivity or accomplishment (Yoo, 1997; Muchinsky, 1977; Organ, 1977).

In affective factors of job satisfaction Lee and Kim(1998) analyzed socio-demographical characteristics, objective job characteristics, and cognized job characteristics and Bang(2000) analyzed job related content factors, situational factors, and individual characteristics. Also company related parts (public sector or private sector), company size, and the existence of labor union have been used as the alternative variables for company's job structure and personnel policy (Joo and Kim,

2000; Jung & Kim, 2004; Borjas, 1979; Halaby, 1986; Lyncoln & Kalleberg, 1990; Lydon & Chevallier, 2002).

In the discussion of the affect of employment behavior and job satisfaction that related to life satisfaction and job satisfaction (Bang, 2000; Park, 2001; Park & Park, 2005; Kallberg, Reskin and Judson, 2000; McGovern, Smeaton and Hill, 2004), individual characteristics and organizational characteristics have been separated. In individual characteristics gender, age, education, health, income change, economic condition, existence of the householder have been included and in organizational characteristics business type, employment type, overtime, welfare benefit, promotion possibility, working years, working hours, appropriateness of skill have been evaluated and it showed that working years, working hours, welfare benefits, appropriateness of skill, health, and income changes affect significantly. Also there were studies including organizational characteristics, job characteristics, and existence of labor union (Jung & Kim, 2004; Rainey, 1983; Hackman & Oldham, 1980; Gordon & Denisi, 1995).

Bang(2000) proved the affect of demographical variables, socio-economic variables, company related variables(employer number, labor union), and work related variables(working status, regular job, working years, wage) and showed that Koreans are still highly depended in wage because the major factors of job satisfaction are socio-economic status and economic compensation. Bang and Lee(2006) conceptualized what 'good jobs' are including wage as economic compensation, job status as social status and job satisfaction as a psychological and subjective measure and proved the effect of demographical characteristics, company characteristics(the existence of union, company size, working type), and work characteristics(working years, working types) as the relative factors.

Also Koh et al. (2004) showed that wage, social support, and instability of employment affect in job satisfaction and Jung and Tak(2004) showed that wage, family conflict, working environment are the major cause of stress and Clark(1997) discussed of gender differences in job satisfaction analyzing 7 affective factors, promotion possibility, wage, relation with supervisor, job stability, initiative, work content and working hours.

Based on those previous studies 5 factors, socio-demographic characteristics, employment characteristics, working status, welfare benefit, appropriateness of work and commitment, comprehending socio-demographic characteristics, objective working type and subjective cognitive evaluation as the determinants of job satisfaction, have been analyzed in this study.

2. Gender differences in job satisfaction

It was hard to find studies that mainly discuss about gender differences in job satisfaction but there were studies that mention gender differences as one of significant variables in discussion of the relationship between job satisfaction and quality of life (Park, 2001; Lee & Bae, 2008) and it was mentioned in comparing of job satisfaction according to the work types or in discussion of stress according to the job (Jung & Kim, 2004; Jung & Tak, 2004).

From previous studies show that generally women's job satisfaction is higher than men's (Clark, 1997) even though women's working condition, compensation, working status, etc., are worse than men's. In comparison between public sector and private sector also generally women show higher job satisfaction but men, who work in public sector, show higher job satisfaction than women, who work in private sector, and there was much difference in especially job stability, job specification, and satisfaction in welfare benefit. In public sector gender differences were bigger and women showed higher satisfaction in wage and working condition than men but men showed higher satisfaction in welfare benefit (Jung & Kim, 2004).

Analyzing the relation between living satisfaction and job satisfaction, men show higher satisfaction in living satisfaction, but women show higher satisfaction in job satisfaction. This can be explained that women workers face conflicts in the patriarchal system but their work affect positively in their sense of self-achievement and self-actualization even though lower working condition and compensation than men's (Bang, 2000). Also it is because women have lower expectation in job than men (Hodson, 1985; Major, 1987; Sloane and Williams, 1995). Sloane and Williams (1995) also say that 63 % of men respond that their wage is little but only 48% of women respond that their wage is little even though women have paid much lower.

Clark (1997) explained that women and men's working value is difference from each other, that is, men focus more than promotion, wage, and job stability but women focus on their relationship with their supervisor, job specification, and working hours. Age and health are variables, which affect on job satisfaction for both women and men, and education has much more negative effect for men (Miller, 1980). Marital status and working hours, labor union, and supervising status etc. are only significant determinant for women.

