

Chapter II: Consciousness of Work

Section I: Job Satisfaction

Feeling a sense of worth about and satisfaction with one's job is an important condition of a fruitful working life. However, it varies from person to person on which dimension he/she feels "job satisfaction." As work is a means to acquiring economic wealth and gaining social status, the degree of satisfaction with employee treatment such as pay and promotion reflects the results of the distribution of social resources. However, work is also important in that it enables people to exercise their abilities, achieve growth and carry out social responsibilities, and people feel a sense of worth regarding their jobs due to non-material factors in some cases. Therefore, in our surveys we measured the degree of "job satisfaction" on four dimensions — the "dimension of effort," "dimension of ability," "dimension of work" and "dimension of responsibility."

Question: Are you satisfied with your current work (work at a firm, self-employed work, part-time work, etc.) from the viewpoint of each of (1) to (4) below?

- (1) Rewarded sufficiently for one's efforts (pay, promotion, etc.) (dimension of effort)
- (2) Have the opportunity to exercise one's abilities (dimension of ability)
- (3) Can take on new challenges (work is stimulating) (dimension of work)
- (4) Given sufficient responsibility (dimension of responsibility)

Answers:

1. Satisfied
2. More or less satisfied
3. More or less dissatisfied
4. Dissatisfied
5. Neither satisfied nor dissatisfied
6. Don't know

General trend: Figure 2.1.1. shows the results of simple tabulation of the surveys regarding the degree of "job satisfaction." In each of the three years of the surveys, the percentage of respondents who felt "job satisfaction" (job satisfaction ratio) was highest on the "dimension of responsibility" at around 60%. At Japanese companies, job duties are not specified by contracts or agreements, leading to flexible changes in the scope of duties, and that is presumably the reason why being given sufficient responsibility provides people with a sense of worth about their jobs. The job satisfaction ratio was around 60% on the "dimension of ability" as well, but was relatively low at around 50% on the "dimension of effort" and the "dimension of work." In 2001, the job satisfaction ratio dropped on the "dimension of responsibility" but rose on the "dimension of effort" and the "dimension of work." The job satisfaction ratio stayed stable on the "dimension of ability," with no significant change observed during the three years.

Did the degree of satisfaction vary from job type to job type? Figure 2.1.2 shows the results of cross tabulation by job type. On every dimension, the degree of satisfaction was highest among people in management posts. This indicates that people in management posts are in the most favorable position on every dimension. One factor behind that is presumably the seniority system adopted by Japanese companies. In contrast, among people engaging in clerical work, the degree of satisfaction was low on every dimension. Presumably, this reflects the widespread presence of non-regular employees, particularly young people and women, among people doing clerical work.

Figure 2.1.1. Job satisfaction (simple tabulation 1999-2001)

