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WORK FROM HOME SURVEY

Job Satisfaction and Working from Home ir Romania, before and during Covid-19

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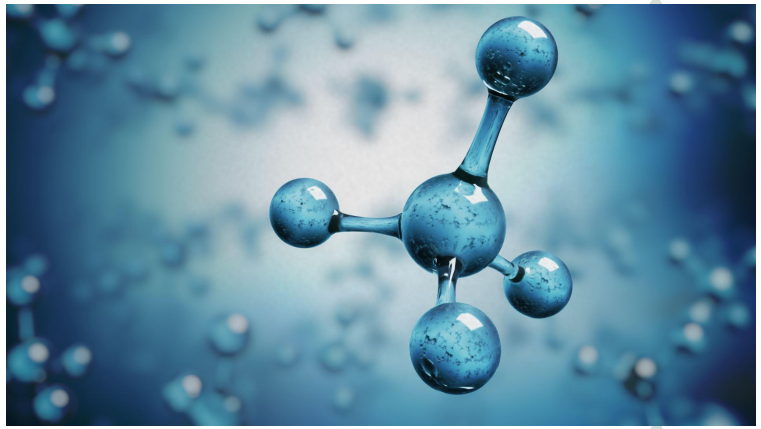

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Research Background

- Explore the **job satisfaction of those working-from-home in relation to work-life boundaries**, before and during the quarantine period, in a country that just started to experiment remote working.
- Based on a Romanian longitudinal data (two waves of data colletion), which enables to see through comparisons **if job satisfaction was conditioned by pre-pandemic patterns of working** (from home/ office).
- It brings new insights regarding the **subjective work-related well-being** about how **people working (also) from home** succeeded to **balance their personal and professional lives**.

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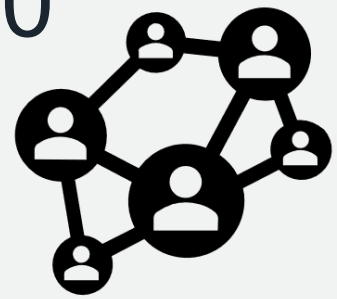
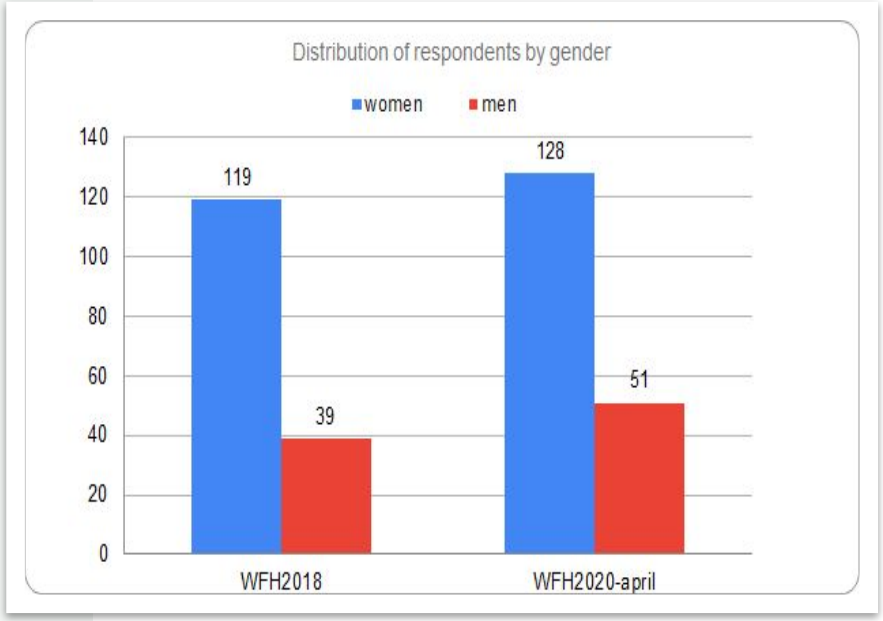
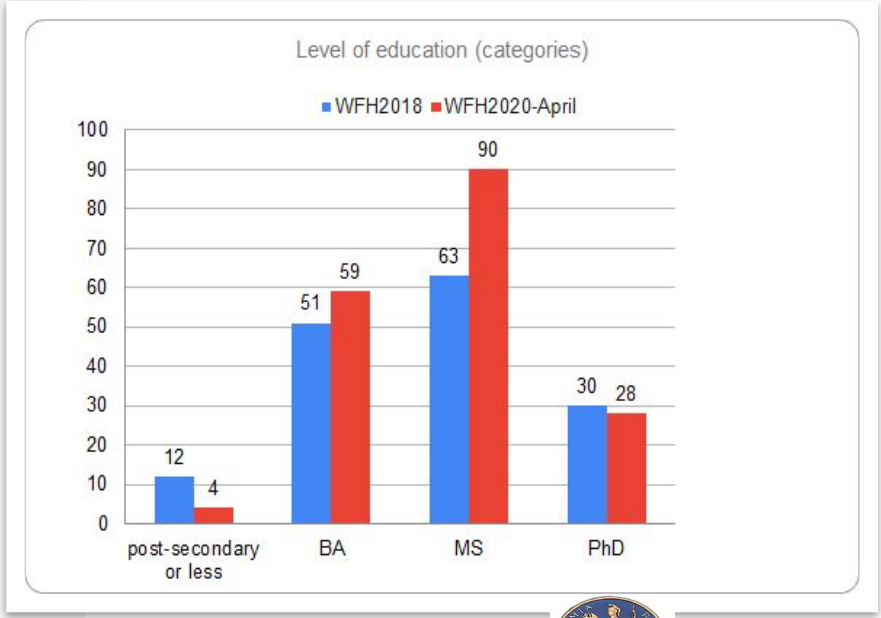
Short story about WFH2.0