Women's job satisfaction and quality of life were different according to their marital status and education; unmarried women satisfied more in their job than married ones and the higher education shows the better job satisfaction and quality of life. Usually discrimination against women workers, lower wage and opportunity cause women unsatisfied in their job (Lee & Kim, 1998).

For professional women they satisfied with their job comparably but still unsatisfied with their working condition such as promotion opportunity and what they do and feel discrimination (Son, 1999; Yoon, 1999). Jung and Tak(2004) discussed that wage and working condition cause more stress for women but family conflict for men. It may reflect the fact that women usually get wage and working conditions less than men in Korea.

Methods

1. Data and samples

This paper is to explore job satisfaction in Korea and to analyze the gender gap in the determinants of job satisfaction. The data from the 9th Korean Labor and Income Panel (KLIP, 2006) has been used. The 9th KLIP included various demographical and socio-economic characteristics and especially it reflect objective and subjective characteristics according to various working condition. In the sample only pay workers are chosen. Therefore, 4,216 pay workers are included excepting 84 workers, who's respond were not consistent, among 4,300 pay workers and there are 2,564 male(60.8%) and female 1652(39.2%).

2. Variables and methods

The analyzing model was consisted of variables are chosen from previous studies and the KLIP. Considering quality of job has high correlation with workers quality of life and job satisfaction affect directly on assuring individual and social quality of life, as the 5 independent variables, socio-demographic characteristics, working status, working condition, social welfare benefit, which are objective characteristics, and goodness of fitness and commitment in work, which are subjective, are analyzed. Individual characteristics, which can affect on job satisfaction, employment characteristics, working status, goodness of fitness and commitment in work, and social welfare benefit have been analyzed. Job satisfaction is used as dependant variable.

<Table 1> shows the independent and dependent variable's definition and basic statistics. First, gender, marital status, and education are selected as the socio-demographic characteristics. This is to understand the correlation between individual characteristics and job. Dummy variable for gender is female, for marital status is married, and for education is undergraduate.

Second, in working status if they are regular worker and the gender difference between their status, regular, temporary, and daily work are compared.

Third, as the working condition, wage, working hours, working years, job stability, job training, occupational, and industry were chosen. These variables include the company characteristics that influence as working condition and environment and directly affect on job satisfaction.

Fourth, variables related to social welfare benefit are the number of mandatory welfare, company welfare, and social insurance. These work as social safe net and secondary institutional benefit related to labor. Each variable were measured as continuous variables and social welfare is analyzed by the types.

Fifth, variables related to fitness of work and to commitment are fitness of skills and education and organizational commitment. These can be objective condition and subjective factors that cause the differences in job satisfaction. Fitness of skills and education are measured as rating scale and organizational commitment was measured as Likert scale and it has very high reliability (0.953).

Lastly, results in 'job satisfaction' from the KLIP have been used as dependent variable and there are 11 items such as wage, job stability, job contents, working environment, working hours, possibility of individual development, communication and human relationship, accountability, welfare benefits, satisfaction of job position, and general present job satisfaction and it contains most of variables, which were revealed from the previous studies, so that it comprehend all items to measure 'job satisfaction'. The reliability of measure has no problem since confidence coefficient was 0.919.

The analysis of this study has been conducted in 3 steps. First, T-test and χ^2 -test have been used to compare working condition and job satisfaction according to genders. Second, multiple regression has been used to compare the general differences in 5 factors such as demographic characteristics, job status, working condition, welfare benefit, fitness of job, and commitment that seems affect on job satisfaction. Third, multiple regression has been conducted with these 5 factors together to compare the determinants of job satisfaction.

<Table 1> The independent and dependent variable's definition and basic statistics

