

The Work-life balance & Job satisfaction

Results of Netherlands' Monitoring data

TNO | Knowledge for business



The Work-life balance & Job satisfaction

Questions to be answered

1. Trend in Work-Life Balance & Job satisfaction?
2. Determinants of Work-Life Balance & Job satisfaction?
3. Relation between the two?
4. Conclusions?

Data

Data gathered by TNO Work & Employment
with the TNO Work Situation Surveys 2000, 2002 and 2004

- each year about 4500 workers
- representative of the total work force
- with a standard questionnaire (unchanged during the period)
- reply-methods: mail & internet

Questions in the Survey

- Neglecting family

Do you miss or neglect family-activities because of your work?
(4 point scale: never; sometimes; often; very often)

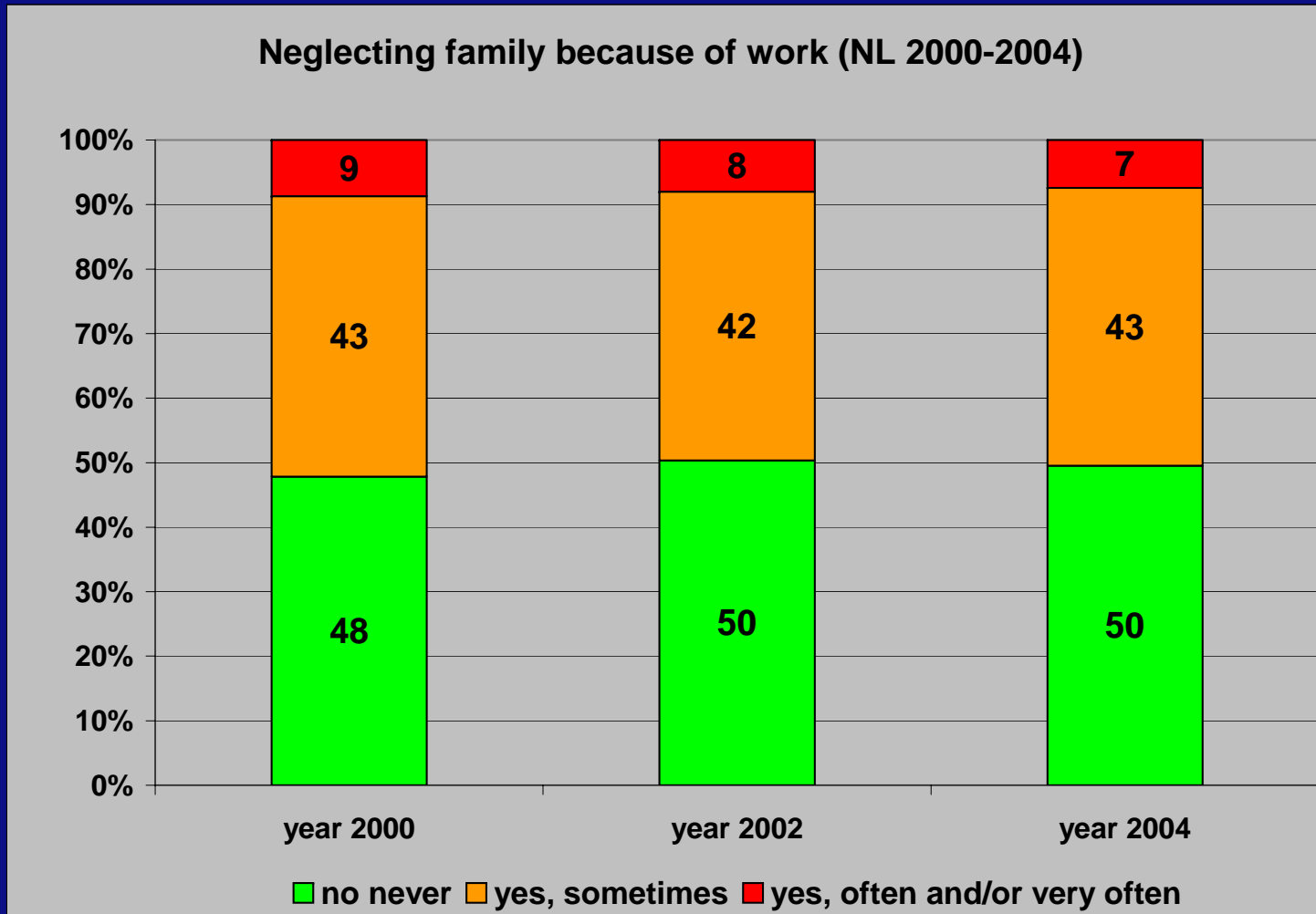
- Neglecting work

Do you miss or neglect work-activities because of family-responsibilities?
(4 point scale: never; sometimes; often; very often)

- Job satisfaction

All in all, to what extent are you satisfied with your work?
(5 point scale: very dissatisfied; dissatisfied; not satisfied & not dissatisfied; satisfied; very satisfied)

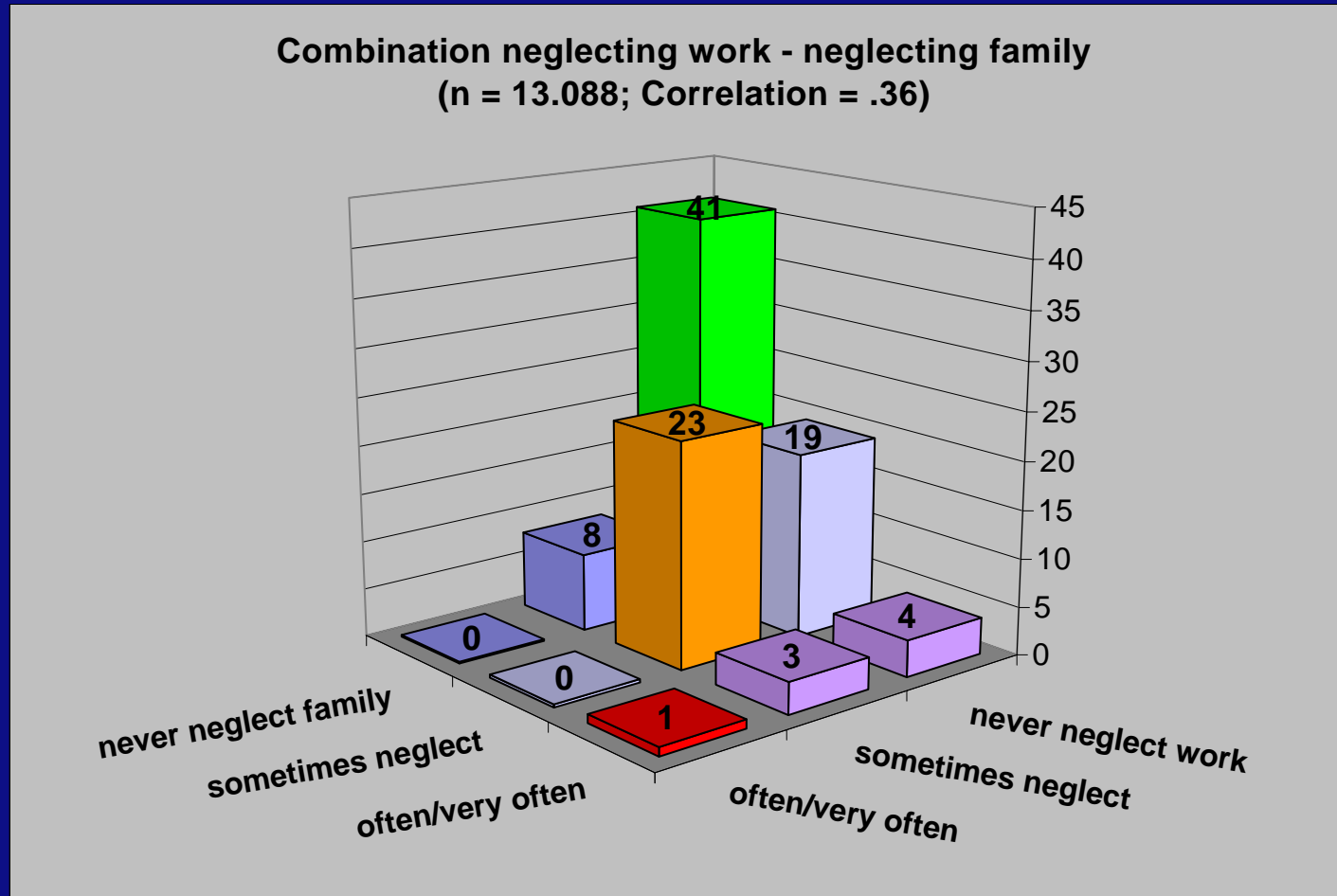
Trend in neglecting family in the NL 2000-2004