- **web survey two waves** (2018 and 2020):
  - N WFH2018 = 158, N photos WFH2018 = 57;
  - N WFH2020 = 181; N photos WFH2020 = 121.
- Independent **convenience samples (not panel, not probabilistic):**
  -Snowballing techniques, via social media (Facebook)
  -Completely anonymised answers.
  - Tend to be higher educated, also feminized.
  - Knowledge workers (academics, finance, IT, etc)
- Therefore, results cannot be generalised to the entire population, but it **can be examined the differences between types of respondents** and **relationships between variables**.





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Theory and concepts

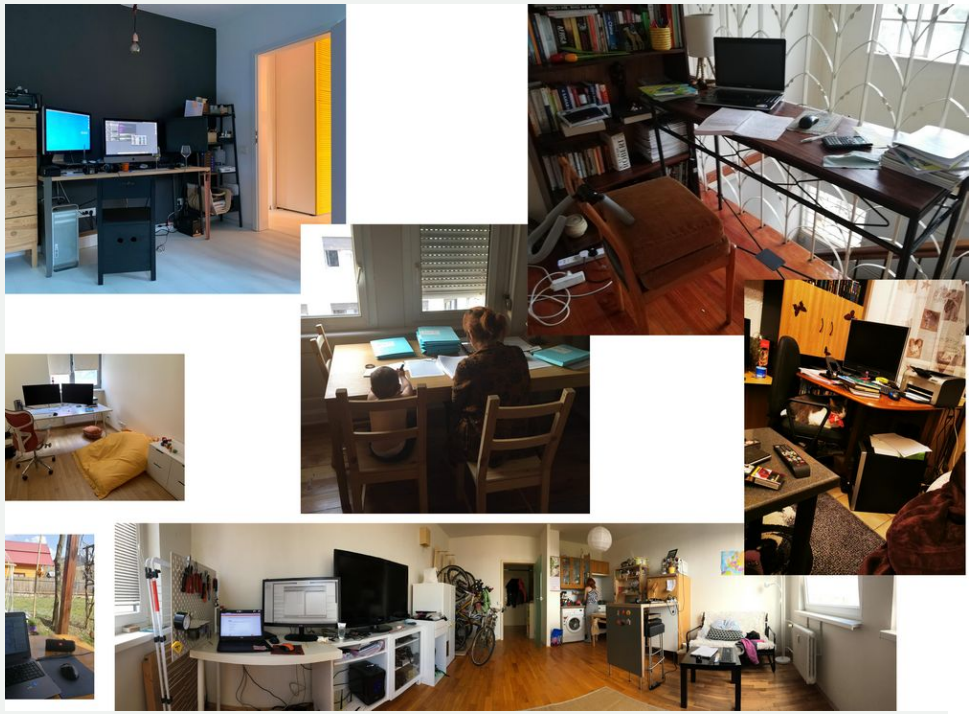
- A focus on the positive effects of HBW and WLB - **increasing perception of work-related well-being among teleworkers**. (Aguilera et al. 2016; Morganson et al. 2010; Maruyama et al. 2009; Hilbrecht et al. 2008; Hislop and Axtell 2007,2009; Crosbie and Moore 2004; Sullivan and Lewis 2001).
- **Home-based job satisfaction sources** - positively related to **individuals WLB and subjective well-being** (Caillier, 2012; Virick, DaSilva, and Arrington, 2010; Golden and Veiga, 2005; Van Horn et.al. 2004; Diener, Oishi, Lucas, 2003); and connects job satisfaction to **various job outcomes** including income or worked hours.
- The **effects of the pandemic** are expected **to change** the way people relate to their **WLB**.