Category	Variable	Definition	Mean	S. D.	
Human characteristic	Gender	1=male, 0=female	.552	-	
	Age	Age(continuous variable)	42.415	13.137	
	Marital status	1=unmarried, 0=married, divorced or separated	.243	-	
	Education (*undergraduate)	Below middle school education	1=, Below middle school, 0=other	.298	-
		High school education	1=high school education, 0=other	.388	-
2 year college		1=2 year college, 0=other	.122	-	
Working condition characteristics	Wage	Average wage per month(Won: continuous variable)	118.587	99.420	
	Working years	Total working years	6.497	6.799	
	Occupation (*managerial)	Skilled manual	1= Skilled manual, 0=other	.299	-
		Skilled non-manual	1= Skilled non-manual, 0=other	.119	-
		Service or sales	1=service or sales, 0=other	.178	-
		Unskilled manual	1= Unskilled manual, 0=other	.249	-
	Types of business (*public service)	private service	1=private service, 0=other	.246	-
		Financial or insurance	1=financial or insurance, 0=other	.405	-
		Manufacturing	1=manufacturing, 0=other	.161	-
	Size of Business	Number of Employment	462.4	3375.39	
Job training	1=yes, 0=no	.107	-		
Working hours	Working hours per week (hour: continuous variable)	49.049	52.140		
Job stability	1=continuous, 0=temporary	.895	-		
Social welfare benefit	Mandatory welfare	Number of statutory welfare	1.547	2.312	
	Company welfare	Number of corporate welfare	1.452	1.879	
	Social insurance	Number of social insurance	1.506	1.816	
Fitness of job or commitment	Fitness to education	1=very low, 2=low, 3=medium 4=high, 5=very high	2.749	.721	
	Fitness to skills		2.737	.726	
	Commitment	①It is an OK job. ②I am glad to have this job. ③I want to introduce this job to my friends. ④ I am proud of my job. ⑤ I'd like to keep this job. 1=not at all, 2=no, 3=so so, 4=yes, 5=absolutely yes.	3.083	.805	
Job satisfaction	Job satisfaction	① wage ②job stability ③job content ④working condition ⑤working hours ⑥possibility of individual development ⑦ communication and human relation ⑧accountability ⑨welfare benefit ⑩ satisfaction of job position ⑪ current job satisfaction 1=absolutely not satisfied, 2=not satisfied, 3=so so, 4=satisfied, 5=absolutely satisfied	31.999	5.874	

* dummy variable

Results

1. General Background Information

There were 16.3% of men under 30 years old and 31.2% of women under 30 so in this age level there were more women than men. 36.9% of men and 25.5% of women in their 30s and after 40s there were not much differences between genders. In marital status there were 27.0% of unmarried, 68.2% of married, and 4.7% of divorced or widowed people among the whole sample. By gender there were 23.6% of unmarried men and 32.7% of unmarried women and 71.8% of married men and 62.4% of married women(see <Table 2>).

<Table 2> general background of sample

		Male		Female		All	
		N	%	N	%	N	%
Age	30 years old or less	418	16.3	515	31.2	933	22.1
	30-39	947	36.9	422	25.5	1369	32.5
	40-49	632	24.6	422	25.5	1054	25.0
	50-59	412	16.1	220	13.3	632	15.0
	60 or more	155	6.0	73	4.4	228	5.4
	All	2564	60.8	1652	39.2	4216	100.0
Married	Unmarried	601	23.6	507	32.7	1108	27.0
	Married	1829	71.8	967	62.4	2796	68.2
	Divorced or widowed	117	4.6	76	4.9	193	4.7
	All	2547	62.2	1550	37.8	4097	100.0
Education	Below middle school	363	14.2	367	22.2	730	17.3
	High school education	943	36.8	562	34.0	1505	35.7
	2 year college	403	15.7	302	18.3	705	16.7
	Undergraduate	855	33.3	421	25.5	1276	30.3
	All	2564	60.8	1652	39.2	4216	100.0
Income (won per month)	\$500 or less	145	5.7	220	13.3	365	8.7
	\$500-under \$1,000	296	11.6	510	30.9	806	19.1
	\$1,000-\$2,000	976	38.1	666	40.4	1642	39.0
	\$2,000-\$3,000	679	26.5	175	10.6	854	20.3
	\$3,000-\$4,000	254	9.9	58	3.5	312	7.4
	\$4,000 or more	211	8.2	19	1.2	230	5.5
	All	2561	60.8	1648	39.2	4209	100.0

17.3% of sample had below middle school education and 35.7% were high school educations, 16.7% were 2 year college graduates, and 30.3% had undergraduate degree or more education. By gender women had less education than men had since 14.2% of men and 22.2% of women had below

middle school education, and 33.3% of men and 25.5% of women had undergraduate degree or more education.

Comparing average wage per month by genders there was significant difference ($t=3.413$, $p<.001$) because men's average wage was \$2,330 and women's was \$1,220. It shows that women's wage is less than men's. Among men there were most men distributed \$1,000- under \$2,000(38.1%) and next many men in the range of \$2,000- under \$3,000(26.5%). Among women there were most women in the range of \$1,000- under \$2,000(40.4%) and next many women in \$500- under \$1,000(30.9%).

