

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

- 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



Self-Determination Theory (SDT), CA and Work

- 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



Self-Determination Theory: the three basic needs

Deci und Ryan (1985; 2000; 2001): three basic needs that are important for motivation and satisfaction

Autonomy

Autonomy is necessary for the own choice about the way the individual wants to live and the responsibility for his or her own live.

Competence

Competence is important for solving problems and achieving certain goals.

Relatedness

Relatedness refers to social relationships and the connection to others. To take care for others and to be together with other persons.

Deci et al. (1990: 243).)

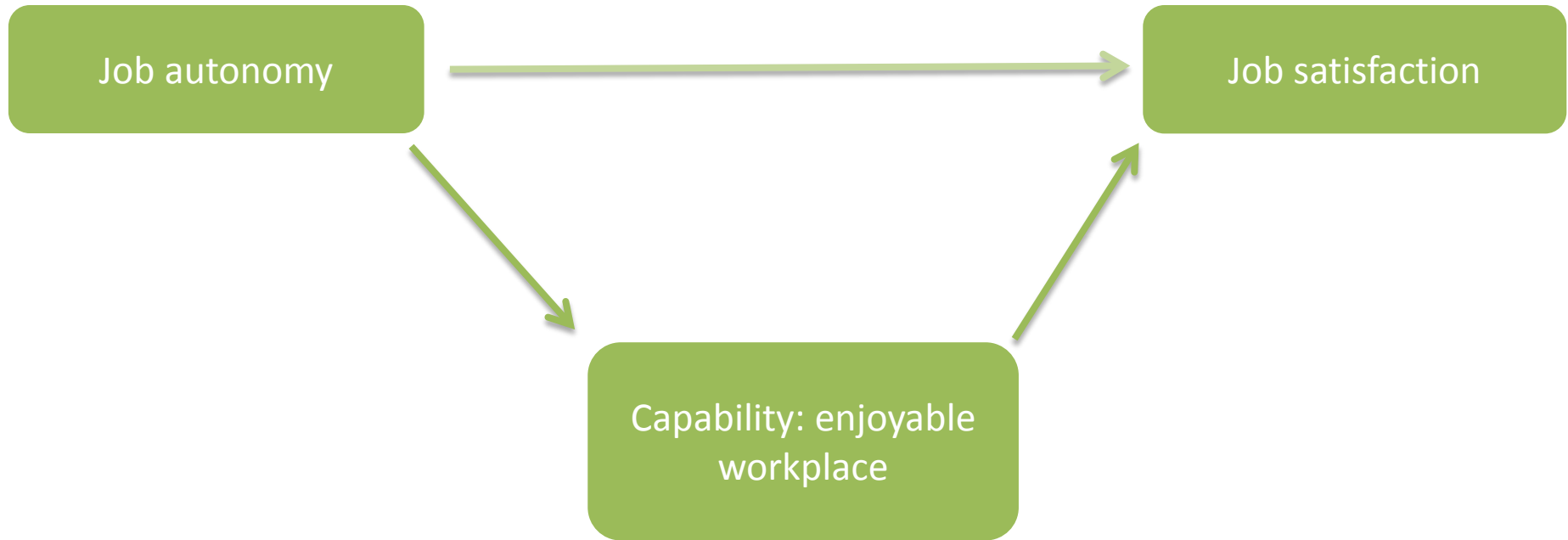


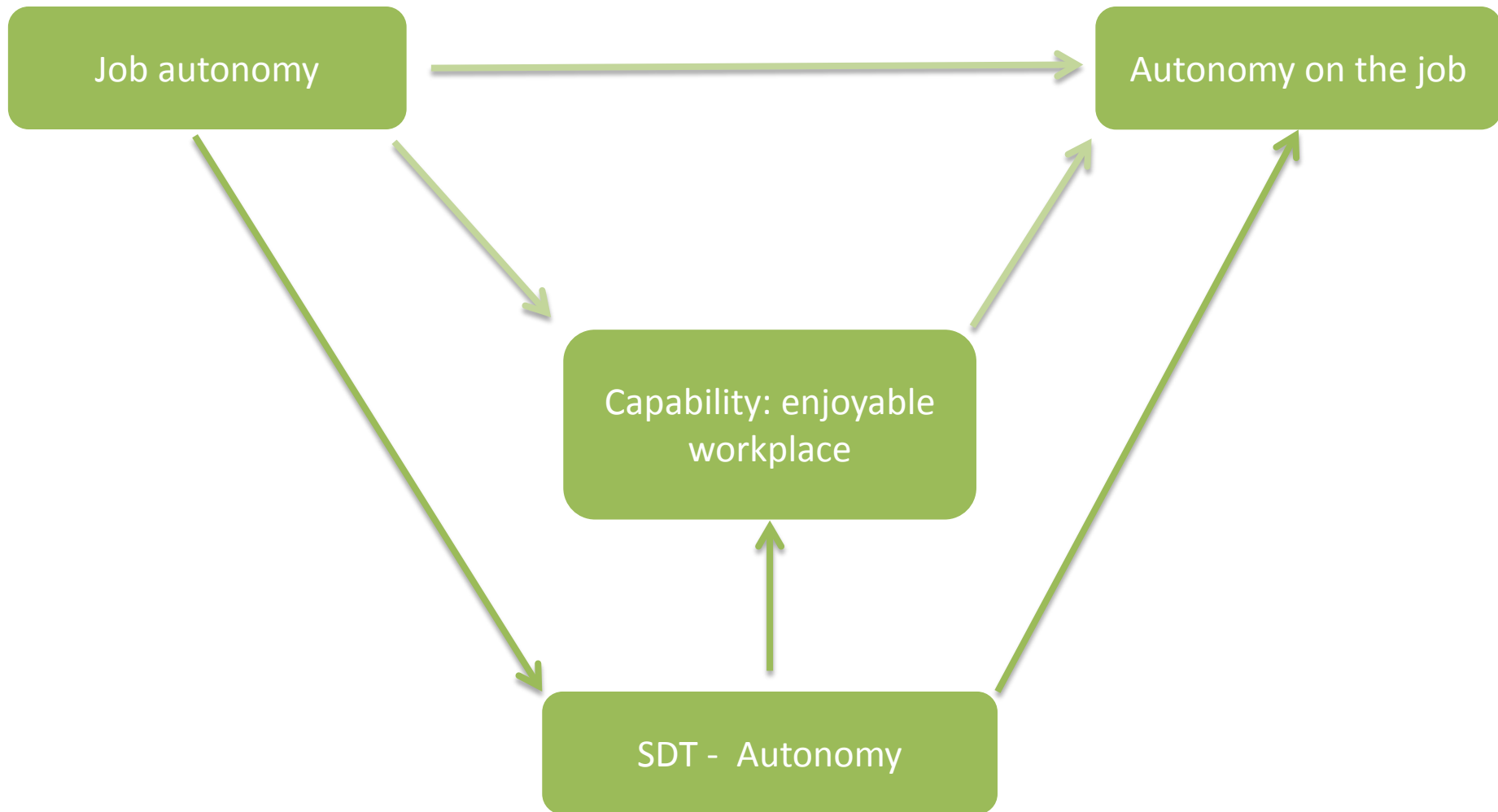
Hypothesis 1

Job autonomy



Job satisfaction







„Autonomie des beruflichen Handelns“ - Job autonomy
(Hoffmeyer-Zlotnik 1998, 2003 and Hoffmeyer-Zlotnik und Geis 2003)

Self employment

- Size of firm

Civil servants

- service law

Worker

- Education: versatility and responsibility

Employees

- Variation of tasks and responsibility

- Goodness of measurement: Proven with Treiman-Prestige-Scale
- (Hoffmeyer-Zlotnik 2003, Hoffmeyer-Zlotnik and Geis 2003)

5 Operationalisation



„Autonomie des beruflichen Handelns“ (Hoffmeyer-Zlotnik 1998, 2003 and Hoffmeyer-Zlotnik und Geis 2003)

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 and Capability

- **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

Factor of SDT	Item in GeNECA Survey
Autonomy:	„Ich habe das Gefühl, über mein Leben selber bestimmen zu können.“ <i>Translation: I have the feeling that I could about my life by myself</i>
	„Grundsätzlich zögere ich nicht, meine Meinungen und Ideen zu äußern.“ <i>Translation: Basically I don't hesitate to express my opinions and ideas.</i>
	„Ich habe das Gefühl, dass ich in alltäglichen Situationen ich selbst sein kann.“ <i>Translation: I have the feeling that I can be myself in everyday situations.</i>
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.“



control variables

Sex	female; male (Referenz)
Age	Years
Age ²	Years (squared)
Residence	Eastern Germany ; Western Germany (reference)
Time limitation	Time limitation of job; ja; nein (reference)
Income	Personal net income (log)
School education	without a certificate Hauptschule (reference) Mittlere Reife Abitur/Fachabitur
Health (subjective)	low medium (reference) high
Job related education	none professional education (reference) university degree
Migration background	At least one parent not born in Germany: yes; no (reference)



