

## Job Satisfaction Report

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## Job Satisfaction for Self-Employed versus Non-Self-Employed Individuals

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### Abstract

The purpose of this study will be to explore if there are differences in job satisfaction experienced by self-employed professionals versus hired professionals. Job satisfaction was measured with a mail survey containing "Job Involvement Scale". Job involvement is a form of work autonomy which leads to intrinsic job satisfaction. It was predicted that self-employed professionals have greater job satisfaction.

### Introduction

This study has been interpreted in various ways in previous studies. Peter Warr (1990) suggests that job satisfaction is one possible way of measuring job-related well-being. He used a structured model of emotions and moods: He used a 2-dimensional view of affective well-being. He suggests that there are associations with occupational level, age, job characteristics and affective well-being. In this large model, job satisfaction was divided into 2 categories: intrinsic satisfaction and extrinsic satisfaction. Warr noted that intrinsic satisfaction covaried with the depression-enthusiasm dimension. Variables that are very predictable on this dimension, were low/medium opportunity for skill use and task variety.

Kelloway and Barling (1991) proposed and evaluated a model of mental health in the workplace based on Warr's (1987) distinction between job-related and control-free mental health. "Job characteristics" - specifically, autonomy and feedback from coworkers - and "role stressors" - specifically, role ambiguity and conflict - affect the job-related affective well-being of work satisfaction.

Lorenz and Mortimer (1985) suggest that job involvement is associated with age and work autonomy, an intrinsic dimension.

In summary, job satisfaction is part of overall job-related well-being, where intrinsic satisfaction shows the most variation emotionally (Warr, 1990) largely defined by work autonomy. Work autonomy is predictable through opportunity and task variety (Warr, 1990) and other job characteristics - specifically, feedback from co-workers and role stressors (Kelloway and Barling, 1991) and by job involvement (Lorenz and Mortimer, 1985).

Given the amount of influences job characteristics and role stressors have on mental health of individual well-being, it may merit to study specific job designs. This study will see if a self-employed individual feels more job satisfaction, as there seems to be a greater opportunity for work autonomy in self-employed jobs; hence, greater job satisfaction. The purpose of this study is to determine if self-employed individuals have more job satisfaction than hired employees.

## Method

### Subjects

The subjects are a random sampling of Professional Engineers in Ontario with a restriction of equal number of males and females. Thirty will be self-employed engineers and 30 will be engineers hired by a firm. The subjects will be middle-aged because there is a variability of job involvement over the ages, with the most stable group being middle-aged (Lorence and Mortimer, 1985).

### Measurements

Job satisfaction will be measured using Lorence and Mortimer's (1985) "Job Involvement Scale" (see Appendix A). The range on this scale is from 8 (low job involvement) to 33 (high job involvement). The "Job Involvement Scale" is being used because it is easy to administer, and because it is a reflection of job satisfaction (Warr, 1990; Kelloway and Barling, 1991).

### Procedure

A mail survey will be sent to members of the Association of Professional Engineers. The questionnaire will contain the question, "Are you self-employed? Y/N" and the "Job Satisfaction Scale." A covering letter will be enclosed with the questionnaire, stating the significance of the research. A return envelope with stamp will also be enclosed to encourage response to the survey.

## Results

The t-test for independent groups will be used to compare the means of the 2 groups.  $\bar{x}_1$  "X bar 1" will be the mean of job involvement of self-employed individuals, and  $\bar{x}_2$  "X bar 2" will be the mean of job involvement of non-self-employed individuals. If the results are statistically significant, then this study would suggest that self-employed individuals have greater job satisfaction than non-self-employed individuals.

## Discussion

This study only measured job satisfaction using 1 variable, job involvement. As the introduction suggests, there are other characteristics which influence job satisfaction as well (Lorence and Mortimer, 1985; Warr, 1990; Kelloway and Barling, 1991).

Some individuals may feel job satisfaction within the job itself, but not overall job satisfaction because of a feeling of lost autonomy with respect to the market and economy. Again, the "job involvement scale" does not tap into the whole psychology of job satisfaction or dissatisfaction.

The limitations of this study are that the findings can only be generalized to middle-aged professionals.

Perhaps a large study with many demographics such as the ones cited in this study would better reflect if a self-employment job design has potential for increasing job satisfaction.

### References

Kelloway, E.K., & Barling, J. (1991). Job characteristics, role stress and mental health. Journal of Occupational Psychology, 64, 291-304.

Lorence, J., & Mortimer, J., (1985). Job involvement through the life course. American Sociological Review, 50, 618-638.

Warr, P. (1990). The measurement of well-being and other aspects of mental health. Journal of Occupational Psychology, 63, 193-210.

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### Appendix A

#### Lorence and Mortimer's (1985) "Job Involvement Scale"

- 1) How often do you do some extra work for your job which isn't required of you? Would you say you do this:  
Often (4) , Sometimes (3) , Rarely (2) , or Never (1) ?
  - 2) On most days of your job, how often does time seem to drag on for you -  
Often (1), Sometimes (2) , Rarely (3) , or Never (4)?
  - 3) Some people are completely involved in their job - they are absorbed by it night and day. For other people, their job is simply one of several interests. How involved do you feel in you job  
Very little (1) , Slightly (2) , Moderately (3) , or Strongly involved (4) ?
  - 4) How much effort do you put into your job beyond what is required -  
A lot (4) , Some (3) , Only a little (2) , or None (1) ?
  - 5) On most days of your job, how often does time seem to drag on for you -  
Often (1), Sometimes (2) , Rarely (3) , or Never (4)?
  - 6) How often do you think about your job when you're doing something else -  
Often (4), Sometimes (3) , Rarely (2), or Never (1)?
  - 7) My main satisfaction id life comes from work -  
Strongly disagree (1) , Disagree (2) , Agree (3) , Strongly agree (4)
  - 8) How much do you agree or disagree that the most important things that happen to you involve your job?  
Strongly agree (1) , Disagree (2) , Neither agree or disagree (3), Agree (4) , Strongly agree (5).
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