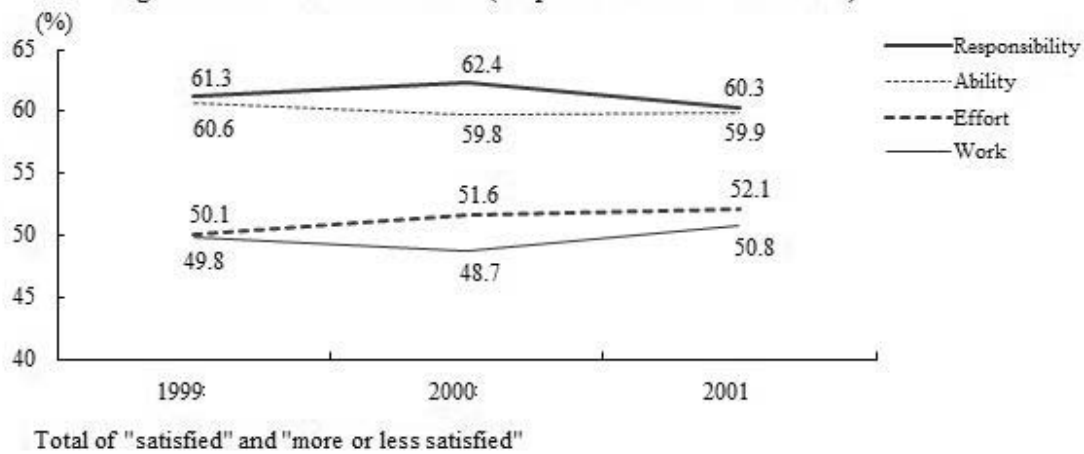
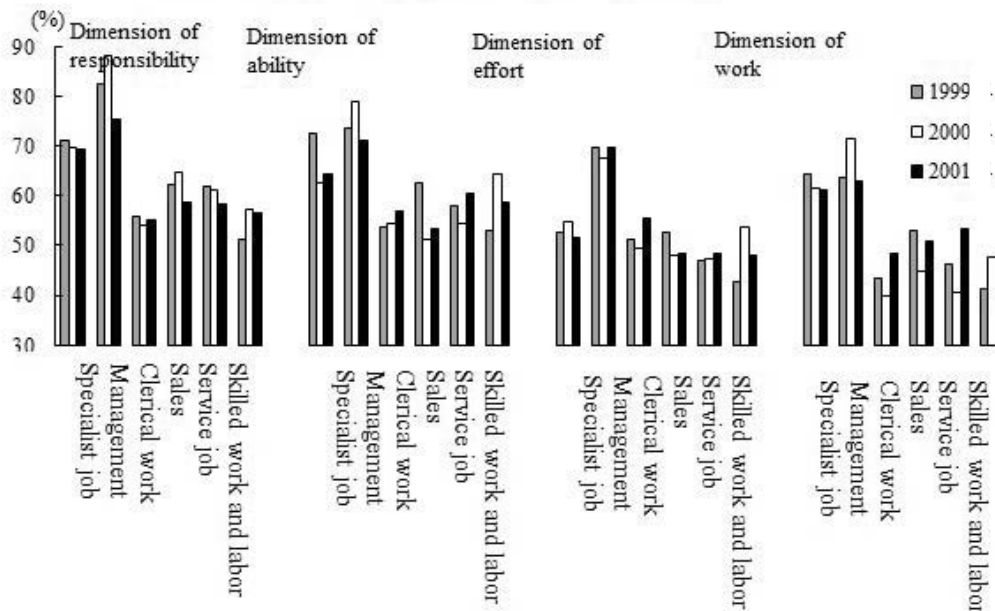


Figure 2.1.2. Job satisfaction (1999-2001 by job type)



The degree of satisfaction declined substantially among people in management posts on the “dimension of responsibility” during the three years. However, among people engaged in clerical and service jobs, the degree of satisfaction rose on the “dimension of effort” and the “dimension of ability”.

Determinant factors of “job satisfaction”

The question concerning “job satisfaction” was aimed specifically at people with jobs. Table 2.1.1. shows the effects of the determinant factors for “job satisfaction”. First, it is noteworthy that the degree of satisfaction is high on every dimension among people with higher income. Income had significant effects throughout the three years on the “dimension of effort”, the “dimension of ability” and “dimension of responsibility”. It also had significant effects in 1999 and 2001 on the “dimension of work”. In short, pay is a major determinant factor for job satisfaction, whether as a financial or non-financial incentive. By sex and age, the degree of satisfaction is higher among older people on the “dimension of ability”. That is presumably

Table 2.1.1. Determinant factors for "job satisfaction (multiple regression analysis; people with jobs)

	Dimension of effort			Dimension of ability		
	1999	2000	2001	1999	2000	2001
Sex	-.029	-.062*	-.015	-.089***	.005	-.044
Age	.025	.035	.058	.086**	.083**	.086**
Educational attainment	-.010	.007	-.003	-.038	-.002	-.078**
Own income	.167***	.107***	.160***	.153***	.077**	.161***
Number of times one changed jobs	-.022	-.039	-.107***	.012	-.042	-.054*
Years of service	.028	.037	-.056	.020	.002	-.055
Company size	-.002	-.008	-.049*	-.060*	-.040	-.088***
Regular employees	-.070**	-.061*	-.125***	-.036	-.049	-.136***
Job type (vs. skilled workers)						
Specialist jobs	.027	-.004	.020	.156***	-.031	.084***
Management posts	.066**	.041	.075**	.072**	.031	.044
Clerical work	.052	-.027	.064*	.015	-.081**	.045
Sales	.061*	-.036	.000	.069**	-.105***	-.025
Service jobs	.034	-.040	-.007	.014	-.065**	.049
Others	.005	-.018	-.001	-.002	-.014	.019
R2	.043	.031	.055	.062	.045	.065
adj-R2	.034	.021	.046	.053	.036	.056
F value	4.576***	3.149***	6.090***	6.747***	4.696***	7.202***
N	1442	1399	1466	1443	1397	1463