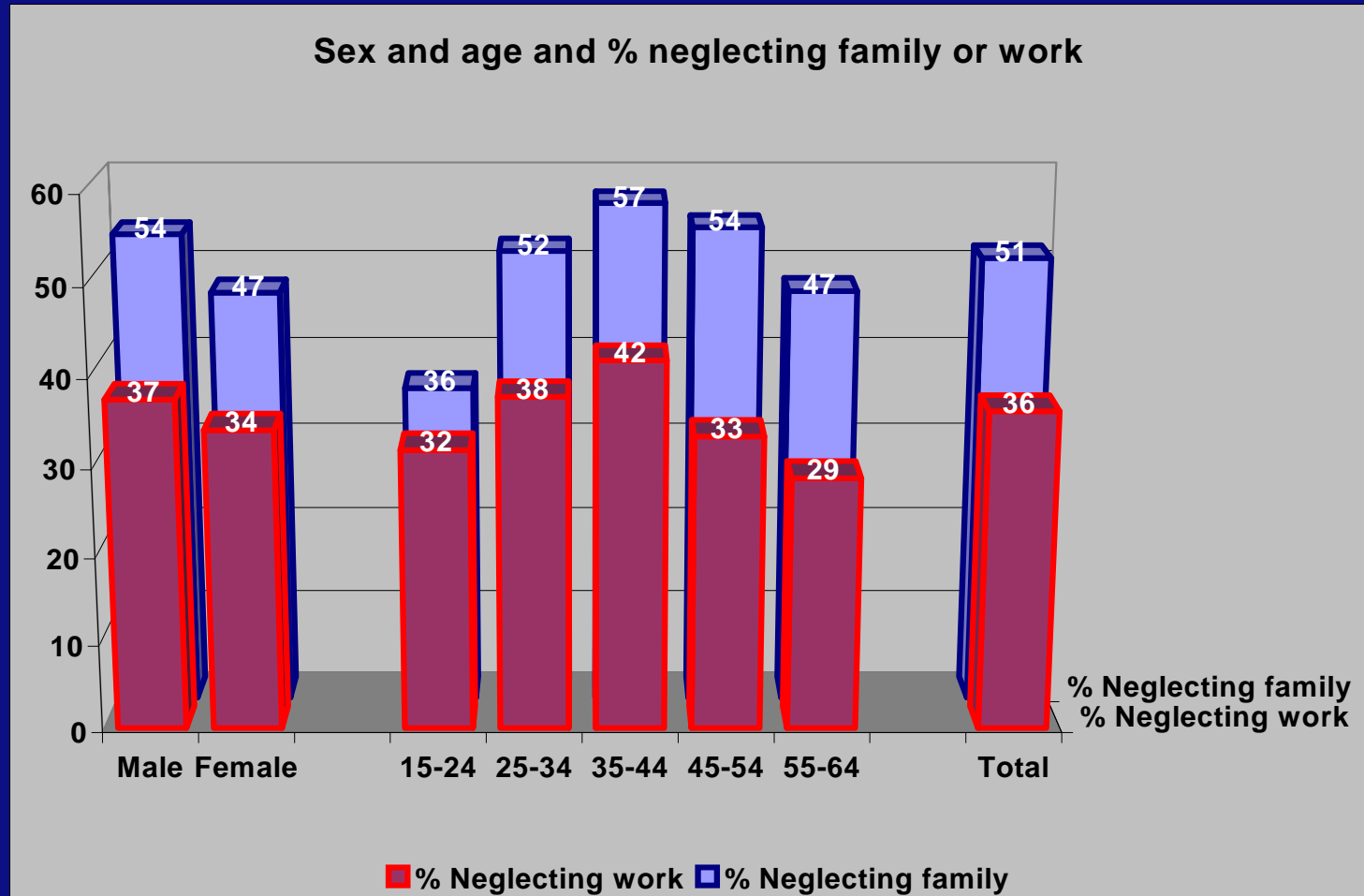
Trend in neglecting work in the NL 2000-2004



