Supplementary Online Materials

What Makes for a Good Job? Evidence Using Subjective Wellbeing Data

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Tables

Table W1: Importance of Domains Satisfactions for Life Satisfaction

		Life Satisfaction					
Level Effects		**Workers**			**Non-Workers**		
Domain Satisfaction	**Rank of Importance**	**All**	**West**	**East**	**All**	**West**	**East**
Financial Satisfaction	*1*	*0,7480*	*0,6370*	*0,8590*	*0,8280*	*0,7600*	*0,8960*
Health Satisfaction	2	0,4730	0,5010	0,4450	0,6585	0,6580	0,6590
Job Satisfaction	*3*	*0,3905*	*0,3520*	*0,4290*	-	-	-
Leisure Satisfaction	4	0,2465	0,2240	0,2690	0,3585	0,1820	0,5350
House Satisfaction	5	0,1660	0,1480	0,1840	0,2635	0,2000	0,3270
Environment Satisfaction	6	0,1370	0,0500	0,2240	0,1885	0,0660	0,3110

Notes: Level effects obtained from ordered probit models with individual random effects, adapted from van Praag et al. (2003). The authors regress life satisfaction on different domain satisfactions of respondents, controlling for year dummies, mean domain satisfactions, age, gender, partnership status, years of education, household income, available leisure time, mean household income, and mean available leisure time. The respective level effect is calculated as the sum of the individual domain satisfaction and the mean of that domain satisfaction.
Source: German Socio-Economic Panel, Years 1992 to 1997

Table W2: Effect of Workplace Quality on Job Satisfaction, Aggregated Domains

Workplace Quality	**Effect on Job Satisfaction**
Pay	0.131***
	(0.0161)
Working Hours	-0.0107
	(0.0104)
Working Hours Mismatch	-0.0271**
	(0.0106)
Work-Life Imbalance	-0.106***
	(0.00681)
Skills Match	0.0474***
	(0.00880)
Job Security	0.0734***
	(0.00906)
Difficulty, Stress, Danger	-0.0918***
	(0.0105)
Opportunities for Advancement	0.0598***
	(0.0119)
Independence	0.0551***
	(0.0109)
Interesting Job	0.267***
	(0.0231)
Interpersonal Relationships	0.281***
	(0.0145)
Usefulness	0.0399***
	(0.0103)
Union Member	-0.00322
	(0.00569)
Age	-0.116**
	(0.0435)
Age Squared	0.147***
	(0.0418)
Female	0.00505
	(0.00731)
Partnered	0.0357***
	(0.0100)
Separated	0.0145**
	(0.00591)
Divorced	0.0134**
	(0.00606)
Widowed	0.00639
	(0.00701)
Years of Education	-0.0569***
	(0.00831)
Number of Individuals in Household	-0.0126
	(0.0111)
Number of Children in Household	0.00535
	(0.0129)

Number of Toddlers in Household	0.00302
	(0.00940)
Constant	-0.0439
	(0.206)
Occupation Fixed Effects	Yes
Industry Fixed Effects	Yes
Country Fixed Effects	Yes
Observations	16,326
Adjusted R-Squared	0.422

Robust standard errors clustered at country level in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Notes: All variables (both left- and right-hand side) are standardised with mean zero and standard deviation one. *Pay*, *Working Hours Mismatch*, *Work-Life Imbalance*, *Skills Match*, *Difficulty*, *Stress*, *Danger*, *Independence*, *Interpersonal Relationships*, and *Usefulness* are principle components obtained from separate principle component analyses that condense various variables in the respective domain of workplace quality into a single indicator; see Section 2 for a description of the procedure and Table W8 for summary statistics of the variables. The sample is restricted to all individuals who state that they are working and who report working hours greater than zero.
Source: International Social Survey Programme, Module on Work Orientations, Year 2015