2. Comparing working condition and job satisfaction by genders

1) Comparing working condition by genders

<Table 3> shows the differences in types of business and occupation by genders. It shows difference between men and women because more men work in manufacturing and construction business and more women work in sales, lodging and food, educational services, health and social welfare business. In type of occupation there were also differences by genders because more men belong to the category of technical service, operation, or assembling or Engineer or paraprofessionals and more women belong to clerical work or service. Especially it reflect poor working situation of women because more women work in service business, which are mostly irregular work.

<Table 4> in working condition by genders there was significant differences in wage, working years, job training and size of business by genders but any significant differences in working hours per week. Men's wage (\$2,100) is about twice than women's (\$1,250). This reflects working status and working years. Men's average working year is 7.5 years but women's is 4.9 years so even though considering 2.6 years differences in working years the wage difference is big. In size of business and job training there was also differences between genders because it shows that men work in a bigger business than women work and 17.7% of men got job training but only 13.6% of women got it. However there was no significant difference in subjective parts such as job stability, fitness to education and skills, and commitment.

There was also big difference in social welfare benefit, which the eligibility is given through working. In all categories, mandatory welfare, company welfare, and social insurance, men have more benefit than women have because more women works as irregular workers or in a small size businesses, which do not provide benefit. In social insurance, in all 4 kind of insurance, more men are eligible than women and there is more than 10% point of differences in most of those since 60.7% of

men and 49.5% of women have national pension, 70.9% of men and 58.9% of women have health insurance, 66.5% of men and 56.5% of women have unemployment insurance, and 66.4% of men and 53.6% of women have worker's compensation.²

<Table 3> types of business and occupation by genders

		Male		Female		All		x ²
		N	%	N	%	N	%	
Types of Business	Agriculture, forestry, fishing, or mining	14	.5	21	1.3	35	.8	359.153***
	Manufacture	702	27.4	351	21.2	1053	25.0	
	Electricity, gas, water, or communication	74	2.9	27	1.6	101	2.4	
	Construction	407	15.9	33	2.0	440	10.4	
	Sales or repair	263	10.3	217	13.1	480	11.4	
	Lodging, food, or Transportation	208	8.1	205	12.4	413	9.8	
	Finance, insurance, real estate, rental	408	15.9	229	13.9	637	15.1	
	Public administration, health, social welfare, etc. related to public or private social services	307	12.0	312	18.9	619	14.7	
	Education service	136	5.3	228	13.8	364	8.6	
	Entertainment broadcasting or performance	43	1.7	29	1.8	72	1.7	
	All	2562	60.8	1652	39.2	4214	100.0	
Occupation	Public officer, high-ranking official or manager, or professionals	315	12.4	249	15.2	564	13.5	418.646***
	Engineer or paraprofessionals	402	15.8	206	12.6	608	14.6	
	Clerical work	384	15.1	401	24.5	785	18.8	
	Service	99	3.9	227	13.9	326	7.8	
	Sales	104	4.1	136	8.3	240	5.7	
	Technical service, operation, or assembling	908	35.8	205	12.5	1113	26.7	
	Unskilled manual work	327	12.9	212	13.0	539	12.9	
	All	2539	60.8	1636	39.2	4175	100.0	

*p<.05, **p<.01, ***p<.001

² The rate of worker, who have social insurance, may have some discrepancy since it was based on their responses only.

<Table 4> Working condition by genders

		Male		Female		T -value	
		Mean	S. D.	Mean	S. D.		
Working condition	Wage	210.3186	142.19216	125.1646	81.16864	2.741**	
	Working hours per week	53.4619	50.80427	54.0180	57.27428	-.329	
	Working years	7.4832	7.42081	4.9703	5.35950	12.728***	
	Job training	.1767	.38147	.1356	.34246	3.635***	
	Size of Business	427.742	494.489	385.369	486.745	2.556*	
	Job stability	.9532	.21126	.9540	.20956	-.120	
Fitness of job or commitment	Education	2.863	.7543	2.872	.7492	-.344	
	Skills	2.879	.7881	2.895	.7544	-.621	
	Commitment	3.3254	.91748	3.3499	.84727	-.873	
Social welfare benefit	Mandatory welfare	3.1073	2.65271	2.6828	2.62654	5.091***	
	Company welfare	2.7157	2.49555	2.0448	2.16557	9.243***	
	Social insurance	2.7270	1.72572	2.2597	1.84853	8.222***	
	4 kind of social insurance	National pension	.6065	.48863	.4946	.50012	7.157***
		Health insurance	.7094	.45411	.5896	.49206	7.955***
		Unemployment insurance	.6654	.47195	.5605	.49647	6.823***
Worker's compensation		.6638	.47250	.5357	.49887	8.308***	

*p<.05, **p<.01, ***p<.001

<Table 5> in working status by genders distinct differences have also been revealed. 72.6% of men were employed as regular workers but only 58.9% of women were regular workers and 27.4% of men were irregular workers but 41.1% of women were irregular workers. Comparing part-time and full-time job more men work as full-time workers but more women work as part-time workers (women-11.6%; men- 3.0%).