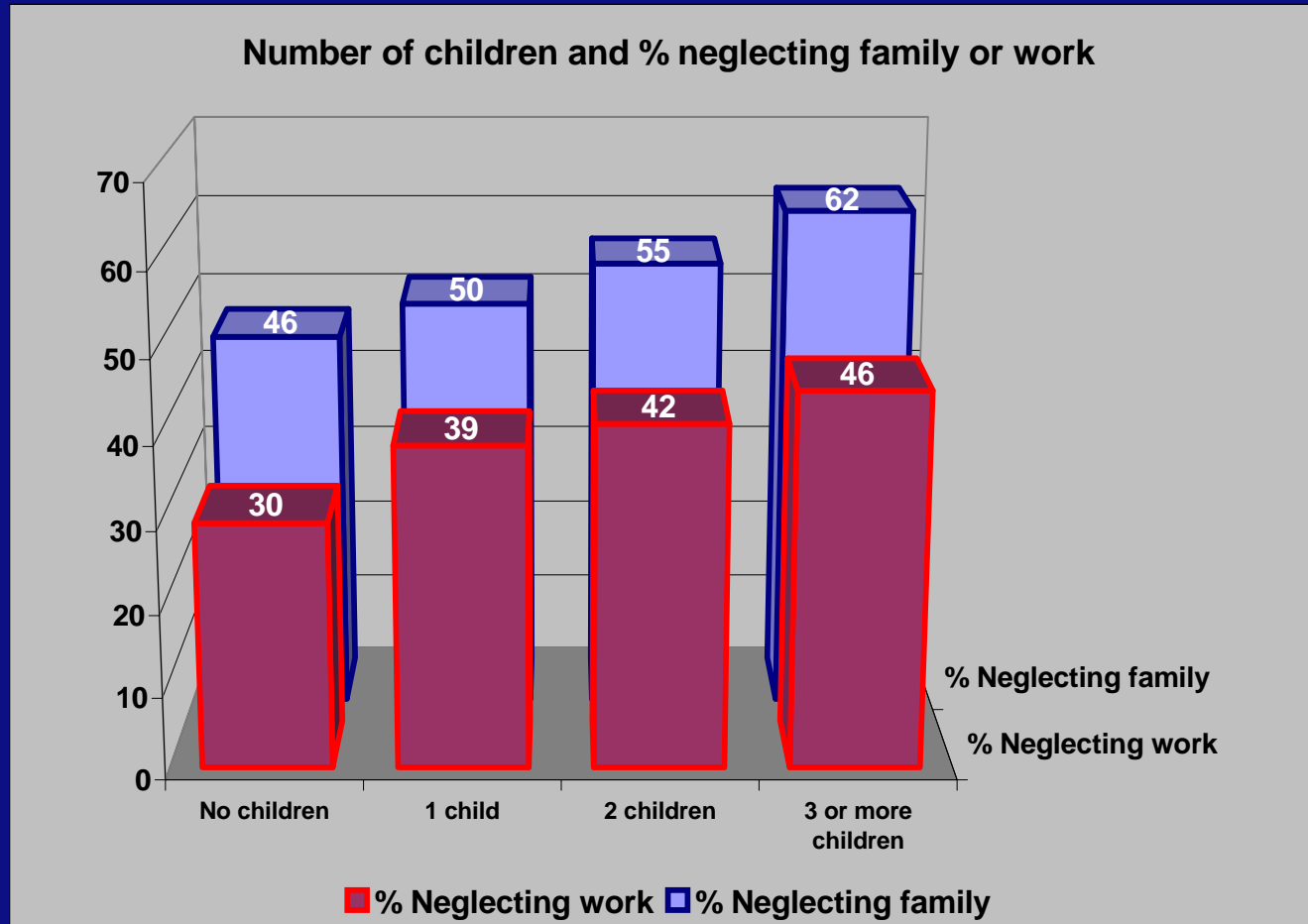
Combination of both perspectives



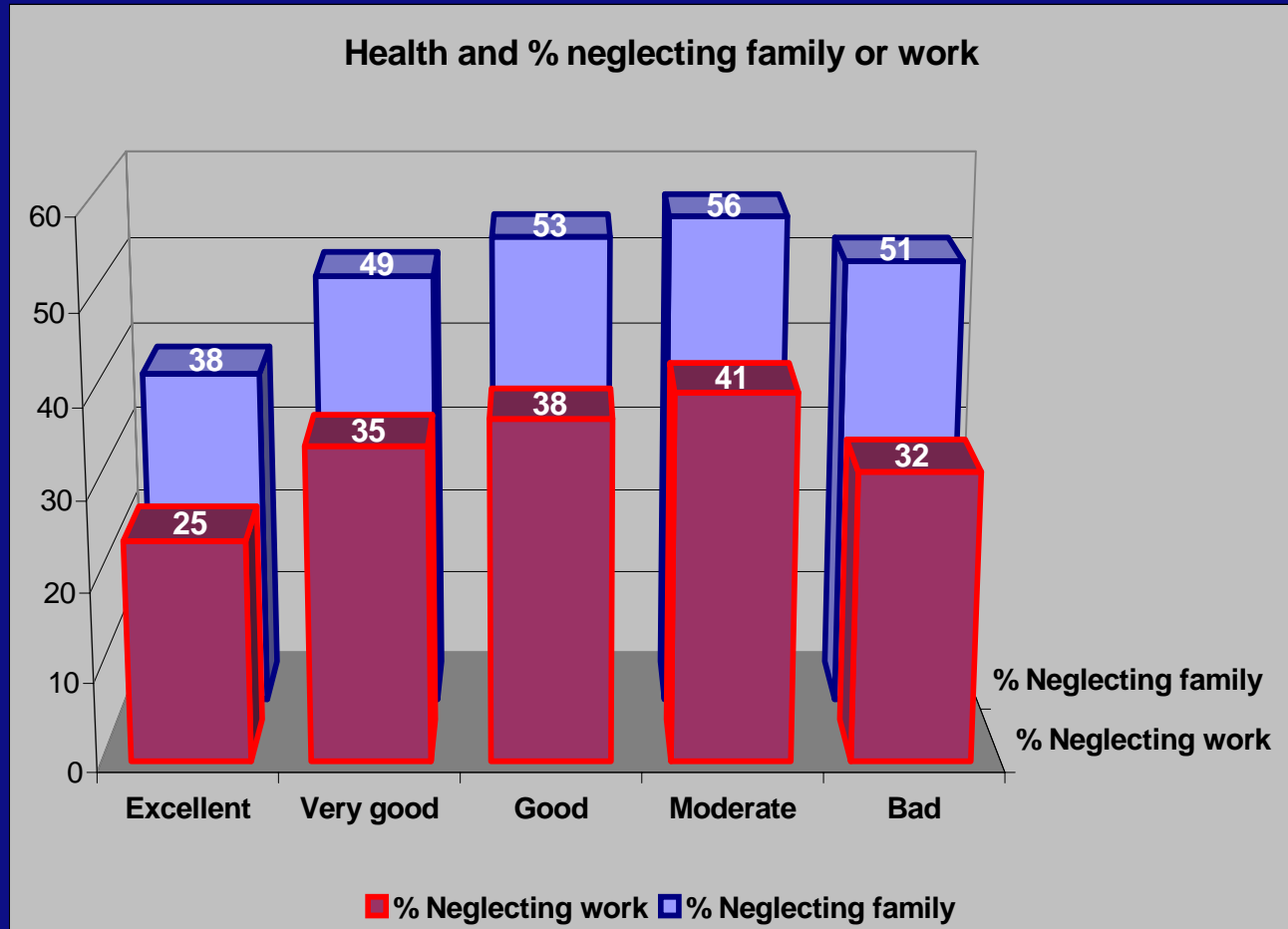
Impact of sex and age



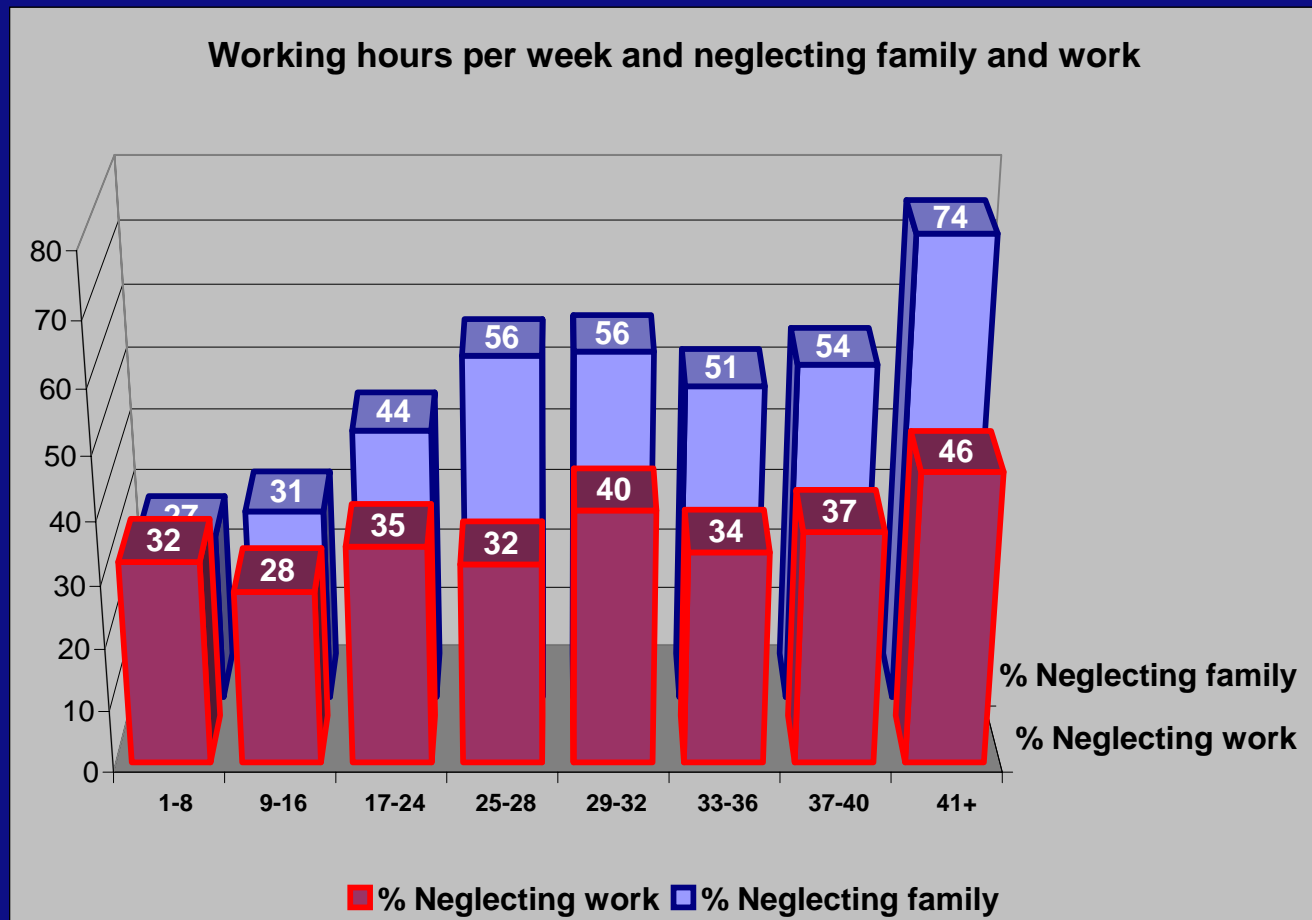
Impact of home situation