For e.g., COVID-19 pandemic raises questions on whether the number of worked hours could produce an effect on job satisfaction, due to the stress brought to WLB.

Methodology

- I measured **job satisfaction as an overall indicator for work-related well-being**, in line with previous studies on the impact of home-based work (HBW) on work-life balance (WLB).
- Job satisfaction was measured on 10-points scale, asking for “How satisfied are with your job?”.
- Special attention was paid to interaction effects of various predictors which could have different effects being analysed comparatively before and during the pandemic.
- As methods, I used multilevel regression analysis (STATA), with different functions of model estimates, by dependent variable with controlling for the effects of age, gender, education, number of children and percentage of hours worked from home in total working hours - to test alternative hypotheses for the presence of **either positive or negative effects** of all the factors considered.
- **What changes can be observed comparing with the pre-pandemic times and how to disentangle factors that differentiate between 2018 and 2020 respondents?**

WfH Job Satisfaction - hypotheses



During the COVID-19 pandemic time, when WFH was a forced experience, the level of job satisfaction will gradually decrease depending on the duration of exposure to telework, measured by total number of hours worked from home.

Job satisfaction during lockdown to have various effects among teleworkers through interaction with other independent variables such as age, marital status, and the number of dependent children in the household.

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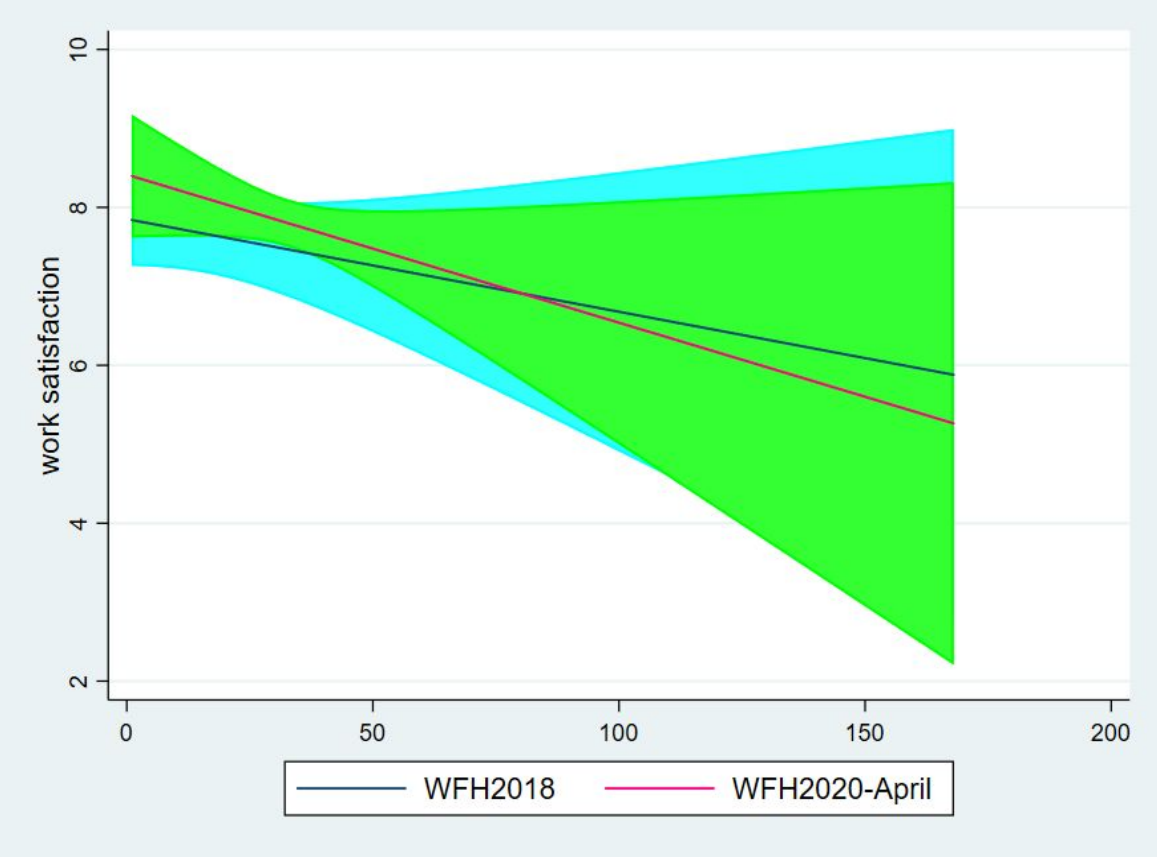
WfH Job Satisfaction