When we saw the distribution of permanent job, temporary job, and daily work by genders more men (80.0%) had permanent jobs than women (73.4%), more women (16.9%) had temporary jobs than men (7.6%), and more man (12.4%) had daily jobs than women (9.6%).

2) Job satisfaction by genders

<Table 6> shows 11 sub-factors of job satisfaction by gender. In Total job satisfaction men's score (34.15) was a little bit lower than women's (34.66) so there was significant difference. This is consistent with the result of previous studies that women's job satisfaction score was higher than men's even though women's objective working condition is poorer than men's.

Analyzing sub-factors women's score was higher than men's in most of factors (9 items) but men's satisfaction was higher than women's in accountability and welfare benefit even though it was not statistically significant. There was no significant difference in wage or payment between genders

but women's satisfaction in job stability, job contents, working hours, satisfaction of job position, and current job satisfaction was significantly higher than men's. In the possibility of individual development women's score was higher but not significant and in communication and human relationship the score between genders was same.

<Table 5> Working status by genders

		Male		Female		All		x ²
		N	%	N	%	N	%	
Regular/Irregular	Regular	1645	72.6	877	58.9	2522	67.2	75.615***
	Irregular	622	27.4	611	41.1	1233	32.8	
	All	2267	60.4	1488	39.6	3755	100.0	
Part-time/full-time	Part-time	78	3.0	192	11.6	270	6.4	123.395***
	Full-time	2486	97.0	1460	88.4	3946	93.6	
	All	2564	60.8	1652	39.2	4216	100.0	
Working status	Permanent work	2050	80.0	1213	73.4	3263	77.4	89.426***
	Temporary work	196	7.6	280	16.9	476	11.3	
	Daily work	318	12.4	159	9.6	477	11.3	
	All	2564	60.8	1652	39.2	4216	100.0	

*p<.05, **p<.01, ***p<.001

<Table 6> Job satisfaction by genders

		Male		Female		T-value
		Mean	S. D.	Mean	S. D.	
Total job satisfaction		34.1461	6.00712	34.6613	5.80438	-2.754*
Job satisfaction sub factors	Wage or payment	2.75	.787	2.78	.756	-1.215
	Job stability	3.19	.806	3.30	.770	-4.045***
	Job contents	3.33	.703	3.39	.705	-2.344*
	Working environment	3.16	.757	3.27	.747	-4.650***
	Working hours	3.11	.795	3.25	.776	-5.861***
	Possibility of individual development	3.07	.744	3.08	.720	-.561
	Communication or human relationship	3.31	.655	3.31	.652	.118
	accountability	3.00	.642	2.99	.627	.207
	Welfare benefit	2.83	.797	2.78	.791	1.790
	Satisfaction of job position	3.17	.664	3.24	.655	-3.293*
Current job satisfaction	3.22	.654	3.31	.652	-4.013***	

*p<.05, **p<.01, ***p<.001

3. Determinants of job satisfaction by genders

<Table 7> shows the result of comparison coefficient of determination with the affect of 5 determinants of job satisfaction, demographic characteristics, working condition, job status, welfare benefit, fitness of job or commitment by genders. In socio-demographic characteristics of model 1 marital status and education was the determinant of job satisfaction for both women and men. Unmarried workers showed lower satisfaction than the married and in education below middle school education, high school education, and 2 year college education workers showed lower score than workers, who have undergraduate degree. There was about 3% point difference between genders in adjusted R^2 of job satisfaction since men's was 13.1% and women's was 16.0%.

Model 2, which analyzed with employment characteristics, revealed education was the significant factor eliminating marital factor among demographic characteristics. For men all below middle school education, high school education, and 2 year college graduate workers showed lower score than workers, who have undergraduate degree but for women only below middle school education educated workers showed lower score than workers, who have undergraduate degree. In employment characteristics for both women and men working years, types of occupation, size of business, job training, and job stability were determinants. Only for women wage was significant but men. For men types of business showed the significant difference but women. This means women depend more on payment than men does but men depend more on type of occupation or type of business. Adjusted R^2 of model 2 22.2% for men and 23.2% for women so there was not much difference and, when the employment characteristics added, men's adjusted R^2 increased 9.1% point and women's increased 7.2% point.