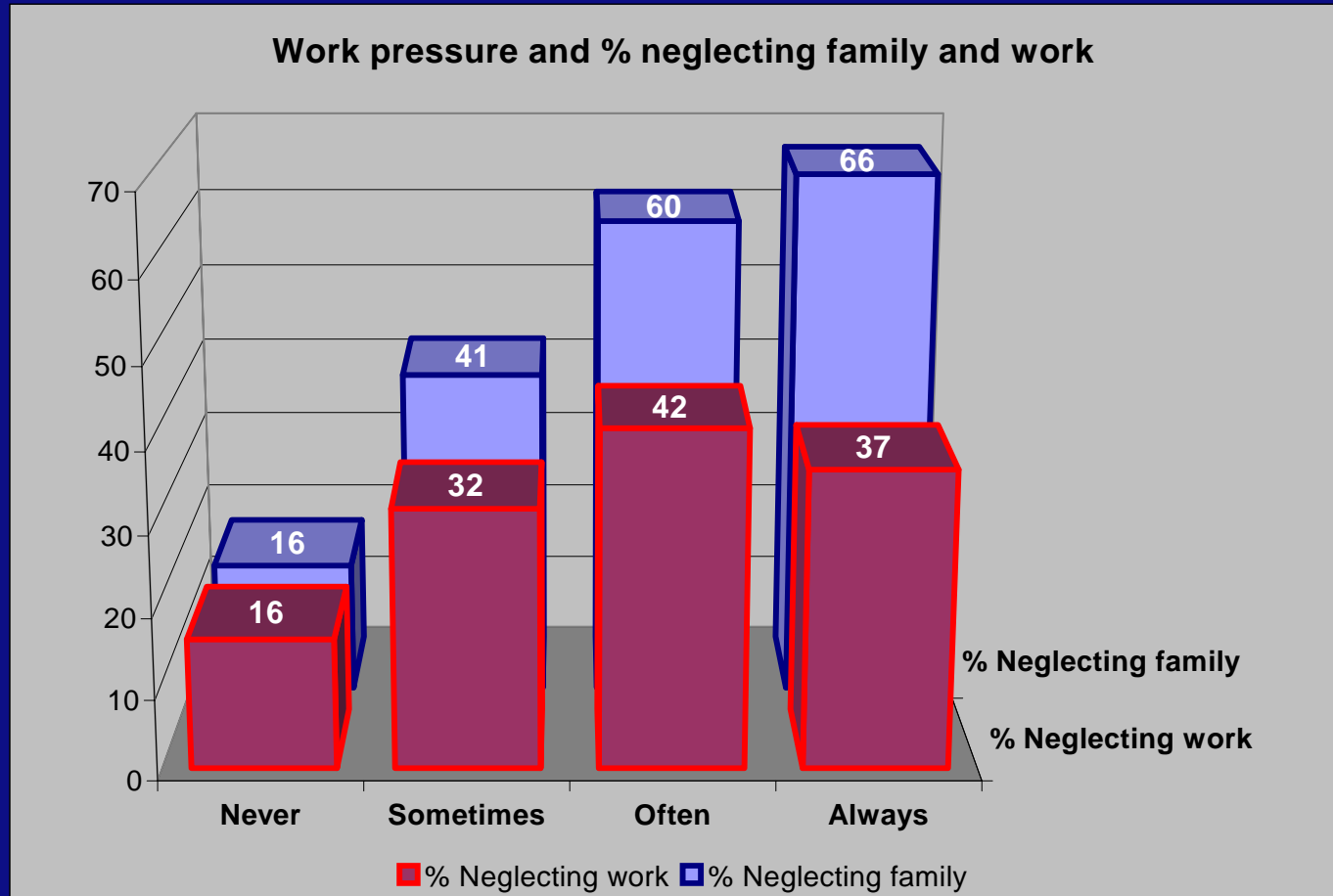
Impact of health



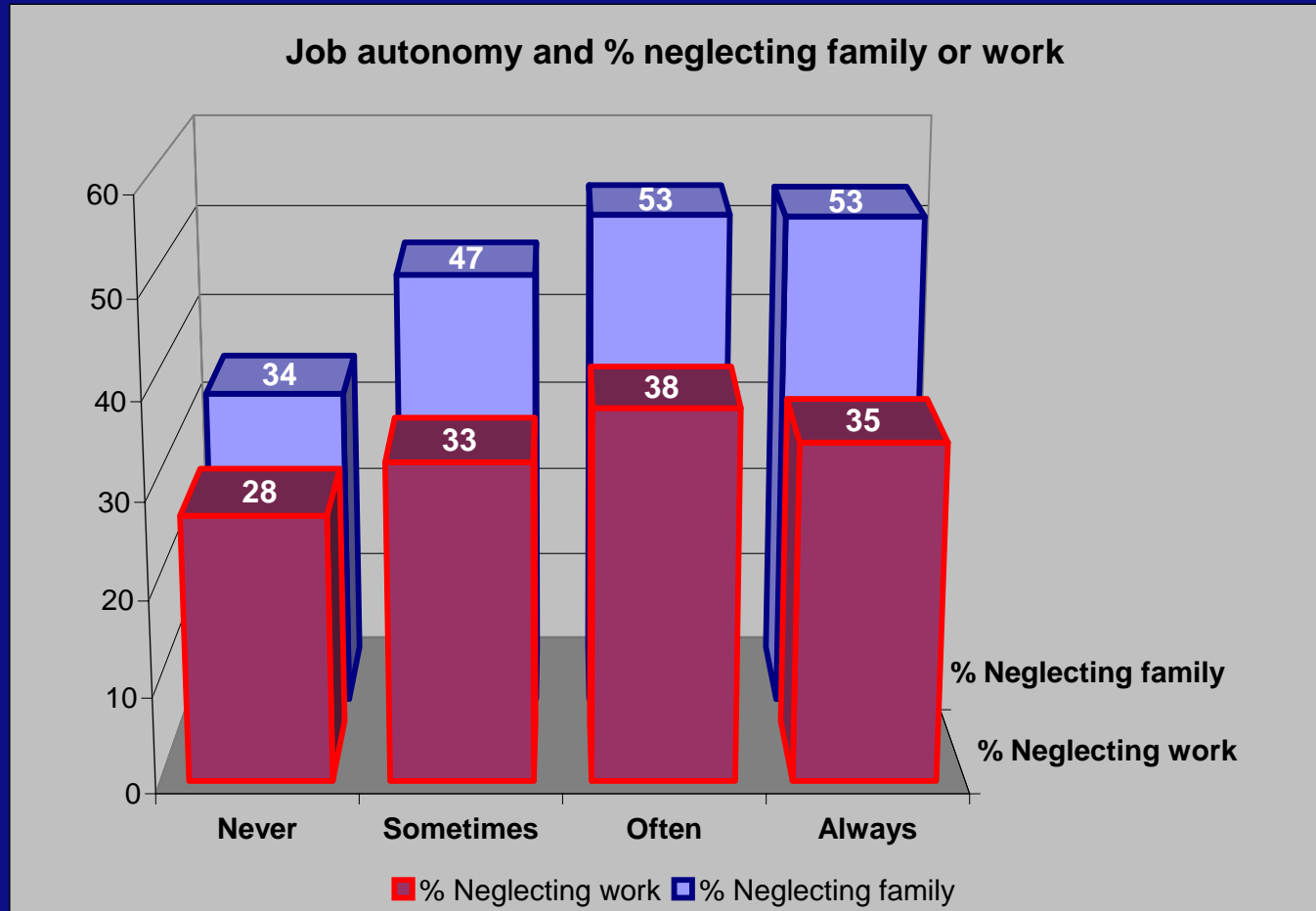
Impact of working hours



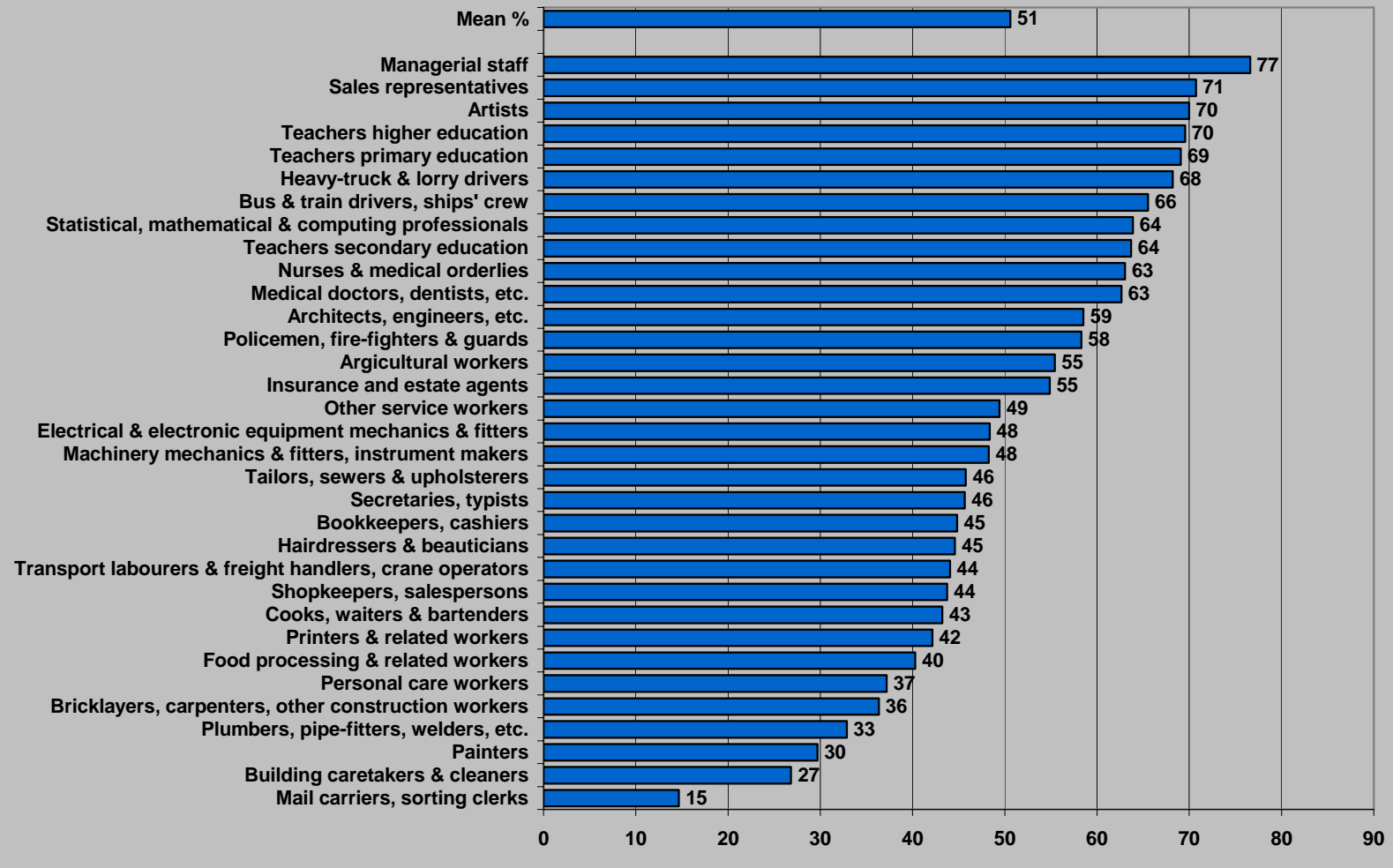
Impact of work pressure