Table W3: Effect of Workplace Quality on Job Satisfaction, Disaggregated Domains

Workplace Quality	Effect on Job Satisfaction
High Income	0.0866***
	(0.0122)
Individual Income (Natural Log)	0.105**
	(0.0506)
Working Hours (Natural Log)	-0.0105
	(0.00980)
Wants to Work Same Hours	Reference Category
Wants to Work More Hours	-0.00979
	(0.00697)
Wants to Work Less Hours	-0.0297***
	(0.00996)
Working on Weekends	0.0169**
	(0.00699)
Work Interfering With Family	-0.109***
	(0.00935)
Difficulty of Taking Time Off	-0.0385***
	(0.00900)
Skills Match	0.0476***
	(0.00920)
Skills Training	0.0190**
	(0.00878)
Job Security	0.0700***
	(0.00847)
Hard Physical Work	-0.00739
	(0.0119)
Stressful Work	-0.0853***
	(0.0113)
Opportunities for Advancement	0.0538***
	(0.0114)
Independent Work	0.0275**
	(0.0106)
Working From Home	-0.00996
	(0.0105)
Daily Work Flexible	Reference Category
Daily Work Fixed	-0.0112
	(0.00846)
Daily Work Free	0.0386***
	(0.0100)
Working Hours Flexible	Reference Category
Working Hours Fixed	-0.00195
	(0.00742)
Working Hours Free	-0.00270
	(0.00835)

Working Schedule Flexible	Reference Category
Working Schedule Fixed	-0.0212**
	(0.00798)
Working Schedule Free	-0.0167**
	(0.00793)
Interesting Job	0.265***
	(0.0221)
Contact With Other People	0.00561
	(0.00891)
Relationship With Management	0.222***
	(0.0114)
Relationship With Co-Workers	0.0906***
	(0.0116)
Helping Other People	0.0256***
	(0.00901)
Being Useful to Society	0.0359***
	(0.00853)
Union Member	-3.23e-05
	(0.00635)
Age	-0.0938**
	(0.0430)
Age Squared	0.121***
	(0.0401)
Female	0.0102
	(0.00752)
Partnered	0.0375***
	(0.00953)
Separated	0.0171***
	(0.00600)
Divorced	0.0135**
	(0.00604)
Widowed	0.00955
	(0.00693)
Years of Education	-0.0445***
	(0.00880)
Number of Individuals in Household	-0.0120
	(0.0110)
Number of Children in Household	0.00896
	(0.0136)
Number of Toddlers in Household	0.00560
	(0.00953)
Constant	0.0461
	(0.209)
Occupation Fixed Effects	Yes
Industry Fixed Effects	Yes
Country Fixed Effects	Yes
Observations	16,326
Adjusted R-Squared	0.438

Robust standard errors clustered at country level in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Notes: All variables (both left- and right-hand side) are standardised with mean zero and standard deviation one. The sample is restricted to all individuals who state that they are working and who report working hours greater than zero.
Source: International Social Survey Programme, Module on Work Orientations, Year 2015

Table W4: Effect of Workplace Quality on Job Satisfaction, by Employment Status

	Effect on Job Satisfaction	
Workplace Quality	**Employed**	**Self-Employed**
Pay	0.134***	0.153***
	(0.0157)	(0.0401)
Working Hours	-0.00159	-0.0156
	(0.0104)	(0.0164)
Working Hours Mismatch	-0.0343***	0.0221
	(0.00760)	(0.0331)
Work-Life Imbalance	-0.109***	-0.0666***
	(0.00786)	(0.0237)
Skills Match	0.0474***	0.0555**
	(0.0101)	(0.0249)
Job Security	0.0672***	0.104***
	(0.0101)	(0.0257)
Difficulty, Stress, Danger	-0.102***	-0.0458*
	(0.0119)	(0.0236)
Opportunities for Advancement	0.0611***	0.0297
	(0.0122)	(0.0310)
Independence	0.0469***	0.0899**
	(0.00983)	(0.0333)
Interesting Job	0.264***	0.246***
	(0.0236)	(0.0401)
Interpersonal Relationships	0.295***	0.156***
	(0.0135)	(0.0376)
Usefulness	0.0407***	0.0270
	(0.0111)	(0.0223)
Union Member	0.00138	-0.0197
	(0.00656)	(0.0241)
Age	-0.137***	0.130
	(0.0425)	(0.171)
Age Squared	0.165***	-0.0920
	(0.0427)	(0.150)
Female	0.00534	0.0276
	(0.00721)	(0.0273)
Partnered	0.0361***	0.0364
	(0.00972)	(0.0362)
Separated	0.0195***	-0.0203
	(0.00664)	(0.0188)
Divorced	0.0160**	0.0114
	(0.00740)	(0.0279)
Widowed	0.00709	0.0209
	(0.00716)	(0.0226)
Years of Education	-0.0592***	-0.0202
	(0.0105)	(0.0237)
Number of Individuals in Household	-0.0109	-0.00464
	(0.0119)	(0.0246)
Number of Children in Household	0.00596	-0.0150