	Dimension of work			Dimension of responsibility		
	1999	2000	2001	1999	2000	2001
Sex	-.051	.000	-.073**	.024	-.010	.024
Age	-.015	.013	.037	-.008	.042	.056
Educational attainment	-.018	.081**	.003	.005	.051	-.004
Own income	.165***	.041	.148***	.128***	.076**	.116***
Number of times one changed jobs	.028	-.021	-.059**	.054*	-.038	-.046
Years of service	-.027	-.007	-.027	.087**	.096***	.016
Company size	-.005	-.005	-.078***	-.032	-.081***	-.065**
Regular employees	-.091***	-.069**	-.066**	-.119***	-.044	-.139***
Job type (vs. skilled workers)						
Specialist jobs	.136***	.027	.132***	.129***	.041	.099***
Management posts	.054*	.069**	.082**	.104***	.096***	.048
Clerical work	-.018	-.076**	.068**	.038	-.042	.019
Sales	.082***	-.052	.073**	.058*	.014	.001
Service jobs	.009	-.041	.091***	.084***	.036	.032
Others	.010	.041	.037	.017	.013	-.007
R2	.048	.034	.047	.067	.063	.056
adj-R2	.039	.024	.038	.058	.054	.047
F value	5.137***	3.485***	5.071***	7.250***	6.639***	6.149***
N	1427	1389	1458	1435	1397	1457

*** Significant at 1% ** Significant at 5% * Significant at 10%

because the allocation of job duties based on the seniority system gives older people more difficult jobs, thereby providing them with more opportunities to exercise their abilities.

Next, let us examine the effects of employment-related attributes. First, it is noteworthy that the degree of satisfaction is higher among non-regular workers than among regular workers on the “dimension of effort”, the “dimension of work” and the “dimension of responsibility”. In 2001, the degree of satisfaction was higher among non-regular workers on the “dimension of ability” as well. Non-regular workers include independent workers, such as self-employed and freelance workers. Working at their own discretion and receiving commensurate rewards presumably gives such workers a high degree of satisfaction. The results of cross tabulation show that the degree of satisfaction is high among people in management positions but low among people engaging in clerical work. On the “dimension of effort”, “dimension of work” and “dimension of responsibility”, the degree of satisfaction was higher among people in management positions

than among skilled workers and laborers. In particular, the job type had significant effects on the dimension of work throughout the three years. Meanwhile, the degree of satisfaction among people in management positions declined in 2001, and yet the determinant effect was insignificant based on multiple regression analysis. Regarding other determinant factors, the degree of satisfaction was higher among workers at employers of smaller sizes on the “dimension of ability” and “dimension of responsibility” although the determinant effect was not strong. This suggests that workers at organizations with a smaller workforce have more opportunities to exercise their abilities and are given broader responsibilities.

Correlation with consciousness on employment, distribution and life

How is “job satisfaction” related to the two strata of consciousness on employment, distribution and life? Let us examine the correlation between job satisfaction and the two strata of consciousness.

Table 2.1.2 shows the coefficients of correlation between job satisfaction and consciousness on employment, distribution and life.

Table 2.1.2. Correlation between employment/principles of distribution/life consciousness and job satisfaction (all subjects)

		Dimension of effort	Dimension of ability	Dimension of work	Dimension of responsibility
Lifetime employment	1999	.114**	.092**	.028	.032
	2000	.058*	.067**	-.006	.039
	2001	.037	.071**	.018	.034
Seniority wage system	1999	.042	.020	-.025	-.037
	2000	.018	-.009	-.047	.003
	2001	.028	.043	.009	-.001
Increase in pay in return for reduction in corporate welfare	1999	-.029	-.022	.009	-.030
	2000	-.036	-.022	-.009	-.010
	2001	-.040	-.020	.000	.005
Self-development	1999	.028	.027	.055*	.021
	2000	.011	.042	.075**	.067**
	2001	.080**	.059*	.068**	.099**
A sense of unity with the organization	1999	.088**	.076**	.079**	.090**
	2000	.099**	.133**	.109**	.113**
	2001	.076**	.078**	.086**	.104**
Achievement	1999	.054*	.085**	.054*	.071**
	2000	.043	.005	.071**	.036
	2001	.052*	.026	.015	.053*
Effort	1999	.048*	.073**	.050*	.056*
	2000	.046	.035	.036	.089**
	2001	-.001	.026	.029	.043
Need	1999	.041	.017	.023	.012
	2000	.009	.005	-.021	-.001
	2001	.015	.012	-.009	.004
Equality	1999	-.028	-.047	-.032	-.088**
	2000	.022	-.011	-.011	-.013
	2001	-.023	-.015	-.009	-.010
Anxiety over competition for status	1999	-.015	-.049*	.016	-.036
	2000	-.038	-.050*	.026	-.037
	2001	-.073**	-.140**	-.061*	-.081**
Anxiety over loss of status	1999	-.036	-.067**	.017	-.018
	2000	-.047	-.064**	.015	-.032
	2001	-.094**	-.166**	-.075**	-.078**
Maintenance of the status quo	1999	.029	.060*	-.012	.079**
	2000	.075**	.066**	.012	.065**
	2001	.014	.114**	.031	.068**