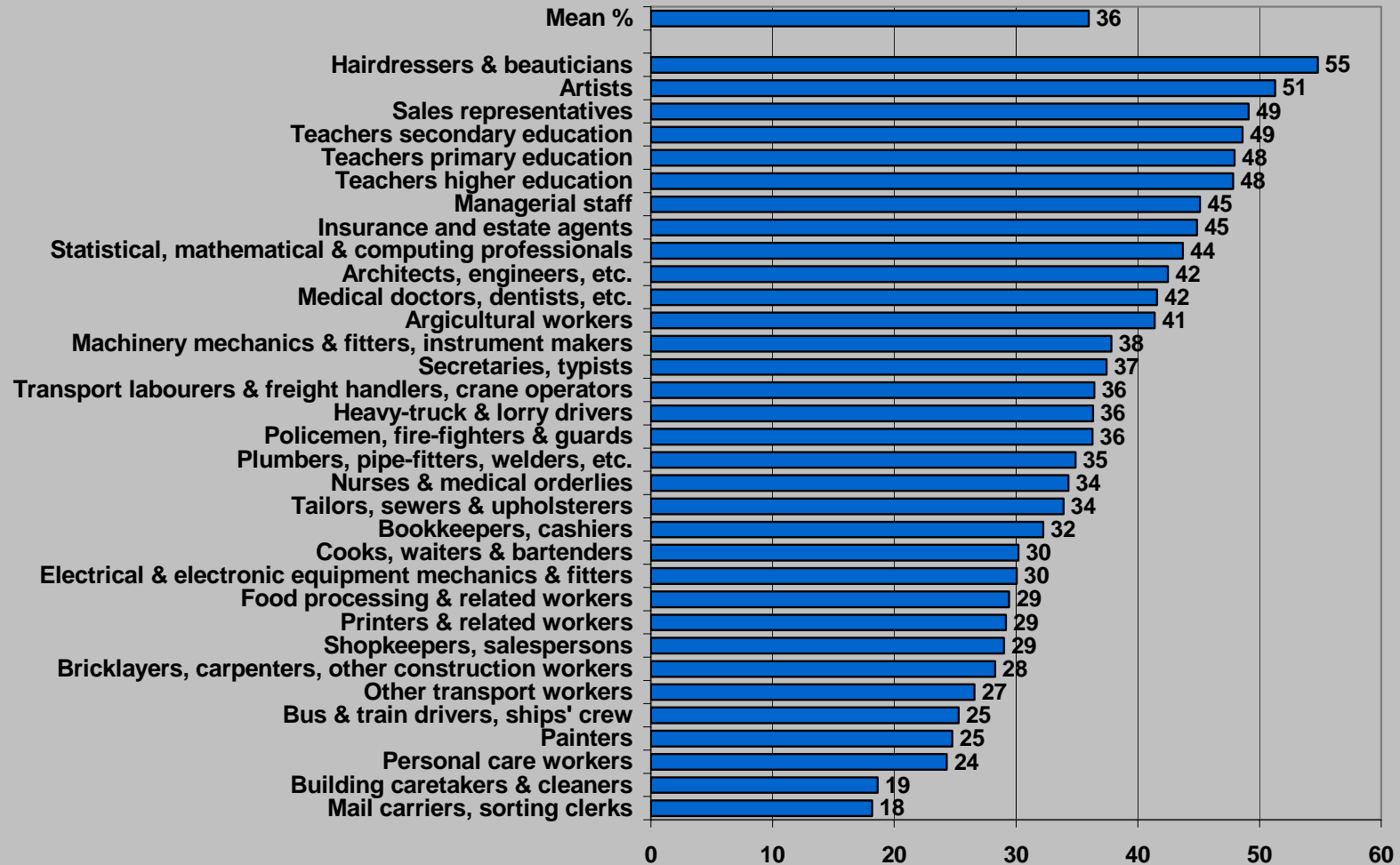
Impact of job autonomy



% Neglecting family, by professional group



% Neglecting work, by professional group



Conclusions 'Work-life balance'