	(0.0114)	(0.0318)
Number of Toddlers in Household	0.00118	0.00632
	(0.00824)	(0.0296)
Constant	-0.0223	-1.228***
	(0.212)	(0.216)
Occupation Fixed Effects	Yes	Yes
Industry Fixed Effects	Yes	Yes
Country Fixed Effects	Yes	Yes
Observations	14,113	2,059
Adjusted R-Squared	0.437	0.291

Robust standard errors clustered at country level in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Notes: All variables (both left-hand side and right-hand side) are standardised with mean zero and standard deviation one. *Pay*, *Working Hours Mismatch*, *Work-Life Imbalance*, *Skills Match*, *Difficulty*, *Stress*, *Danger*, *Independence*, *Interpersonal Relationships*, and *Usefulness* are principle components obtained from separate principle component analyses that condense various variables in the respective domain of workplace quality into a single indicator; see Section 2 for a description of the procedure and Table W8 for summary statistics of the variables. The sample is restricted to all individuals who state that they are working and who report working hours greater than zero.
Source: International Social Survey Programme, Module on Work Orientations, Year 2015

Table W5: Effect of Workplace Quality on Job Satisfaction, by Working Time

	Effect on Job Satisfaction	
Workplace Quality	**Full-Time**	**Part-Time**
Pay	0.128***	0.164***
	(0.0195)	(0.0308)
Working Hours	0.0316	0.00650
	(0.0216)	(0.0118)
Working Hours Mismatch	-0.0301***	-0.000893
	(0.00977)	(0.0281)
Work-Life Imbalance	-0.120***	-0.0682***
	(0.00973)	(0.0200)
Skills Match	0.0428***	0.0773***
	(0.00924)	(0.0200)
Job Security	0.0730***	0.0714***
	(0.00976)	(0.0174)
Difficulty, Stress, Danger	-0.0883***	-0.101***
	(0.0110)	(0.0214)
Opportunities for Advancement	0.0628***	0.0284
	(0.0125)	(0.0217)
Independence	0.0526***	0.0588***
	(0.0117)	(0.0201)
Interesting Job	0.255***	0.312***
	(0.0247)	(0.0247)
Interpersonal Relationships	0.291***	0.234***
	(0.0148)	(0.0259)
Usefulness	0.0407***	0.0444*
	(0.0112)	(0.0239)
Union Member	-0.00166	-0.00716
	(0.00617)	(0.0211)
Age	-0.0488	-0.309**
	(0.0469)	(0.125)
Age Squared	0.0832	0.311**
	(0.0500)	(0.119)
Female	0.00946	-0.0123
	(0.00786)	(0.0150)
Partnered	0.0272***	0.0757**
	(0.00970)	(0.0281)
Separated	0.0111	0.0229*
	(0.00666)	(0.0128)
Divorced	0.00996	0.0322
	(0.00662)	(0.0229)
Widowed	0.00630	0.0230
	(0.00727)	(0.0206)
Years of Education	-0.0518***	-0.0610**
	(0.0102)	(0.0276)
Number of Individuals in Household	-0.00608	-0.00405
	(0.0115)	(0.0271)
Number of Children in Household	0.00269	-0.00480

	(0.0146)	(0.0202)
Number of Toddlers in Household	-0.00460	0.00468
	(0.00916)	(0.0276)
Constant	-0.239	0.0832
	(0.214)	(0.496)
Occupation Fixed Effects	Yes	Yes
Industry Fixed Effects	Yes	Yes
Country Fixed Effects	Yes	Yes
Observations	13,345	2,981
Adjusted R-Squared	0.430	0.392

Robust standard errors clustered at country level in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Notes: All variables (both left- and right-hand side) are standardised with mean zero and standard deviation one. *Pay*, *Working Hours Mismatch*, *Work-Life Imbalance*, *Skills Match*, *Difficulty*, *Stress*, *Danger*, *Independence*, *Interpersonal Relationships*, and *Usefulness* are principle components obtained from separate principle component analyses that condense various variables in the respective domain of workplace quality into a single indicator; see Section 2 for a description of the procedure and Table W8 for summary statistics of the variables. The sample is restricted to all individuals who state that they are working and who report working hours greater than zero. *Full-Time*: working at least 35 hours per week, *Part-Time*: working less than 35 hours per week.
Source: International Social Survey Programme, Module on Work Orientations, Year 2015

