

WORK SATISFACTION OF NON-STANDARD EMPLOYED IN RUSSIA

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Abstract

Functioning of the labor market is accompanied by the emergence of various socio-economic phenomena, one of which is non-standard employment. Standard employment is commonly understood as employment in a full working day on the basis of indefinite employment contract in the enterprise or organization under the direct supervision of the employer or persons appointed by the employer. All forms of employment deviating from it, may be regarded as non-standard. Non-standard employment is divided into partial, temporary, impermanent, incomplete, secondary employment, over employment, self-employment, contingent employment, remote employment, etc.

Traditionally, non-standard employment is viewed as detrimental for the most vulnerable groups in the labor market. At the same time, it is proved that in periods of economic recession non-standard employment can smooth the possible increase of unemployment, and in periods of economic growth is the source of labor for standard jobs. On the other hand, choosing the option of non-standard employment, the employee can better meet his needs in comparison with standard employment.

In this connection it is interesting to analyze job satisfaction of non-standard workers. The evaluation was based on the data of the Russian Longitudinal Monitoring Survey in 2015.

Key words: non-standard employment, work satisfaction, labor relations.

JEL Code: J21, J28

Introduction

As it is known, job satisfaction is a subjective evaluation indicator of how employee's needs at work are satisfied. There is no unanimous opinion about what should be the level of satisfaction. A number of researches indicate that dissatisfied employees show greater levels of activity in comparison with satisfied (Magun, 1983). In other studies, on the contrary, it is revealed that high satisfaction leads to high productivity (Magun, 1983). But in any case, the satisfaction shows how the work meets the expectations and needs of employees (Freeman, 1979, Hamermesh, 2001, Kharchenko, 2009).

Non-standard employment at the present time in Russia is widely spread. Estimates of 2015 in Russia (RLMS, 24 wave) showed that the share of non-standard workers made up 59,2%, i.e. the majority of the employment is precarious-employed. It is therefore interesting to compare the satisfaction of needs in the labor of standard employed and non-standard employed workers (the similar studies - Temnitsky, Bessokirnaya, 1999, Smirnykh, 2009, Kozina, 2013).

1 Research

The identification of socio-demographic characteristics of non-standard workers and assessment of the level of job satisfaction was based on RLMS data for 2015 (wave 24). As the criteria for "non-standard employment" there was selected the time worked by an employee.

All workers (working at the moment of the survey) were divided into 12 groups: one control group (employed 40 hours per week without additional employment) and 11 groups of non-standard workers (in others studies, e.g. Buddelmeyer, McVicar, and Wooden, 2015, were divided into 30 groups: one control group (employed 35 - 45 hours per week without additional employment) and 29 groups of non-standard workers). The distribution of the working groups is presented in table 1.

Tab. 1: The distribution of employed workers by groups depending on the hours of employment per week, people

Number of group	Groups of employees	Frequency	Percentage	Percentage among non-standard employed
1	underemployed (less than 35 hours per week)	475	9,8	16,6%
2	standard employed (40 hours per week)	1972	40,8	-
3	overemployed (over 40 hours per week)	2101	43,5	73,5%
4	standard employed with secondary employment	66	1,4	2,3%
5	underemployed with secondary employment	41	0,8	1,4%
6	overemployed with secondary employment	65	1,3	2,3%
7	underemployed with perquisite	14	0,3	0,5%
8	underemployed with secondary employment and perquisite	8	0,2	0,3%
9	standard employed with perquisite	30	0,6	1,0%
10	standard employed secondary employment and perquisite	10	0,2	0,3%
11	overemployed with perquisite	43	0,9	1,5%
12	overemployed with secondary employment and perquisite	5	0,1	0,2%
	Total	4830	100,0	

Source: authors

As can be seen from table 1, the control group accounted for 40,8% of all employment, the highest proportion (43,5%) is the group of overemployed workers who do not have secondary employment and perquisite. This group dominates among all non-standard workers (73,5%). In this regard, it is necessary to pay attention to the fact that selected groups of non-standard workers vary greatly in size. So the first and third groups together account for 90,1% of all non-standard workers.