1. Hypothesis



1. Hypothesis

Job satisfaction	Model1	Model2	Model3	Model4
Autonomy on the job	0.23** (0.15)	0.22** (0.14)	0.18* (0.15)	0.14* (0.13)
Net income (ln)	0.13 (0.33)	0.11 (0.32)	0.11 (0.32)	0.13* (0.28)
Education [reference: <u>Hauptschulabschluss</u>]				
<u>without</u> certificate	0.05 (1.02)	0.05 (1.00)	0.05 (0.99)	0.058 (0.89)
<u>Mittlere Reife</u>	-0.22** (0.31)	-0.23** (0.30)	-0.22** (0.30)	-0.25*** (0.27)
<u>Abitur/ Fachabitur</u>	-0.20* (0.38)	-0.21* (0.38)	-0.20* (0.37)	-0.22** (0.33)
Health [reference: medium]				
low		-0.14* (0.42)	-0.14* (0.42)	-0.10* (0.37)
high		0.13* (0.25)	0.12* (0.25)	0.15** (0.23)
Satisfaction: Basic need (autonomy)			0.14* (0.12)	-0.02 (0.11)
Capability: enjoyable workplace				0.45*** (0.08)
<i>R</i> ²	0.10	0.15	0.17	0.34
<i>Adjusted R</i> ²	0.06	0.11	0.12	0.30
<i>F</i>	2.78	3.78	4.01	9.54

Remarks: * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

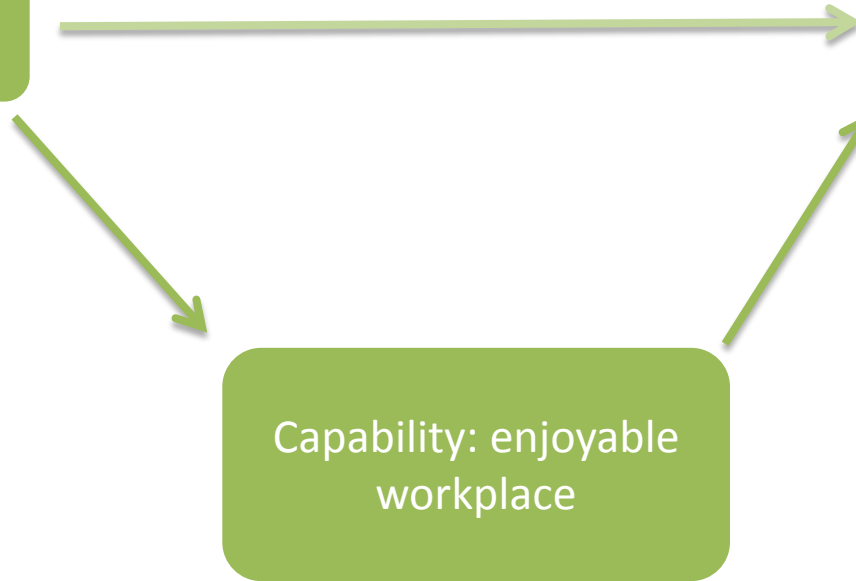
Table 1. Linear Regressionmodels; job satisfaction as dependent variable; standardized β -coefficients; standard errors in brackets, only significant coefficients; N=340; SOEP GeNECA 2012.