Table W6: Effect of Workplace Quality on Job Satisfaction, by Gender

	Effect on Job Satisfaction	
Workplace Quality	**Male**	**Female**
Pay	0.119***	0.148***
	(0.0254)	(0.0157)
Working Hours	-0.0176	-0.00334
	(0.0178)	(0.00905)
Working Hours Mismatch	-0.0149	-0.0365***
	(0.0151)	(0.00914)
Work-Life Imbalance	-0.109***	-0.101***
	(0.0127)	(0.00941)
Skills Match	0.0478***	0.0462***
	(0.00937)	(0.0144)
Job Security	0.0794***	0.0691***
	(0.00815)	(0.0139)
Difficulty, Stress, Danger	-0.0795***	-0.107***
	(0.0150)	(0.0134)
Opportunities for Advancement	0.0629***	0.0564***
	(0.0148)	(0.0156)
Independence	0.0626***	0.0404***
	(0.0149)	(0.0119)
Interesting Job	0.256***	0.276***
	(0.0257)	(0.0241)
Interpersonal Relationships	0.286***	0.278***
	(0.0192)	(0.0154)
Usefulness	0.0347***	0.0431***
	(0.0122)	(0.0156)
Union Member	-0.00579	0.00230
	(0.00712)	(0.0124)
Age	-0.149***	-0.0907
	(0.0537)	(0.0735)
Age Squared	0.178***	0.128*
	(0.0525)	(0.0694)
Partnered	0.0250**	0.0466***
	(0.0118)	(0.0128)
Separated	0.0182**	0.0118
	(0.00806)	(0.00869)
Divorced	0.0140	0.0141
	(0.00965)	(0.00930)
Widowed	0.00242	0.0101
	(0.0114)	(0.00968)
Years of Education	-0.0564***	-0.0595***
	(0.0113)	(0.0113)
Number of Individuals in Household	-0.0158	-0.00415
	(0.0202)	(0.0140)
Number of Children in Household	0.00531	0.0108
	(0.0174)	(0.0145)
Number of Toddlers in Household	0.000127	0.00819

	(0.0134)	(0.0118)
Constant	0.0498	-0.586
	(0.215)	(0.583)
Occupation Fixed Effects	Yes	Yes
Industry Fixed Effects	Yes	Yes
Country Fixed Effects	Yes	Yes
Observations	8,405	7,921
Adjusted R-Squared	0.415	0.426

Robust standard errors clustered at country level in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Notes: All variables (both left-hand side and right-hand side) are standardised with mean zero and standard deviation one. *Pay*, *Working Hours Mismatch*, *Work-Life Imbalance*, *Skills Match*, *Difficulty*, *Stress*, *Danger*, *Independence*, *Interpersonal Relationships*, and *Usefulness* are principle components obtained from separate principle component analyses that condense various variables in the respective domain of workplace quality into a single indicator; see Section 2 for a description of the procedure and Table W8 for summary statistics of the variables. The sample is restricted to all individuals who state that they are working and who report working hours greater than zero.
Source: International Social Survey Programme, Module on Work Orientations, Year 2015

Table W7: Effect of Workplace Quality on Job Satisfaction, by Education Level

		Effect on Job Satisfaction	
Workplace Quality	**Low Education**	**Medium Education**	**High Education**
Pay	0.0232	0.153***	0.121***
	(0.0493)	(0.0196)	(0.0211)
Working Hours	0.0127	-0.0173	-0.00963
	(0.0343)	(0.0149)	(0.0135)
Working Hours Mismatch	0.0284	-0.0253**	-0.0325*
	(0.0457)	(0.00928)	(0.0190)
Work-Life Imbalance	-0.190***	-0.104***	-0.0898***
	(0.0240)	(0.0101)	(0.0132)
Skills Match	0.0806	0.0606***	0.0181
	(0.0561)	(0.0106)	(0.0111)
Job Security	0.107**	0.0776***	0.0588***
	(0.0429)	(0.0126)	(0.0126)
Difficulty, Stress, Danger	-0.0461	-0.0955***	-0.106***
	(0.0395)	(0.0108)	(0.0202)
Opportunities for Advancement	0.0361	0.0570***	0.0731***
	(0.0331)	(0.0153)	(0.0170)
Independence	0.0660	0.0536***	0.0486***
	(0.0463)	(0.0115)	(0.0164)
Interesting Job	0.298***	0.234***	0.324***
	(0.0588)	(0.0257)	(0.0316)
Interpersonal Relationships	0.254***	0.294***	0.261***
	(0.0657)	(0.0141)	(0.0201)
Usefulness	-0.0329	0.0319***	0.0625***
	(0.0545)	(0.0110)	(0.0144)
Union Member	-0.0417	-0.0103	0.00143
	(0.0850)	(0.00975)	(0.0110)
Age	0.0333	-0.138**	-0.0716