Marginal effects of weekly hours worked from home on job satisfaction before and during COVID-19 pandemic

The number of weekly worked hours increases job satisfaction in all models and is significant in half of them.

The job satisfaction of those working from home occasionally, increases depending on weekly working hours (the more they have to work, the higher their job satisfaction).

But after exceeding 40 working hours per week - lead to a decrease in job satisfaction by .4 points.



*Results are based on model 3

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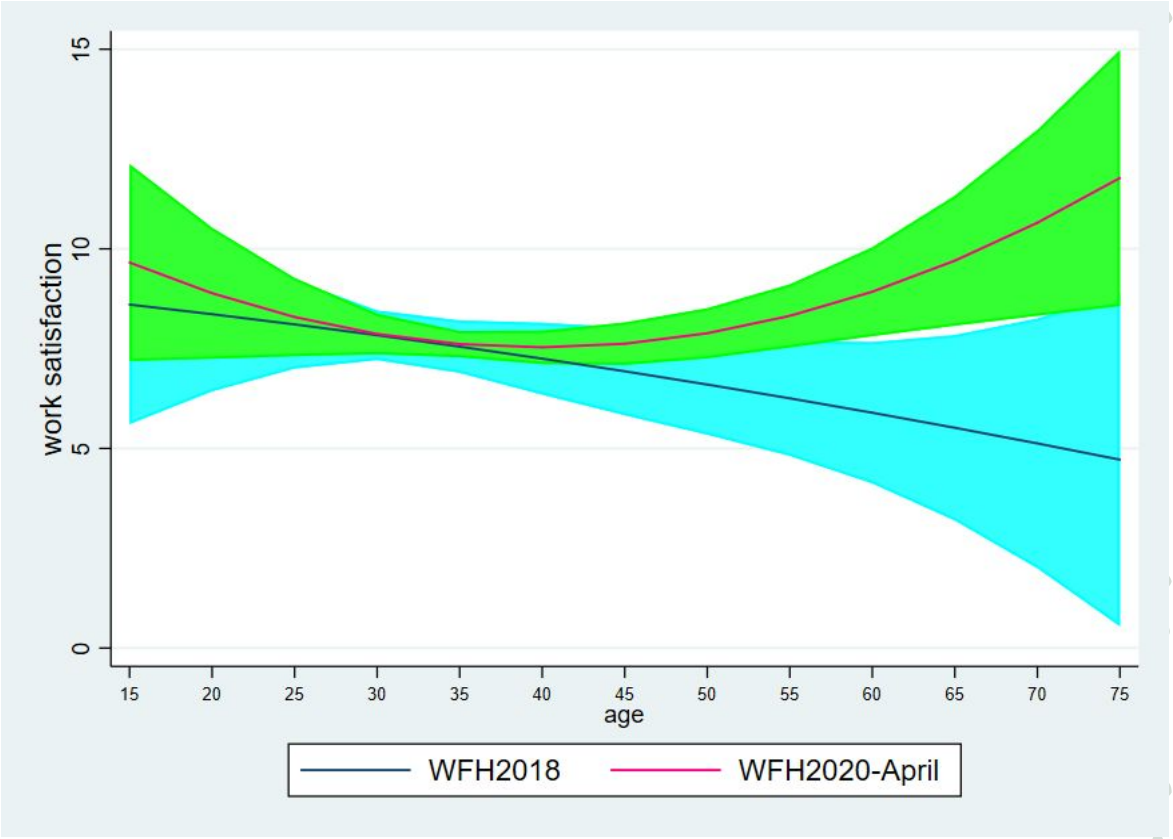
WfH Job Satisfaction

