Which Roles play Autonomy and freedom of choice at work?

The Autonomy at work, the Capability of an enjoyable workplace and the satisfaction of the basic need for Autonomy: the effects between these factors and on job satisfaction.

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„Employment gives the person the recognition of being engaged in something worth his while” (Sen 1975: 5)

• Embeddedness of work in the frame of the whole life

• An effort for expanding the empirical applicability of the Capability Approach

• The connection of the Capability Approach and the Self-Determination Theory in the analysis of work related topics
Which influence does autonomy have on work and respectively the whole life on the Capability of an enjoyable workplace and what direct and indirect effects do these factors have on job satisfaction?
Job Satisfaction

Theoretical Background

- situational, dispositional and interactional approaches of research on job satisfaction

\[ u = u (y, h, i, j) \]

„\( u \)“ individual outcome, „\( y \)“ income, „\( h \)“ work hours, „\( i \)“ individual influences and „\( j \)“ job related influences (Clark und Oswald 1996)

- Cassar (2010), Fahr (2011), Lange (2012), Taylor et al. (2003), Spector (1986) show that autonomy at work should have a positive impact on job satisfaction
• Labor(market) from the Capability Approach‘s perspective?

• → Labor(market) as achieved Functioning and set of Capabilities

• The Capability Approach emphasizes Capabilities – the Self-Determination Theory tries to measure the satisfaction of basic needs empirically (Muñiz Castillo 2009)

• The SDT is applicable to ask about motivation and outcomes related to work (Gagné und Deci 2005, Van den Broeck et al. 2010, Vansteenkiste et al. 2007)

• Grant et al. (2011) and Van den Broeck et al. (2013) emphasize the importance of autonomy for work motivation and satisfaction
Deci und Ryan (1985; 2000; 2001): three basic needs that are important for motivation and satisfaction

<table>
<thead>
<tr>
<th>Autonomy</th>
<th>Competence</th>
<th>Relatedness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autonomy is necessary for the own choice about the way the individual wants to live and the responsibility for his or her own live.</td>
<td>Competence is important for solving problems and achieving certain goals.</td>
<td>Relatedness refers to social relationships and the connection to others. To take care for others and to be together with other persons.</td>
</tr>
</tbody>
</table>

Deci et al. (1990: 243).
Hypothesis 1

Job autonomy \( \rightarrow \) Job satisfaction
Research Idea

Hypothesis 2

Job autonomy \rightarrow \text{Capability: enjoyable workplace} \rightarrow \text{Job satisfaction}
Hypothesis 3

Autonomy on the job

Job autonomy

Capability: enjoyable workplace

SDT - Autonomy

Research Idea
Operationalisation


- Goodness of measurement: Proven with Treiman-Prestige-Scale

**Self employment**

- Size of firm

**Civil servants**

- Service law

**Worker**

- Education: versatility and responsibility

**Employees**

- Variation of tasks and responsibility
Operationalisation

0 - Trainees, apprentices or interns

1 - manual work with low degree of autonomy

2 - dependent employment in production or service without high job specialization

3 - jobs that require educational achievement and have at least a certain degree of autonomy

4 – dependent or self-employed jobs with a higher degree of autonomy and need for higher education; not very prestigious

5 - managerial position or academician
• **Job Satisfaction**: „Wie zufrieden sind sie mit folgenden Lebensbereichen: ... Arbeit“(0 very bad – 10 very high)

  *Translation*: How satisfied are you with: your job?

• **Capability**: enjoyable Workplace

  „Ihre Chancen und Möglichkeiten sich ein angenehmes Arbeitsklima zu schaffen, sind...“ (1 very bad – 7 very good)

  *Translation*: Your possibilities and opportunities to create yourself an enjoyable workplace?
## Items: Self-Determination-Theory

<table>
<thead>
<tr>
<th>Factor of SDT</th>
<th>Item in GeNECA Survey</th>
</tr>
</thead>
</table>
| **Autonomy:** | „Ich habe das Gefühl, über mein Leben selber bestimmen zu können.“  
*Translation: I have the feeling that I could about my life by myself*  
„Grundsätzlich zögere ich nicht, meine Meinungen und Ideen zu äußern.“  
*Translation: Basically I don’t hesitate to express my opinions and ideas.*  
„Ich habe das Gefühl, dass ich in alltäglichen Situationen ich selbst sein kann.“  
*Translation: I have the feeling that I can be myself in everyday situations.* |
| **Competence:** | „Menschen, die mich kennen, sagen mir, dass ich in der Ausübung meiner Tätigkeiten kompetent bin.“  
„Ich habe oft das Gefühl, mit dem was ich tue etwas zu erreichen.“  
„Ich habe im Alltag oft das Gefühl, den Anforderungen nicht gewachsen zu sein.“ |
| **Relatedness:** | „Ich komme gut mit anderen Menschen zurecht.“  
„Die Menschen, mit denen ich regelmäßig Kontakt habe, betrachte ich als meine Freunde.“  
„Menschen in meinem Umfeld haben mich gern.“ |
### Operationalisation