Let's consider the socio-demographic characteristics of the selected groups (table 2).

Tab. 2: Socio-demographic characteristics of selected groups of employees

Number of group	Groups of employees	Typical gender*	Average age**	Years of education***	Median income ****
1	underemployed (less than 35 hours per week)	Female (77,3%)	45	12,4	18200
2	standard employed (40 hours per week)	-	42	12,4	24650
3	overemployed (over 40 hours per week)	-	41	11,6	22000
4	standard employed with secondary employment	Female (60,6%)	41	12,8	32600
5	underemployed with secondary employment	Female (85,4%)	44	12,3	27550
6	overemployed with secondary employment	-	40	12,5	30000
7	underemployed with perquisite	Female (100%)	37	11,7	15543
8	underemployed with secondary employment and perquisite	Female (87,5%)	46	14,4	36000
9	standard employed with perquisite	Male (66,7%)	40	12,1	23000
10	standard employed secondary employment and perquisite	Female (70%)	47	11,8	30250
11	overemployed with perquisite	Male (62,8%)	36	11,7	27000
12	overemployed with secondary employment and perquisite	Female (80%)	46	11,4	41000

Source: authors

* - Cramer's $V^1 = 0,223$, $p = 0,000$, ** - F-criterion² = 5,783, $p = 0,000$, *** - F-criterion = 14,001, $p = 0,000$, **** - F-criterion = 5,094, $p = 0,000$.

Table 2 shows that the proportions of men and women in groups of standard employed and overemployed are about the same (a typical gender is not specified). The youngest workers are overemployed with perquisite (36 years) and the oldest are standard employed secondary employment and perquisite (47 years). The most educated are underemployed with secondary employment and perquisite (14,4 years) and the least educated are overemployed with secondary employment and perquisite (11,4 years). The highest income in the last month was in the group of overemployed with secondary employment and perquisite (41000 rubles), and lowest income was in the group of underemployed with perquisite (15543 rubles).

The identified groups were compared among themselves on the level of job satisfaction.

Analysis at this stage was carried out by methods of descriptive statistics and analysis of variance.

2 Results

In the 24th wave of the RLMS there are 4 questions about an employee's job satisfaction: job satisfaction in general, satisfaction with working conditions, satisfaction with remuneration and satisfaction with opportunities for professional growth. All indicators of job satisfaction were measured by metric scale. Comparison of mean scores of job satisfaction in general is shown in table 3.

Table 3 shows the groups of more and less satisfied employees relative to the standard employed. The mean value of job satisfaction in general for the standard employed was equal to 2,27 (Std.Dev.=0,888) (1 - completely satisfied, 5 - completely unsatisfied).

Tab. 3: The distribution of non-standard and standard workers in terms of general job satisfaction

Less satisfied with work in general than the control group			More satisfied with work in general than the control group		
Groups	Mean	Std.Dev.	Groups	Mean	Std.Dev.

¹Cramer's V was used to measure the relation between nominal variables "group of workers" and "gender".

$Cramer's V = \sqrt{\chi^2 \div (N \times (k - 1))}$, where k – the lesser of the number of rows and columns, N – the sample size, χ^2 – Chi-square.

²F- criterion was used to measure the relation between nominal variable "group of workers" and metric variables "average age", "number of years of education", "median income".

$F - criterion = \frac{\text{intergroup average square}}{\text{intra - group average square}}$.

underemployed (less than 35 hours per week)	2,33	0,981	standard employed with secondary employment	2,17	0,986
overemployed (over 40 hours per week)	2,39	0,932	underemployed with secondary employment	2,10	0,889
underemployed with perquisite	2,64	0,842	overemployed with secondary employment	2,17	0,961
standard employed with perquisite	2,38	1,083	underemployed with secondary employment and perquisite	2,13	0,991
standard employed secondary employment and perquisite	2,70	1,059			
overemployed with perquisite	2,51	1,009			
overemployed with secondary employment and perquisite	2,60	0,894			

Source: authors

Differences between groups are statistically significant: F-criterion³ = 2,688, p = 0,002.