Adding job status model 3 showed the difference by genders in regular, temporary, and daily work. For both women and men regular job was the positive determinant. Temporary job was the negative determinant for men but women and daily work was the negative determinant for both women and men compare with regular job. In Model 3 adjusted R^2 of men was 25.2% and women's was 24.6% so it was similar compare with model 2's.

In model 4, added welfare benefit related to employment, the effect of occupation related variables and size of business related variables was decreased but the effect of welfare benefit was significant. By genders in the effect of welfare benefit mandatory welfare, company welfare, and social insurance were determinant of job satisfaction for men but for women only mandatory welfare and company welfare was the determinant. This can be explained by the fact that there are still lacks

of job, which provide social insurance for women. In model 4 adjusted R^2 of men's job satisfaction was 29.2% and women's was 28.0% that is similar between genders.

In model 5, which integrated subjective factors, fitness of job or commitment, showed differences by the sub-factors and adjusted R^2 of men's was 47.5% and women's 47.7%, which is similar between genders. The effect of socio-demographic characteristics was much decreased. Age and marital status was not related to job satisfaction and in education there was no significant difference shown for both women and men. Only for men 2 year college graduates' job satisfaction was significantly lower than undergraduates.

In working condition for men occupation, types of business, and job stability affect on job satisfaction. Compare with management, operation, clerical, service and sales, and unskilled manuals showed less satisfaction. Among industries, compare with public service, workers, who work in private service and finance and insurance, satisfied more that is difference from the results of previous studies. For women wage, working years, and occupation were the major factors that affect on job satisfaction; the higher income and the more working years leads to more satisfaction. For men job stability was the determinant but women. Both for women and men size of business, job training, and working hours did not have significant effect.

The effect of job status on job satisfaction was similar between genders. Both for women and men regular job showed higher satisfaction but temporary job and daily work. Social welfare benefit was the determinant but social insurance eligibility did not affect significantly. There were differences by genders; for men both mandatory welfare and company welfare were determinant but for women only mandatory welfare affected significantly on job satisfaction.

Lastly, fitness of job or commitment affect on job satisfaction. For men fitness of education was significant and for women fitness of skills were significant so, to increase job satisfaction, the job should be better fit to their education for men and the job should be better fit to their skills for women. Commitment was major determinant for both women and men.

Last model 6 shows the result of analysis of job satisfaction determinants for all. Among socio-demographic factors 2 year college graduates' job satisfaction was lower than undergraduates'. In working condition working years, occupation, types of business, and job stability were the major factors. In job status regular job was the major factors, in social welfare benefit mandatory welfare and company welfare were the major factors, and in fitness of job education and commitment were the major factors of job satisfaction. Adjusted R^2 was 46.8%.

<Table 7> Job satisfaction determinant by gender

			Model 1				Model 2			
			Male		Female		Male		Female	
			Beta	t	Beta	t	Beta	t	Beta	t
Demographical characteristics	Age		.048	1.944	-.046	-1.235	.055	1.992	-.052	-1.243
	Unmarried		-.378	-16.682***	-.461	13.258***	.028	1.223	-.004	-.119
	Education (undergraduate)	below middle school education	-.323	-14.974***	-.303	10.380***	-.177	-6.702***	-.141	-3.233**
		High school education	-.129	-6.214***	-.109	-4.057***	-.152	-5.811***	-.074	-2.010
	2 years college graduate	-.048	-2.204*	-.072	-2.363*	-.066	-3.008**	-.029	-.976	
Working condition	Income						.012	.627	.163	5.617***
	Working years						.131	6.068***	.106	3.826***
	Occupation (managerial)	operation					-.214	-7.912***	-.214	-5.686***
		Skilled non-manual					-.068	-3.105**	-.037	-1.206
		Service or sales					-.134	-6.234***	-.091	-2.574*
		Unskilled manual					-.259	10.433***	-.143	-4.225***
	Types of Business (public service)	Private service					.097	4.064***	-.023	-.697
		Finance or insurance					.095	4.640***	.001	.054
		Manufacturing					.108	4.699***	.062	1.787
	Size of business						.067	3.435**	.089	3.645***
Job training						.097	4.982***	.085	3.439**	
Working hours per week						.027	1.435	-.011	-.454	
Job stability						.069	3.652***	.072	3.040**	
Working status	Regular									
	Temporary									
	Daily work									
Welfare benefit	Mandatory welfare									
	Company welfare									
	Social insurance									
Fitness of job or commitment	Education									
	Skills									
	Commitment									
Constant			62.115***		51.987***		36.149***		30.111***	
Adjusted R ²			.129		.160		.216		.222	
F			77.123***		64.012***		35.236***		23.376***	