	(0.261)	(0.0610)	(0.0888)
Age Squared	0.0480	0.171**	0.0916
	(0.249)	(0.0638)	(0.0938)
Female	-0.0579	0.00752	0.0103
	(0.0550)	(0.0115)	(0.0125)
Partnered	0.00673	0.0449***	0.0230*
	(0.0582)	(0.0131)	(0.0132)
Separated	-0.0450	0.0147	0.0185*
	(0.0432)	(0.00902)	(0.0100)
Divorced	-0.0157	0.0146**	0.00621
	(0.0482)	(0.00665)	(0.0118)
Widowed	-0.00566	0.00587	0.0150
	(0.0305)	(0.00846)	(0.0135)
Years of Education	-0.0621	-0.0498***	-0.0348***
	(0.0590)	(0.0130)	(0.0127)
Number of Individuals in Household	-0.0320	-0.00587	-0.0230*
	(0.0530)	(0.0131)	(0.0126)
Number of Children in Household	0.0309	0.00440	0.00273
	(0.0434)	(0.0127)	(0.0180)
Number of Toddlers in Household	0.0521	-0.00559	0.00728
	(0.0579)	(0.0117)	(0.0150)
Constant	0.791**	0.0212	-0.0144
	(0.350)	(0.397)	(0.195)
Occupation Fixed Effects	Yes	Yes	Yes
Industry Fixed Effects	Yes	Yes	Yes
Country Fixed Effects	Yes	Yes	Yes
Observations	941	9,537	5,821
Adjusted R-Squared	0.314	0.425	0.442

Robust standard errors clustered at country level in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Notes: All variables (both left- and right-hand side) are standardised with mean zero and standard deviation one. *Pay*, *Working Hours Mismatch*, *Work-Life Imbalance*, *Skills Match*, *Difficulty*, *Stress*, *Danger*, *Independence*, *Interpersonal Relationships*, and *Usefulness* are principle components obtained from separate principle component analyses that condense various variables in the respective domain of workplace quality into a single indicator; see Section 2 for a description of the procedure and Table W8 for summary statistics of the variables. The sample is restricted to all individuals who state that they are working and who report working hours greater than zero. *Low Education*: highest degree lower than secondary degree, *Medium Education*: highest degree secondary degree or vocational training, *High Education*: highest degree at least lower tertiary degree.
Source: International Social Survey Programme, Module on Work Orientations, Year 2015

Table W8: Summary Statistics

Variable	Mean	Standard Deviation	Minimum	Maximum	Number of Observations	Remarks
Outcome						
Job Satisfaction	5.314	1.167	1	7	27,732	"How satisfied are you in your main job?" (1/8)
Controls						
Age	43.225	12.897	15	95	27,732	-
Female	0.491	0.500	0	1	27,732	-
Partnered	0.584	0.493	0	1	27,732	-
Separated	0.020	0.139	0	1	27,732	-
Divorced	0.088	0.284	0	1	27,732	-
Widowed	0.025	0.157	0	1	27,732	-
Years of Education	13.315	3.943	0	58	27,732	-
Number of Individuals in Household	3.234	1.735	1	25	27,732	-
Number of Children in Household	0.562	0.913	0	17	27,732	Number of children between school age and 17 years of age
Number of Toddlers in Household	0.273	0.604	0	6	27,732	-
Union Member	0.237	0.426	0	1	27,732	-
Workplace Quality						
Pay						
High Income	2.822	1.101	1	5	27,732	"[…] how much [do] you agree or disagree that [… your] income is high?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5
Individual Income (Natural Log)	9.214	2.389	2	18	27,732	-
Working Hours						