**control variables**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td>female; male (Referenz)</td>
</tr>
<tr>
<td>Age</td>
<td>Years</td>
</tr>
<tr>
<td>Age²</td>
<td>Years (squared)</td>
</tr>
<tr>
<td>Residence</td>
<td>Eastern Germany ; Western Germany (reference)</td>
</tr>
<tr>
<td>Time limitation</td>
<td>Time limitation of job; ja; nein (reference)</td>
</tr>
<tr>
<td>Income</td>
<td>Personal net income (log)</td>
</tr>
<tr>
<td>School education</td>
<td>without a certificate</td>
</tr>
<tr>
<td></td>
<td>Hauptschule (reference)</td>
</tr>
<tr>
<td></td>
<td>Mittlere Reife</td>
</tr>
<tr>
<td></td>
<td>Abitur/Fachabitur</td>
</tr>
<tr>
<td>Health (subjective)</td>
<td>low</td>
</tr>
<tr>
<td></td>
<td>medium (reference)</td>
</tr>
<tr>
<td></td>
<td>high</td>
</tr>
<tr>
<td>Job related education</td>
<td>none</td>
</tr>
<tr>
<td></td>
<td>professional education (reference)</td>
</tr>
<tr>
<td></td>
<td>university degree</td>
</tr>
<tr>
<td>Migration background</td>
<td>At least one parent not born in Germany: yes; no (reference)</td>
</tr>
</tbody>
</table>
1. Hypothesis

Autonomy on the job → Job satisfaction
1. Hypothesis

Table 1. Linear Regression models; job satisfaction as dependent variable; standardized β-coefficients; standard errors in brackets, only significant coefficients; N=340; SOEP GeNECA 2012.
Results

2. Hypothesis

Autonomy on the job → Capability: enjoyable workplace → Job satisfaction

Capability: enjoyable workplace

Autonomy on the job
Results - 2. Hypothesis

Path analyses under control (β – coefficients)

Autonomy on the job → Capability: enjoyable workplace → Job satisfaction

- Autonomy on the job to Capability: enjoyable workplace: β = 0.14*, p < 0.05
- Capability: enjoyable workplace to Job satisfaction: β = 0.44***, p < 0.001
- Autonomy on the job to Job satisfaction: β = 0.18*, p < 0.05

Remarks: * p<0.05; ** p<0.01; *** p<0.001; R² = 0.20; N= 340; CFI 1.000, TLI 1.000, RMSEA: 0.000, SRMR 0.000, AIC 12518.766, BIC 12652.780

LR test of model vs. saturated: chi2(0) = 0.00, Prob > chi2 = .
Autonomy on the job \[\rightarrow\] Capability: enjoyable workplace \[\rightarrow\] Job satisfaction

SDT - Autonomy
Results - 3. Hypothesis (prestage)

Path analyses under control (β – coefficients)

Autonomy on the job → SDT - Autonomy

SDT - Autonomy → Job satisfaction

\[ \beta = 0.18^{**} \]

\[ \beta = 0.28^{***} \]

\[ \beta = 0.14^{**} \]

\[ \beta = 0.08^* \]

Remarks: * p<0.05; ** p<0.01; *** p<0.001; R² = .20; N= 340; CFI 1.000, TLI 1.000, RMSEA: 0.000, SRMR 0.000, AIC 12329.508, BIC 12463.522

LR test of model vs. saturated: \( \chi^2(0) = 0.00 \), Prob > \( \chi^2 = \).

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Results - 3. Hypothesis

Path analyses under control (β – coefficients)

Autonomy on the job → Capability: enjoyable workplace

Capability: enjoyable workplace → Job satisfaction

Remarks: * p<0.05; ** p<0.01; *** p<0.001; R² = .25; N= 340; CFI 1.000, TLI 1.000, RMSEA: 0.000, SRMR 0.000, AIC 13397.524, BIC 13604.287;

LR test of model vs. saturated: chi2(0) = 0.00, Prob > chi2 = .
1. Job autonomy has a positive impact on job satisfaction even when controlling the main variables (Hypothesis 1).

2. The relationship between Autonomy on the job and job satisfaction is partly – not completely -mediated by the capability (Hypothesis 2).

3. The satisfaction of the basic need for autonomy mediates the relation between Autonomy on the job and job satisfaction and between Autonomy on the job and the Capability.

The influence of Autonomy on the job on the capability is completely mediated by the basic need for autonomy.
Autonomy (SDT) has only an impact on job satisfaction over the Capability (Hypothesis 3).

4. The Capability has the highest impact on job satisfaction within our models.

5. There is a negative impact of education on job satisfaction: What does this mean within the Capability Approach? Does a higher education lead to a higher sensitivity to adaptive preferences? Or is it a matter of lacking job-person-fit in combination with higher demands?
Thank you for your attention.

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Literature


