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Contribution Details

Conference Track / Main Topic: **2. Employee well being**

Work characteristics, job satisfaction and wellbeing. A study based on Eurofound data.

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Topics: 2.6. Well-being

Keywords: Work characteristics, job satisfaction, wellbeing

Submission Type: **Single Paper**

Submission Subtype: Scientific contribution

Abstract

Purpose

Different models of wellbeing have shown that work characteristics have an impact on job satisfaction and wellbeing (e.g. Hackman & Oldham, 1980). The strong transformations in the nature of work and the workforce boost further research to understand the relationship of prevailing work characteristics with wellbeing, the mechanisms through which this process occur and the potential differences for workers of different age groups.

The objective of the study is to explore (1) the mediational role of meaningfulness of work in the relationship between work characteristics and wellbeing; and (2) the role of age in this relationship.

Design/Methodology

Data from 43,816 workers were obtained from the 5th European Working Conditions Survey (2010). We considered four types of work characteristics: HPWO, autonomy, work intensity and emotional work. Meaningfulness of work was considered as mediator and job satisfaction and wellbeing as outcomes.

Results

Structural equation analysis shows (1) better adjustment for the model showing a partial mediation of meaningfulness of work between work characteristics and outcomes; (2) and no differences between age groups.

Limitations

Other significant work characteristics and potential mediators were not considered in this study.

Research/Practical Implications

This study advances the knowledge about the mechanisms linking work characteristics and wellbeing. It also offers practical implications for job design, stressing the validity of the model for workers in different age groups.

Originality/Value

The consideration of age, the examination of mediating mechanisms and testing the model in a big sample of workers from all European countries contributes to the value of this study.

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