Marginal effects of age on job satisfaction before and during COVID-19 pandemic

Before the pandemic job satisfaction of those who worked from home decreased with age.

Instead, during quarantine, satisfaction with work increases exponentially for people over 40 years.

Before the pandemic, less educated ones were more satisfied working from home.



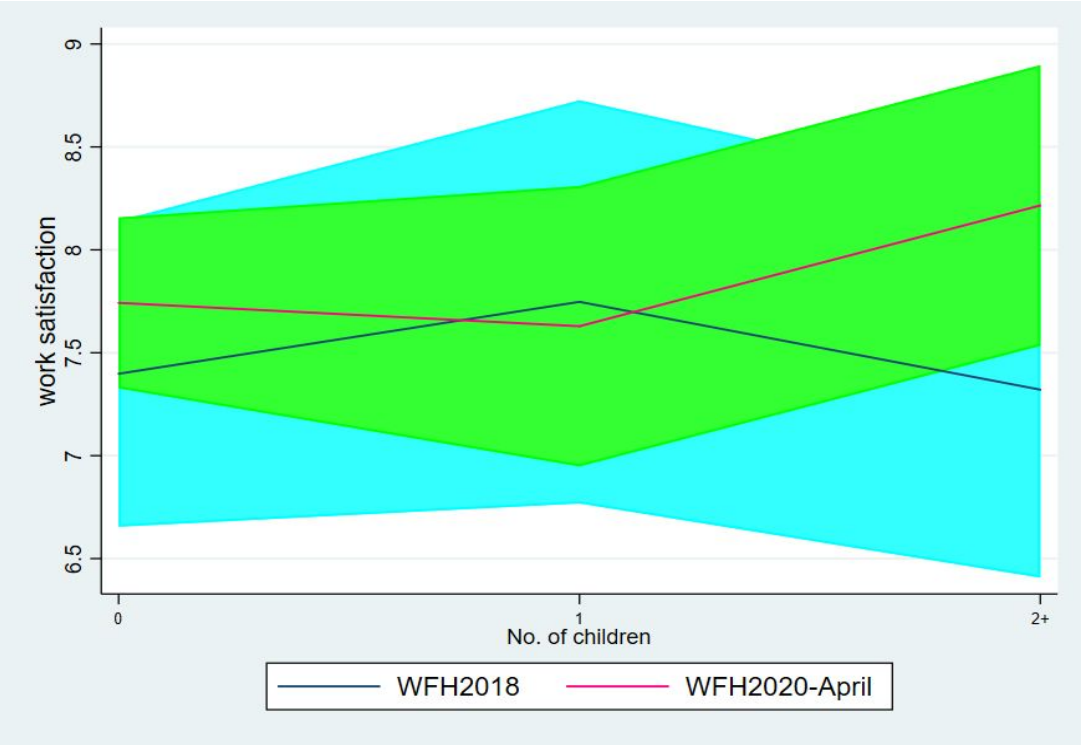
*Results are based on regression models

WfH Job Satisfaction

Marginal effects of Children` Number on Job Satisfaction before and during COVID-19 pandemic

Having children was not a game changer with respect to job satisfaction during the pandemic.

Only in one model, having more children leads to a 0.96 points higher job satisfaction, - children are a resource both for increasing the job satisfaction and WLB.