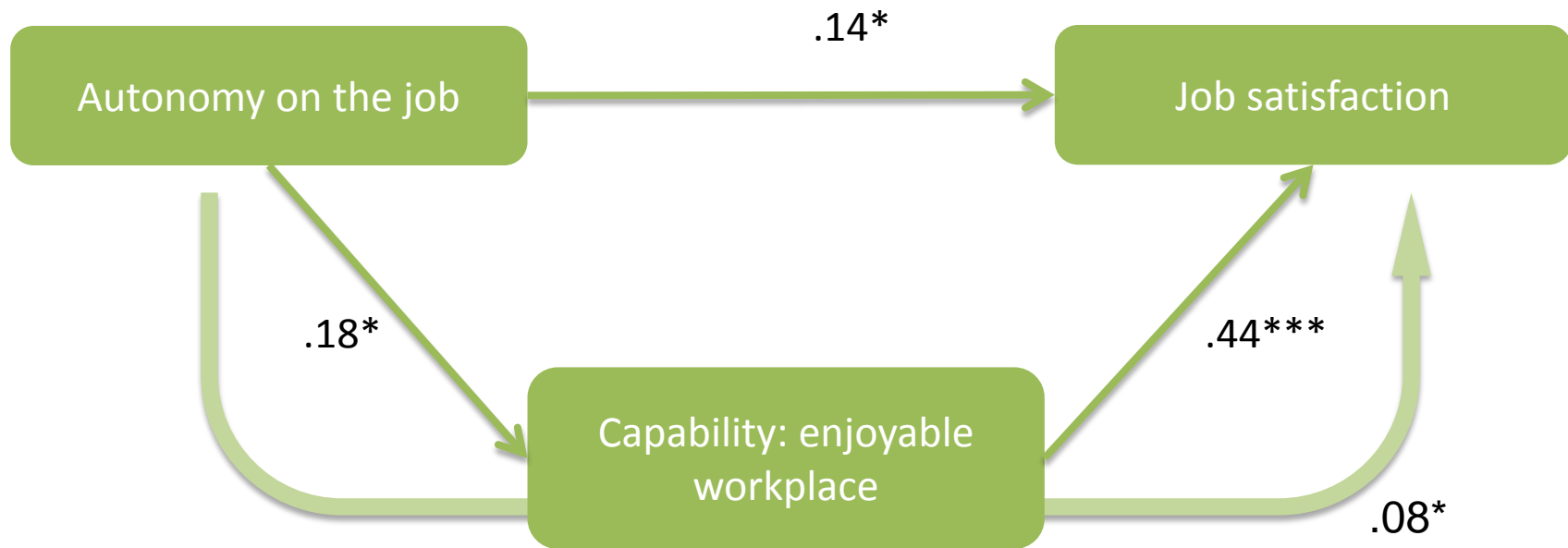
2. Hypothesis

Autonomy on the job

Job satisfaction

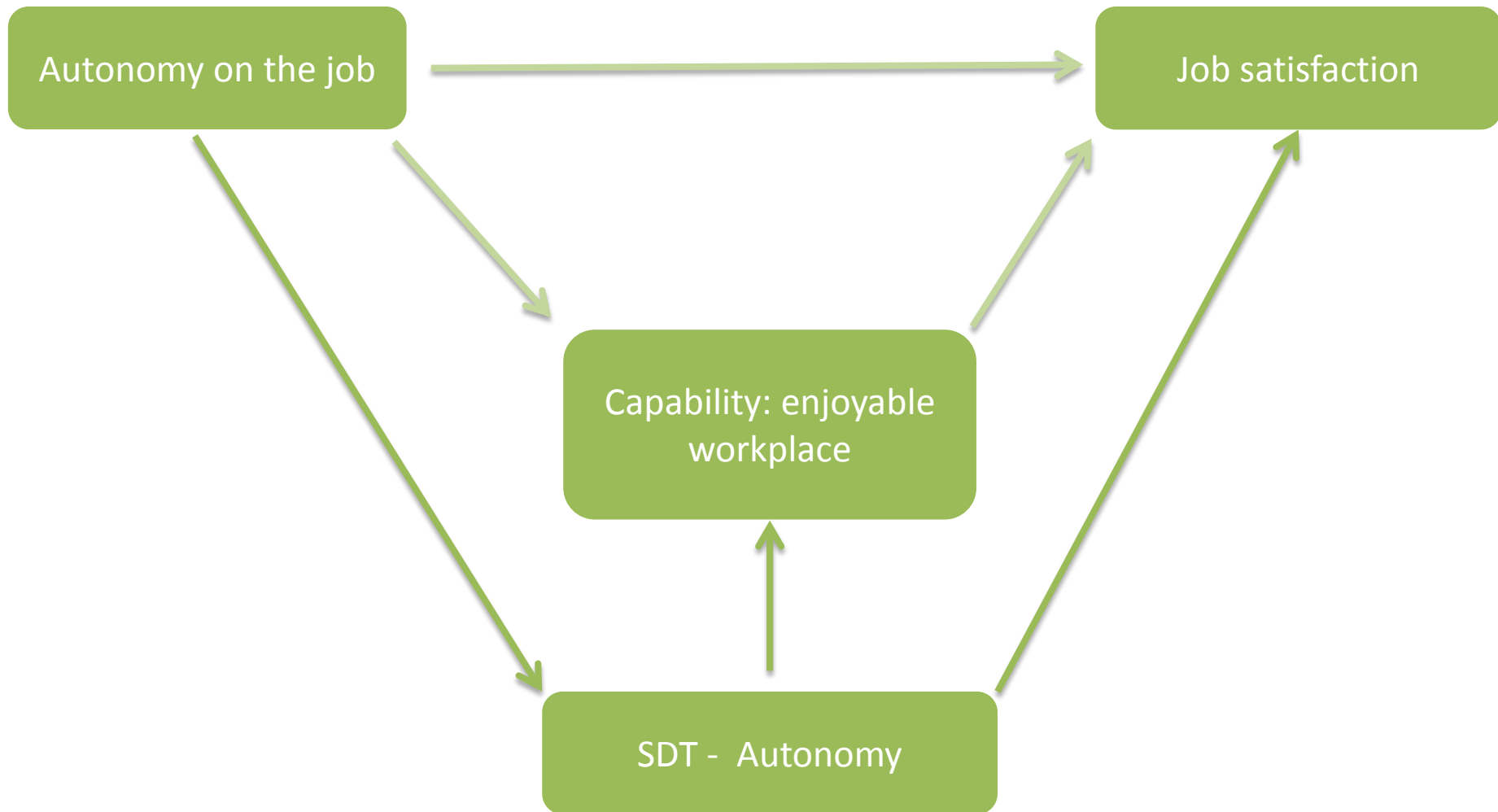
Capability: enjoyable
workplace

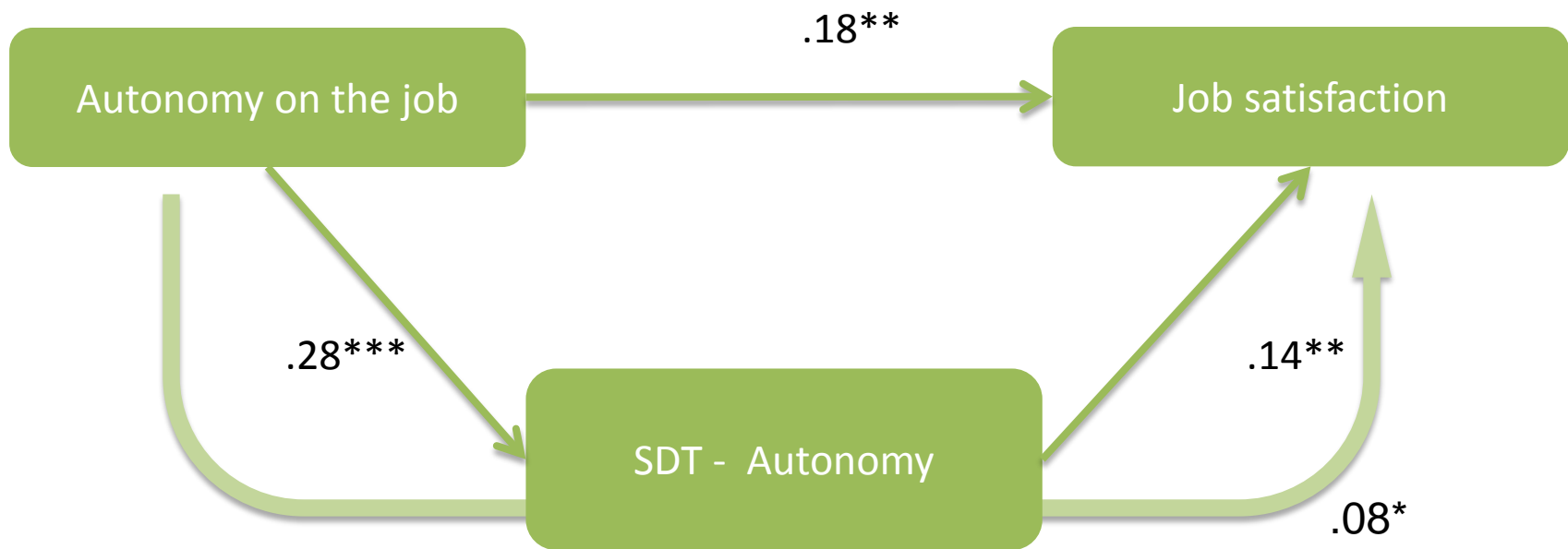


Path analyses under control (β – coefficients)

Remarks: * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$; $R^2 = .20$; $N = 340$; CFI 1.000, TLI 1.000, RMSEA: 0.000, SRMR 0.000, AIC 12518.766, BIC 12652.780