*p<.05, **p<.01, ***p<.001

< Table 7 continue >

		Model 3				Model 4				
		Male		Female		Male		Female		
		Beta	t	Beta	t	Beta	t	Beta	t	
Demographical characteristics	Age	.062	2.279	-.035	-.835	.093	3.520***	.010	.239	
	Unmarried	.030	1.348	-.006	-.192	.047	2.141	-.002	-.060	
	Education (undergraduate)	Below middle school educaion	-.133	-5.056***	-.135	-3.137**	-.089	-3.454**	-.118	-2.803**
		High school education	-.128	-4.955***	-.074	-2.011*	-.083	-3.253**	-.058	-1.609
	2 year college	-.063	-2.922**	-.037	-1.228	-.046	-2.173*	-.040	-1.372	
Working condition	Income	.007	.370	.135	4.609***	.011	.621	.095	3.272**	
	Working years	.104	4.834***	.093	3.392**	.032	1.473	.045	1.635	
	Occupation (managerial)	Operation	-.186	-6.955***	-.200	-5.349***	-.172	-6.629***	-.183	-5.045***
		Skilled non-manual	-.064	-2.972**	-.034	-1.101	-.063	-3.007**	-.054	-1.783
		Service or sales	-.118	-5.559***	-.069	-1.941	-.098	-4.738***	-.043	-1.232
	Types of Business (public service)	Unskilled manual	-.210	-8.417***	-.118	-3.473**	-.192	-7.932***	-.103	-3.134**
		Private service	.046	1.889	-.020	-.595	.060	2.561*	.000	-.015
		Finance or insurance	.082	4.079***	.011	.406	.061	3.123**	-.016	-.621
		Manufacturing	.047	1.989*	.048	1.403	.005	.202	.018	.542
	Size of business	.074	3.876***	.101	4.139***	.013	.661	.036	1.434	
	Job training	.086	4.481***	.085	3.499***	.026	1.376	.051	2.142*	
Working hours per week	.021	1.135	-.019	-.813	.018	.997	-.020	-.841		
Job stability	.053	2.836**	.055	2.285*	.055	3.028**	.055	2.338*		
Job status	Regular	.115	3.934***	.140	4.087***	.082	2.814**	.117	3.481**	
	Temporary	-.022	-.884	.018	.579	-.005	-.229	.034	1.127	
	Daily work	-.107	-4.040***	-.014	-.470	-.073	-2.779**	.007	.254***	
Welfare benefit	Mandatory welfare					.119	4.175***	.224	6.057**	
	Company welfare					.199	7.607***	.087	2.709	
	Social insurance					.004	.148	-.005	-.160	
Fitness of job or commitment	Education									
	Skills									
	Commitment									
Constant			32.483***		27.435***		30.607***		26.519***	
Adjusted R ²			.245		.235		.292		.280	
F			35.483***		21.638***		39.460***		23.879***	