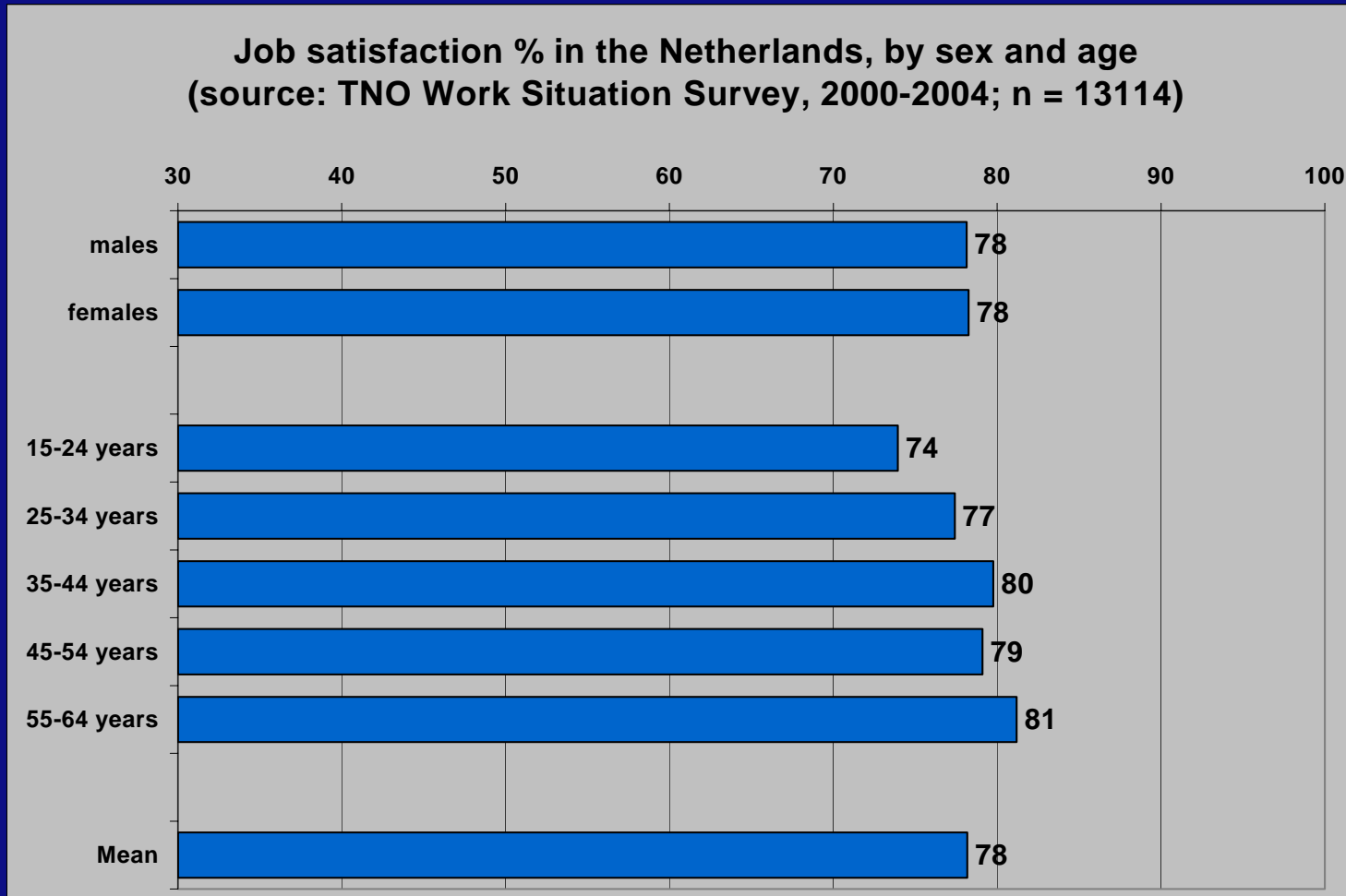
- Neglecting family: 50 %
- Neglecting work: 35 %
- No significant trends in 2000-2004
- Neglecting family and work is related ($r = .36$)
- Neglecting family and work have partly same 'causes':
 - male, 35-45 years old
 - a moderate/bad health
 - more children
 - higher educational level
 - higher managerial level
 - more working hours
 - more job autonomy
 - more work pressure

