

Job Satisfaction in Turkey: An Examination Based on Personal and Job-Related Features

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Abstract

Job satisfaction can be defined as the positive and negative feelings of employees about their jobs. Increasing job satisfaction is beneficial for both employers and employees. On the employer's side job satisfaction is related with productivity, loyalty to company, job mobility and turnover rates. On the employees' side, job satisfaction is related with life satisfaction. Given the importance of job satisfaction, the aim of this study is to depict job satisfaction and illustrate its relationship with demographic characteristics and job-related features in Turkey. Demographic characteristics comprise of gender, age, and education, whereas job-related features cover income, type of employment contract, sector of working, number of days worked in a week, commuting time and heavy working conditions. Descriptive analysis and logit estimation are utilized as methodologies to reveal the relationship between job satisfaction with selected variables. It is observed that percentage of workers satisfied with their jobs is higher than the percentage of not satisfied workers under any circumstance. The results of empirical analysis show that among demographic variables only age has a statistically significant U-shaped relationship with job satisfaction. Income has a strong impact on job satisfaction. Employees with permanent contracts are less likely to be satisfied with their jobs. Working more than 5 days in a week, longer commute time, and heavier working conditions decrease job satisfaction.

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