It should be noted that the addition of secondary employment has a positive effect on job satisfaction on average, at the same time perquisite (part-time job) in situations of standard employment and overemployment affects negatively on the level of general job satisfaction. That is, there are groups of non-standard workers, who are satisfied to a greater extent than the group of standard employees. However, the share of such workers is only 6% of all non-standard workers.

Comparison of mean scores of satisfaction with working conditions is presented in table 4. The mean value of job satisfaction with working conditions for the standard employed was equal to 2,28 (Std.Dev.=0,903) (1 - completely satisfied, 5 - completely unsatisfied).

Tab. 4: The distribution of non-standard and standard workers in terms of satisfaction with working conditions

Less satisfied with working conditions than the control group			More satisfied with working conditions than the control group		
Groups	Mean	Std.Dev.	Groups	Mean	Std.Dev.
underemployed (less than 35 hours per week)	2,28	0,930	standard employed with secondary employment	2,15	0,965
overemployed (over 40 hours per week)	2,45	0,983	underemployed with secondary employment	2,05	0,865
underemployed with perquisite	2,46	1,198	overemployed with secondary employment	2,20	0,939

³ $F - criterion = \frac{\text{intergroup average square}}{\text{intra - group average square}}$.

standard employed with perquisite	2,38	1,147	underemployed with secondary employment and perquisite	2,13	1,356
overemployed with perquisite	2,44	0,959	standard employed secondary employment and perquisite	2,20	0,632
overemployed with secondary employment and perquisite	2,60	0,894			

Source: authors

Differences between groups are statistically significant: F-criterion⁴ = 4,223; p = 0,000.

7% of non-standard workers are satisfied with working conditions more than standard workers, among them, two groups of non-standard workers have three places of work (table 4).

The situation with the satisfaction of employees with remuneration is quite different. Only overemployed with secondary employment are satisfied with remuneration more than the standard employed. All other groups, i.e. 98% of non-standard workers are less satisfied with the remuneration than workers with 40-hour working week. The most dissatisfied with their remuneration are standard employed with perquisite (median = 4 (not satisfied)). And 100% of non-standard workers are less satisfied with the opportunities for professional growth than standard employed workers.

Conclusion

The conducted analysis allows to draw the following conclusions.

1. Despite the diversity of groups of non-standard workers, most of them are overemployed workers having one job. Therefore, the job satisfaction, which are characteristic for this group will be decisive for the group of non-standard workers in general.
2. Job satisfaction of standard employed workers is on average higher than the satisfaction of non-standard workers (the same results were fixed for Korea (Park M., Kang J., 2016), Australia (Wooden M., Warren D., 2004, Buddelmeyer, McVicar, and Wooden, 2015), OECD countries (Bohle, Quinlan, Kennedy, & Williamson, 2004)).
3. However, among non-standard workers there are groups, which level of satisfaction is higher than that of standard employed.
4. The presence of a second job in general has a positive effect on job satisfaction – all groups of workers with secondary employment were satisfied with the job more than the control group.

⁴ $F - criterion = \frac{\text{intergroup average square}}{\text{intra - group average square}}$

5. On the contrary, the presence of only one job is negatively related with the level of satisfaction relative to the control group – underemployed and overemployed with only one place of work were less satisfied with all characteristics of labor than the control group.

6. The impact of a third work (perquisite) is similar – in almost all cases (with the exception of underemployed with secondary employment), people with a requisite are less satisfied with all characteristics of labor, than employees with standard hours of employment.

Thus, it is impossible to make unambiguous conclusion about the state of job satisfaction of non-standard employed in relation to standard employment. On the one hand, some indicators of satisfaction indicate a higher level of meeting the needs of non-standard workers in regard to standard workers. On the other hand, there are also opposite examples. In our opinion, this is due to the voluntary or involuntary nature of informal employment. We can assume that those workers, who voluntarily choose non-standard employment, will be more satisfied with work compared to the standard employed. And those workers, who were forced to work in non-standard mode, will be less satisfied with their work. But to check this hypothesis, further studies are needed.

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