Working Hours (Natural Log)	3.636	0.452	0	5	27,732	-
Working Hours Mismatch						
Wants to Work More Hours	0.329	0.470	0	1	27,732	And earn more money
Wants to Work Same Hours	0.536	0.499	0	1	27,732	And earn the same money
Wants to Work Less Hours	0.063	0.244	0	1	27,732	And earn less money
Work-Life Imbalance						
Working on Weekends	2.858	1.365	1	5	27,732	"[…] how often does your job involve working on weekends?": (1) "Never" to (5) "Always", =4+5
Work Interfering With Family	2.344	1.102	1	5	27,732	"[…] how often do you work at home during your usual working hours?": (1) "Never" to (5) "Always", =4+5
Difficulty of Taking Time Off	2.250	1.064	1	4	27,732	"How difficult would it be for you to take an hour or two off during working hours […]?" (1) "Not at all difficult" to (4) "Very difficult", =3+4
Skills Match						
Skills Match	2.800	1.016	1	4	27,732	"How much of your past work experience and/or job skills can you make use of in your present job?" (1) "Almost none" to (4) "Almost all", =3+4
Skills Training	0.434	0.496	0	1	27,732	"Over the past 12 months, have you had any training to improve your job skills either at the workplace or somewhere else?" (0) "No" and (1) "Yes", =1
Job Security						
Job Security	3.776	1.105	1	5	27,732	"[…] how much [do] you agree or disagree that [… your] job is secure?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5
Difficulty, Stress, Danger						
Hard Physical Work	2.698	1.335	1	5	27,732	"How often do you have to do hard physical work?": (1) "Never" to (5) "Always", =4+5
Stressful Work	3.176	1.069	1	5	27,732	"How often do you find your work stressful?": (1) "Never" to (5) "Always", =4+5
Opportunities for Advancement						
Opportunities for Advancement	2.776	1.137	1	5	27,732	"[…] how much [do] you agree or disagree that [… your] opportunities for advancement are high?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5
Independence						
Independent Work	3.815	1.097	1	5	27,732	"[…] how much [do] you agree or disagree that [… you] can work independently?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5

Working From Home	1.990	1.290	1	5	27,732	"[…] how often do you work at home during your usual working hours?": (1) "Never" to (5) "Always", =4+5
Daily Work Fixed	0.264	0.441	0	1	27,732	"I am not free to decide how my daily work is organised.": (1) "Yes" and (0) "No"
Daily Work Flexible	0.426	0.494	0	1	27,732	"I can decide how my daily work is organised, with certain limits.": (1) "Yes" and (0) "No"
Daily Work Free	0.280	0.449	0	1	27,732	"I am free to decide how my daily work is organised.": (1) "Yes" and (0) "No"
Working Hours Fixed	0.514	0.500	0	1	27,732	"Starting and finishing times are decided by my employer and I cannot change them on my own.": (1) "Yes" and (0) "No"
Working Hours Flexible	0.326	0.469	0	1	27,732	"I can decide the time I start and finish work, with certain limits.": (1) "Yes" and (0) "No"
Working Hours Free	0.143	0.350	0	1	27,732	"I am entirely free to decide when I start and finish work.": (1) "Yes" and (0) "No"
Working Schedule Fixed	0.692	0.462	0	1	27,732	"I have a regular schedule or shift (daytime, evening, or night).": (1) "Yes" and (0) "No"
Working Schedule Flexible	0.153	0.360	0	1	27,732	"I have a schedule or shift which regularly changes (for example, from days to evening or to nights).": (1) "Yes" and (0) "No"
Working Schedule Free	0.079	0.270	0	1	27,732	"I have a schedule where daily working times are decided at short notice by my employer.": (1) "Yes" and (0) "No"
Interestingness						
Interesting Job	3.834	1.000	1	5	27,732	"[…] how much [do] you agree or disagree that [… your] job is interesting?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5
Interpersonal Relationships						
Contact With Other People	4.233	0.852	1	5	27,732	"[…] how much [do] you agree or disagree that […, in your job, you] have personal contact with other people?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5
Relationship With Management	3.910	0.902	1	5	27,732	"[…] how would you describe relations at your workplace between management and employees?": (1) "Very bad" to (5) "Very good", =4+5
Relationship With Co-Workers	4.187	0.757	1	5	27,732	"[…] how would you describe relations at your workplace between workmates/colleagues?": (1) "Very bad" to (5) "Very good", =4+5
Usefulness						
Helping Other People	3.884	1.003	1	5	27,732	"[…] how much [do] you agree or disagree that […, in your job, you] can help other people?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5
Being Useful to Society	3.947	0.947	1	5	27,732	"[…] how much [do] you agree or disagree that [… your] job is useful to society?": (1) "Strongly disagree" to (5) "Strongly agree", =4+5

Source: International Social Survey Programme, Module on Work Orientations, Year 2015