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





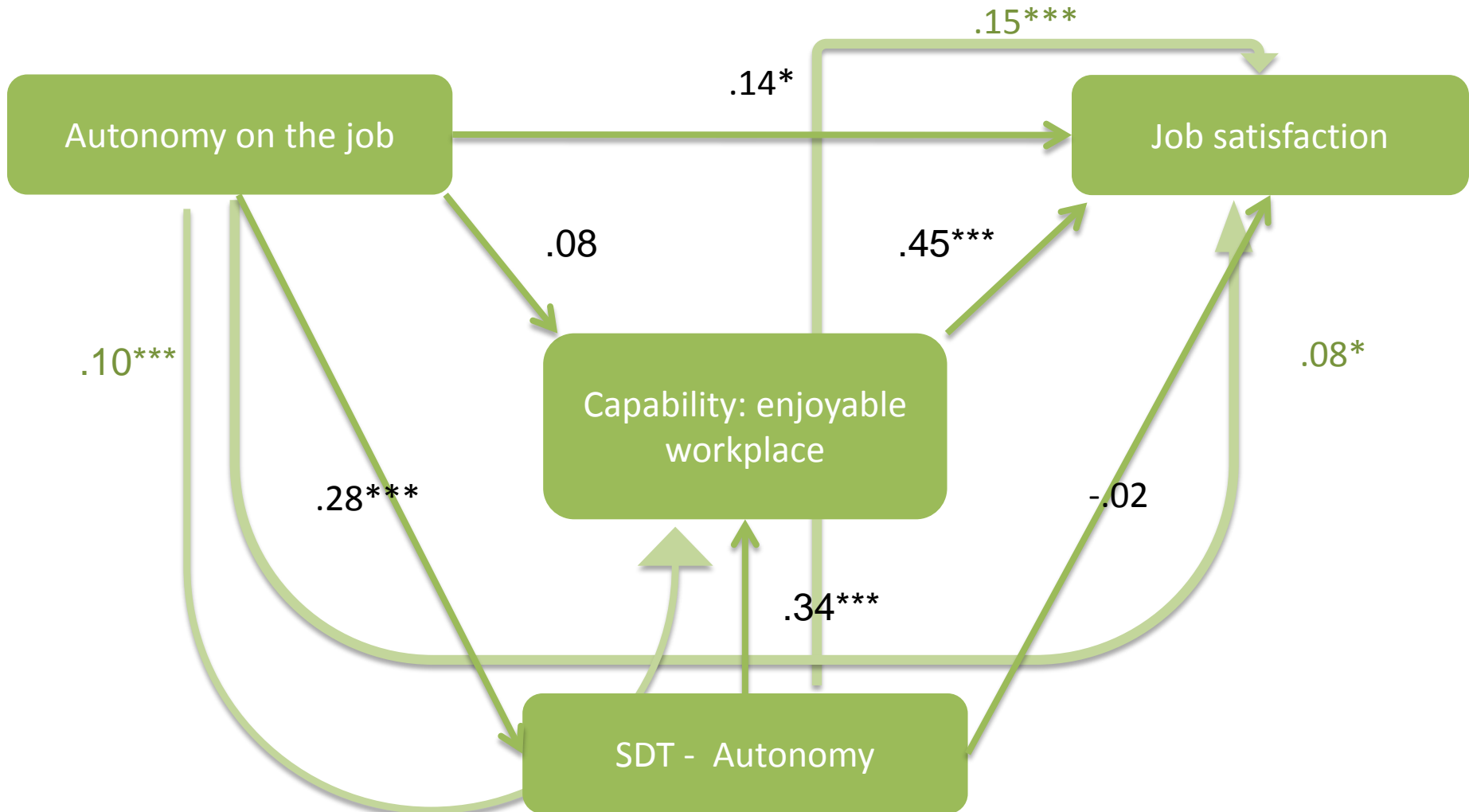
Remarks : * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$; $R^2 = .20$; $N = 340$; CFI 1.000, TLI 1.000, RMSEA: 0.000, SRMR 0.000, AIC 12329.508, BIC 12463.522

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

6 Results - 3. Hypothesis



Path analyses under control (β – coefficients)



Remarks : * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$; $R^2 = .25$; $N = 340$; CFI 1.000, TLI 1.000, RMSEA: 0.000, SRMR 0.000, AIC 13397.524, BIC 13604.287;

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



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 (Hypothese 3).

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

5. There is a negativ 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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