Thus: managers, teachers, drivers, artists, professionals

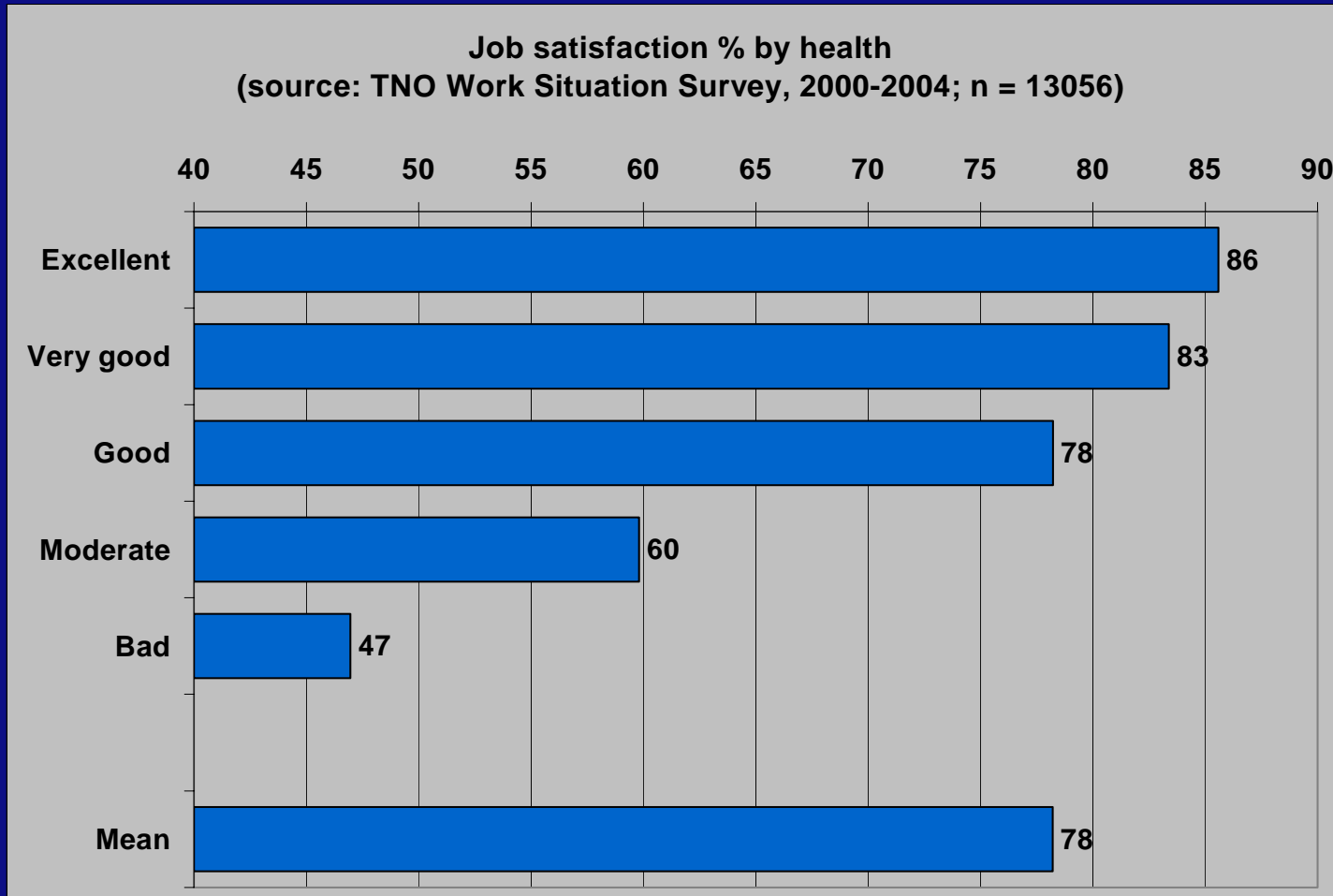
Trend in Job satisfaction in the NL



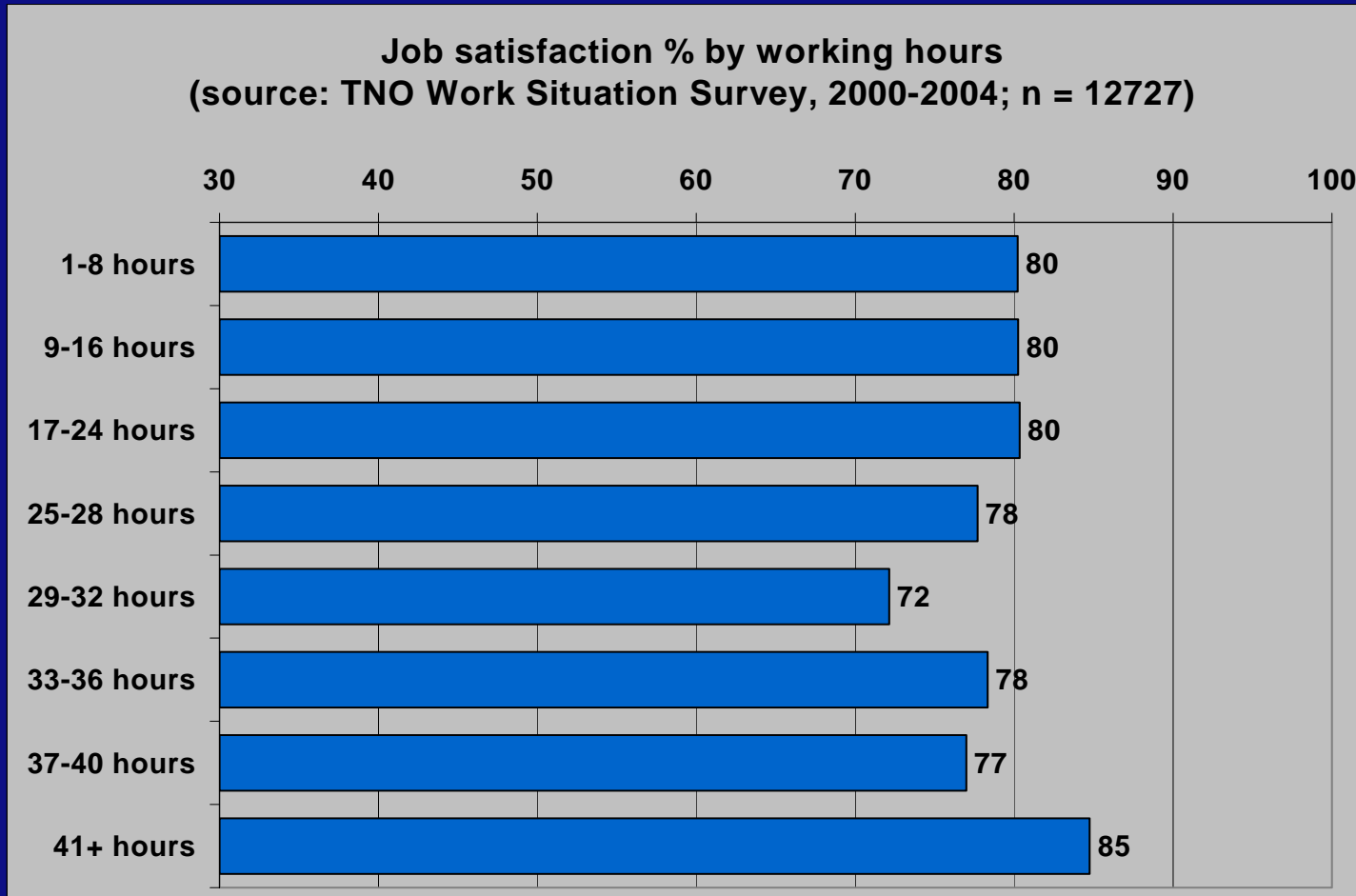
Impact of sex and age



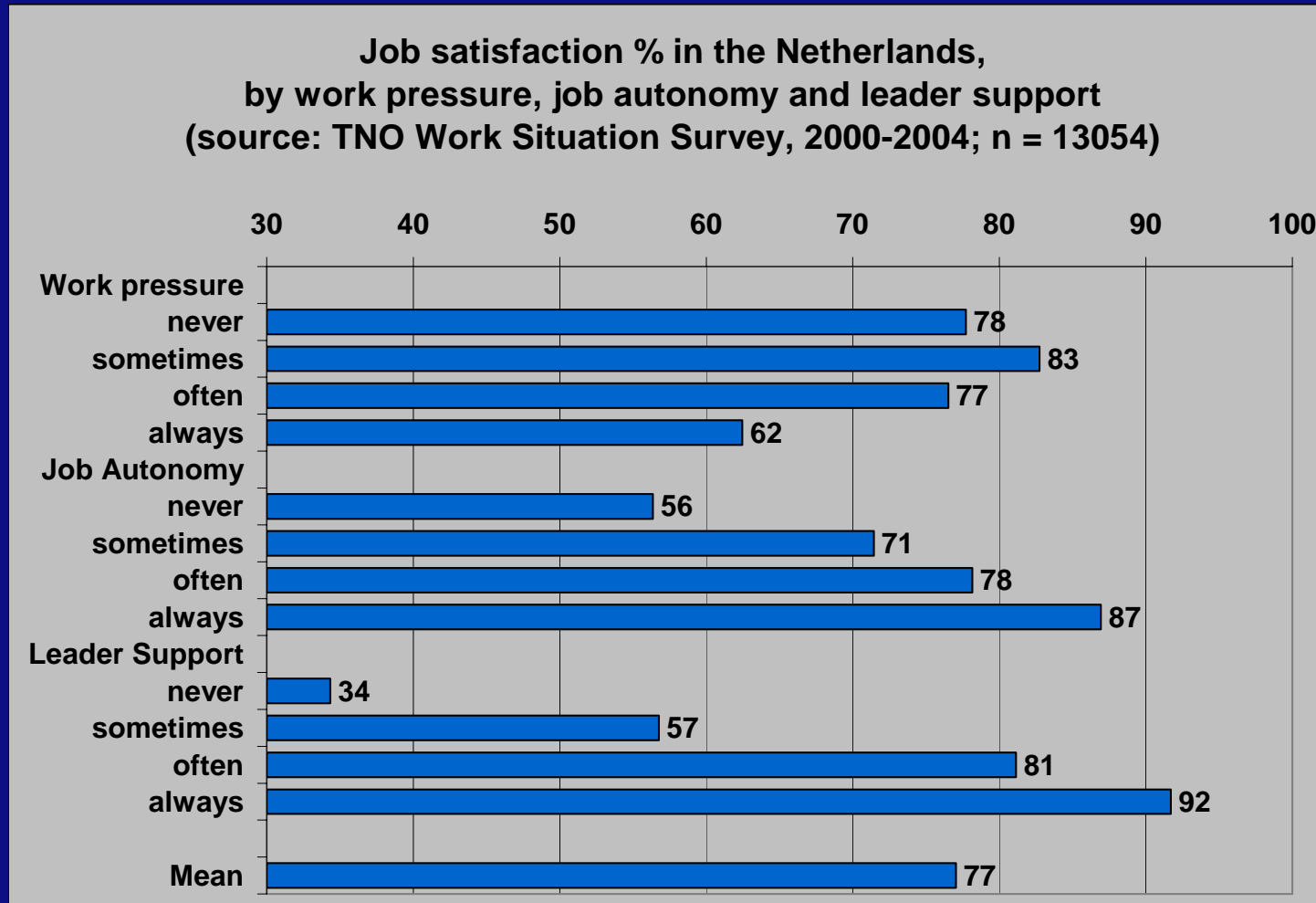
Impact of health



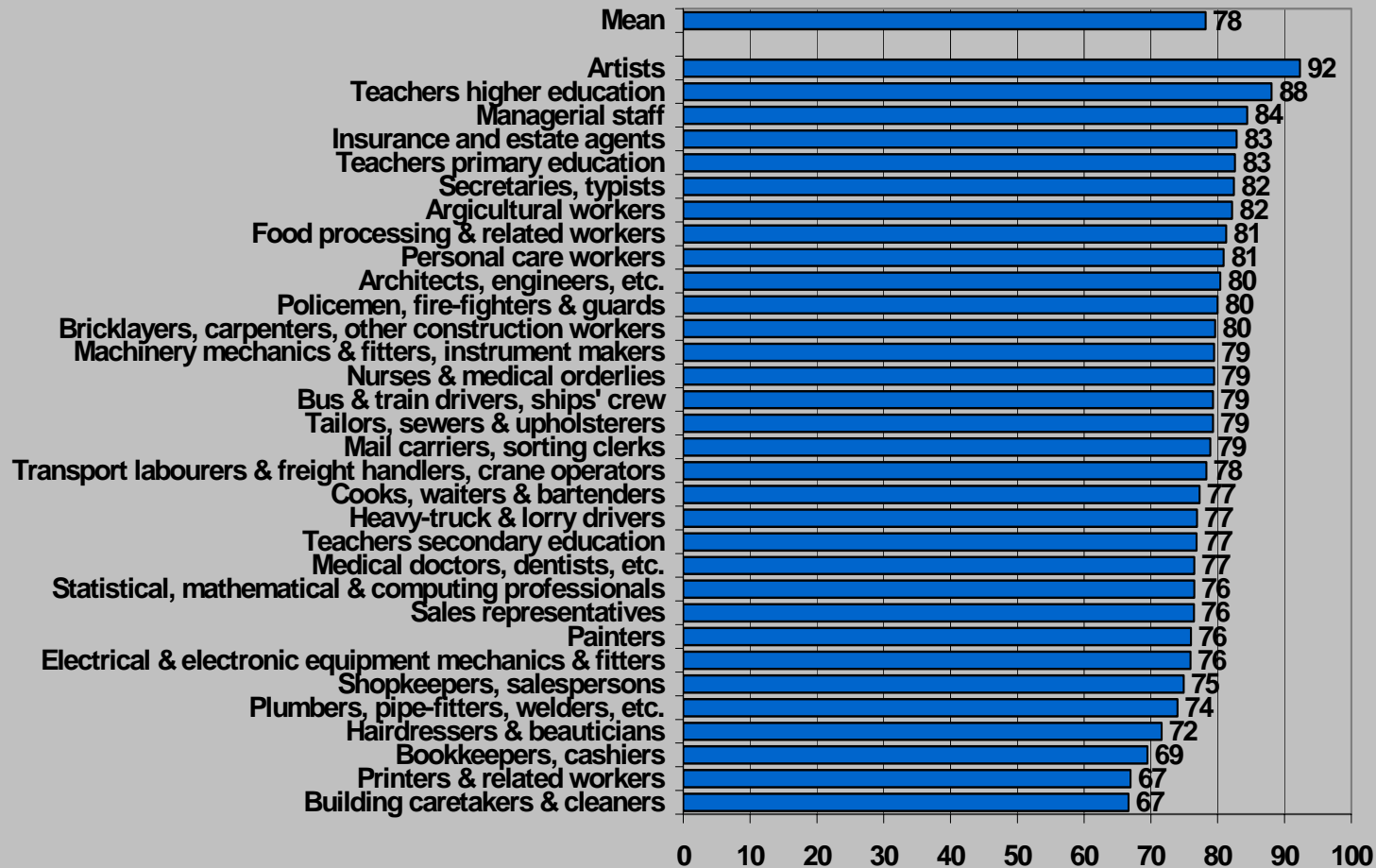
Impact of working hours



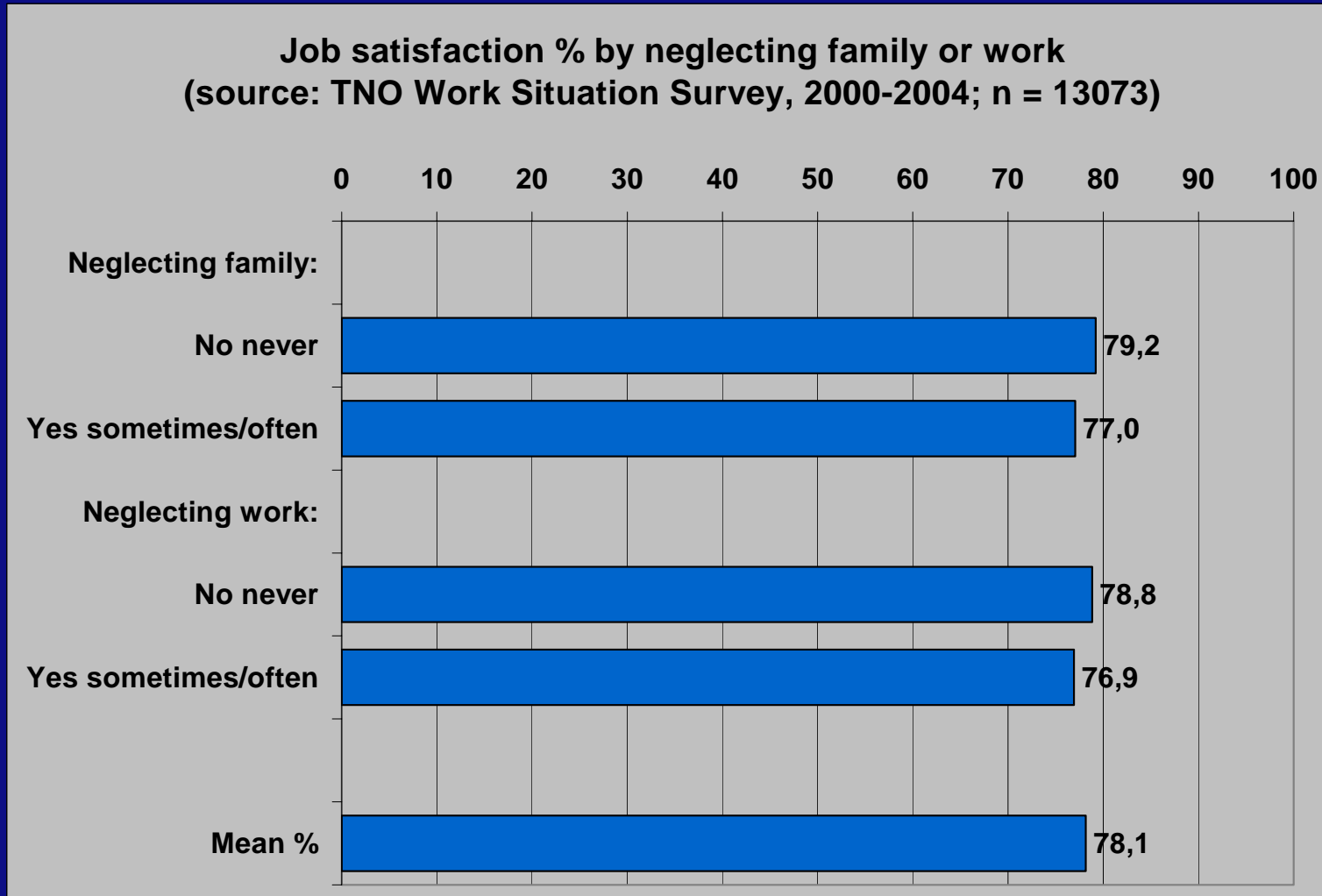
Impact of working conditions



Job satisfaction (% very satisfied / satisfied), by profession
(TNO Work Situation Survey, 2000-2004, n = 12846)



Relation Neglecting family/work & Job satisfaction



Conclusions 'Job satisfaction'

- About 75-80 % satisfied
- No significant trend 2000-2004
- Main determinants
 - Job autonomy
 - Work pressure
 - Job variety
 - Leader support
 - One's health
- High scoring professions: artists, professionals, managers
- Partly the same determinants as work-life balance
- But no relation with work-life balance in the Netherlands