*Results are based on model 4

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Conclusions & Discussions

Framework of positive/ negative outcomes on job satisfaction among home-based teleworkers:

Indicators	Models that include only the 2020 sample	Models that include both 2020 and 2018
Age	+ (‹25 y.o)	+ (‹25;›40 y.o) – (›25-‹40y.o)
Gender (Woman)	-	No effects
Education (Tertiary)	-	-
Marital status (being in a couple)	+	No effects
2+children	No effects	+
Weekly hours worked from home	+	+/- (over 40 hours)
Household size	-	No effects
Having dedicated WFH space	+	Not included

Overall findings showed that a major effect caused by COVID-19 crisis **sharpened social inequalities** and increased the likelihood of **gender disparities**. According to all models measuring job satisfaction, being a woman had a negative impact, which could mean that women experienced a disproportionate impact of WFH.

*Results based on regression models from WFH 2018/2020 survey

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Thank you!

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Descriptive statistics for variables used in the analyses

Variable	Min	Max	Mean 2018	Mean 2020
Job satisfaction	1	10	7.51	7.57
Income (euro)	0	15000	1031.9	1618.8
Gender (female=1)	0	1	75%	71%
Education level				
post-secondary or less	0	1	7.7%	2.2%
BA	0	1	32.7%	32.6%
MS	0	1	40.4%	49.7%
PhD	0	1	19.2	15.5%
Marital status				
Single	0	1	24%	26.7%
Married	0	1	46.2%	45.5%
Partnership	0	1	20.2%	21.6%
Divorced/Separated/Widow	0	1	9.5%	6.1%
No of children	0	2	0.6	0.5
Age	20	79	35.1	36.0
Weekly hours worked	1	168	45.4	36.5
Weekly hours worked from home	1	168	26.2	34.7
Household size	0	8	2.59	2.42
Weekly hours worked before COVID-19	0	90	-	37.1
Dedicated working spaces	0	1	81%	85%

*WFH 2018/2020 database

** Data are based on respondents' raw responses that may reflect their under / over estimates. To avoid reporting errors I used the data exactly as it was collected.

Regression models of Job satisfaction

	(1)	(2)	(3)	(4)	(5)	(6)
Income Euro	0.00	0.00	0.00	0.00	0.00	0.00
Woman	-0.33	-0.33	-0.32	-0.37	-0.62^{+}	-0.78*
Education: BA:	-2.08***	-1.66*	-2.00***	-2.13***	-2.33***	-2.59***
Education: MS	-2.57***	-1.60*	-2.46***	-2.53***	-2.93***	-3.22***
Education: PhD	-1.92***	-1.08	-1.92***	-2.01**	-2.44***	-2.58***
Married	0.29	0.12	0.16	0.36	0.72	0.80^{+}
Partnership	0.22	0.14	0.20	0.25	0.76	0.89^{+}
Divorced/Separated/Widow	-0.21	-0.31	-0.26	-0.35	0.24	0.44
One child	-0.03	0.01	0.35	0.45	0.03	0.08
2+ children	0.31	0.36	-0.08	0.96^{+}	0.78	0.91
Age:	-0.24	-0.01	-0.01	-0.04	-0.33^{+}	-0.39*
Age Squared	0.00			-0.00	0.00*	0.00*
Lives in RO/Md	0.43	0.39	0.42	0.33	0.01	0.03
Weekly hours worked	0.02^{+}	0.01	0.01	0.01	0.04^{+}	0.05*
WFH2020-April	0.56	1.17^{+}	0.34	3.76		
Weekly hours worked from home	-0.01	-0.01	-0.02	-0.01	-0.01	-0.01
WFH2020-April # weekly hours worked from home	-0.01					
WFH2020-April # BA		-0.48				
WFH2020-April # MS		-1.20				
WFH2020-April # PhD		-1.19				
Weekly hours worked from home squared		0.00	0.00	0.00	-0.00	-0.00
WFH2020-April # one			-0.46			
WFH2020-April # 2+			0.55			
WFH2020-April #Age				-0.24		
WFH2020-April #Age squared				0.00^{+}		
Household size				-0.35^{+}	-0.30	-0.24
[Weekly hours worked] [Before pandemic]					-0.04*	-0.04*
Dedicated working space						0.73^{+}
Constant	13.66***	8.85***	9.28***	11.62**	17.15***	18.31***
Observations	155	155	155	154	109	106

$^{+}p < 0.10$, $^{*}p < 0.05$, $^{**}p < 0.01$, $^{***}p < 0.001$