*p<.05, **p<.01, ***p<.001

<table 7 continue>

		Model 5				Model 6		
		Male		Female		All		
		beta	t	beta	t	beta	t	
Demographical characteristics	Age	.028	1.209	.000	-.001	.007	.382	
	Marital status	.022	1.141	.006	.233	.010	.631	
	Education (undergraduate)	Below middle school education	-.036	-1.599	-.051	-1.396	-.029	-1.556
		High school education	-.042	-1.911	-.036	-1.171	-.032	-1.865
2 year college graduate		-.037	-2.053*	-.023	-.928	-.031	-2.128*	
Working condition	Wage	.011	.721	.058	2.355*	.009	.706	
	Working years	.031	1.683	.052	2.219*	.035	2.391*	
	Occupation (managerial)	Operation	-.130	-5.773***	-.141	-4.534***	-.148	-8.403***
		Skilled non-manual	-.036	-2.012*	-.022	-.870	-.032	-2.200*
		Service or sales	-.079	-4.415***	-.022	-.753	-.058	-3.641***
		Unskilled manual	-.167	-7.985***	-.076	-2.680**	-.146	-8.781***
	Types of Business (public service)	Private service	.052	2.544*	-.007	-.258	.034	2.115*
		Finance or insurance	.050	2.937**	-.009	-.400	.030	2.280*
		Manufacturing	.010	.507	.022	.765	.009	.578
	Size of business	-.011	-.667	.011	.531	-.006	-.432	
	Job training	.019	1.147	.028	1.355	.025	1.916	
	Job stability	.024	1.542	.004	.218	.037	3.013**	
Working hours per week	.039	2.479*	.036	1.792	.017	1.397		
Job status	Regular	.070	2.789**	.109	3.789***	.080	4.201***	
	Temporary	.003	.148	.036	1.395	.012	.722	
	Daily work	-.044	-1.949	.026	1.049	-.021	-1.291	
Welfare benefit	Mandatory welfare	.069	2.813**	.155	4.887***	.103	5.246***	
	Company welfare	.134	5.865***	.047	1.738	.099	5.651***	
	Social insurance	.005	.225	-.006	-.227	.006	.354	
Fitness of job or commitment	Education	-.119	-3.165**	-.037	-.594	-.114	-3.551***	
	Skills	-.002	-.067	-.173	-2.807**	-.040	-1.292	
	Commitment	.520	25.268***	.569	22.226***	.545	33.980***	
Constant			25.585***		22.022***		34.664***	
Adjusted R ²			.475		.477		.468	
F			75.804***		48.858***		120.052***	

*p<.05, **p<.01, ***p<.001

Conclusion

This paper is to understand the gender differences in effects of working condition in job satisfaction and in determinants know the differences in the determinants of job satisfaction analyzing objectively gender differences in that working condition affect no job satisfaction in Korea. 4,216 pay

workers were analyzed from the 9th KLIP(2006) and the effect of working condition, job status, welfare benefit, fitness of job and commitment has been analyzed.

This study found that first, women satisfied more than men in their job especially there were much differences in the types of work, working environment and time, and job stability. Second, both women's working condition was worse than men' especially in wage, working type, status, job stability, job training, size of business, welfare benefit. Third, fitness of job, commitment, and social welfare benefit affect most on job satisfaction and gender differences were revealed by each factor. Fourth, when analyzing gender differences in the determinants of job satisfaction, among working condition, occupations, industries, and job stability affect most of men but wage, working years affect most for women so that it represent there are difference of what they expect in their job between genders.

Especially in work related welfare benefit, both mandatory welfare and company welfare service affect on job satisfaction for men but, for women, mandatory welfare only affect. It means job status are lower than men's and it also represent that women have lower expectation on corporate welfare than men have. In fitness of job the better fitness of education for men and the better fitness of skill for women shows the higher job satisfaction.

Summarily, women' job satisfaction was higher than men's even though their working condition is poorer than men's especially in welfare benefit, wage, job status, etc., so that we understand how much their job affects on women. Women usually have fewer economic burdens since they are not the bread winner in the family and, in the situation of getting job it self is harder than men, job may have very significant meaning in women's quality of life.

The implications of this study are first, since women's job satisfaction is higher than men's and it shows how much working means to women's life, so we can see that when working is allowed for women their quality of life and self evaluation are improved and job satisfaction not only explained from the objective economic factors but also various socio-psychological factors. Therefore, to increase employment of women, social institutions, which agree with labor market construction and social policy system, should be adopted and the whole society share the burden of child care so that women can participate in working continually. Relating child care service worker priority principle is necessary.

Second, working condition, job status, and welfare benefit affect on job satisfaction complicatedly and differently between genders. Therefore both women and men should be working in a safe environment and for men work that pertinent to their education should be given and for women work that pertinent to their skill should be given. Since statutory welfare, which affect much for

women, should be monitored by responsible party and social insurance, which works as a social safe net, should be applied to all working places to improve the quality.

Third, actually women's working condition is worse than men's and expectation at welfare through job is difference between genders. One, who has less expectation, satisfies more (Clark, 1997). That, women have been in a situation of lower status in labor market from the past, results lower expectation and women's higher job satisfaction. But if their status is improved their expectation will be different too. If work compensation is not get better women's job satisfaction will be lowered gradually. Therefore employment support program and job training should be implemented to improve human capital.

Lastly, for female irregular employees, who work temporary and daily, socio-economic exclusion from working opportunity with stable job and wage and better working environment should be removed. Especially gender considering women friendly employment assurance and social welfare policy and service need to be developed. Increasing labor supply and improving female worker's wage and job stability through solving child care problem should be focused and women employment incentive system should be well implemented.

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