De-emphasis on other-directedness	1999	.062*	.078**	.063**	.077**
	2000	.048*	.033	.112**	.089**
	2001	.020	.089**	.093**	.062**
De-emphasis on social status	1999	.035	.036	.030	.064**
	2000	.024	.047	.039	.026
	2001	.011	.059*	.025	.052*
Self-worth	1999	.103**	.135**	.167**	.155**
	2000	.014	.032	.097**	.055*
	2001	.067**	.076**	.134**	.117**
Post-materialism	1999	.077**	.078**	.074**	.104**
	2000	.087**	.091**	.096**	.111**
	2001	.051*	.119**	.090**	.075**

**Significant at 1%

*Significant at 5%

First, it is noteworthy that job satisfaction has a positive correlation with “a sense of unity with the organization”, “self-worth”, “de-emphasis on other directedness” and “post-materialism” on every dimension. “A sense of unity with the organization” and “post-materialism”, which we viewed as factors that serve as a bridge between the first and second strata with regard to consciousness on employment and life, were also important determinant factors for job satisfaction. On the “dimension of effort”, job satisfaction was also positively correlated with “lifetime employment” and “principle of effort”. On the “dimension of ability”, it had a positive correlation with “lifetime employment”, “anxiety over competition for status” and “the maintenance of the status quo”. This indicates that people who feel job satisfaction on the “dimension of effort” and “dimension of ability” have many common features with the first stratum. On the other hand, on the “dimension of work”, job satisfaction is positively correlated with “self-development” and the “principle of achievement”, so people who feel job satisfaction have many common features with the second stratum.

Table 2.1.3. Correlation between employment/principles of distribution/life consciousness and job satisfaction (men)

		Dimension of effort	Dimension of ability	Dimension of work	Dimension of responsibility
Lifetime employment	1999	.157**	.081*	-.019	.005
	2000	.065	.108**	-.006	.023
	2001	.068*	.068*	-.007	.018
Seniority wage system	1999	.074*	.014	-.050	-.055
	2000	-.003	-.029	-.070*	-.027
	2001	.042	.038	-.027	-.032
Increase in pay in return for reduction in corporate welfare	1999	-.007	.045	.049	.026
	2000	-.043	-.042	-.004	-.015
	2001	-.014	.006	.007	.000
Self-development	1999	.072*	.067*	.056	.030
	2000	.009	.031	.099**	.074*
	2001	.117**	.093**	.065*	.105**
A sense of unity with the organization	1999	.109**	.084*	.070*	.112**
	2000	.084	.115**	.075*	.065
	2001	.138**	.127**	.116**	.137**
Achievement	1999	.064*	.075*	.055	.048
	2000	.091**	.018	.101**	.081*
	2001	.054	.010	.060	.064*
Effort	1999	.053	.074*	.060	.042
	2000	.057	.062	.038	.112**
	2001	.016	.066*	.045	.048
Need	1999	.061	.007	.001	.016
	2000	.022	.025	.003	.042
	2001	.029	-.011	-.042	-.029
Equality	1999	-.006	-.046	-.034	-.102**

	2000	-.027	-.023	-.021	.000
	2001	.006	.000	-.059	.010
Anxiety over competition for status	1999	-.027	-.023	.038	-.007
	2000	-.033	-.040	.045	-.035
	2001	-.086**	-.118**	-.076*	-.044
Anxiety over loss of status	1999	-.053	-.042	.012	.020
	2000	-.034	-.060	.016	-.009
	2001	-.106**	-.187**	-.111**	-.093**
Maintenance of the status quo	1999	.049	.051	-.048	.087**
	2000	.053	.089**	.008	.075
	2001	.020	.166**	.030	.095**
De-emphasis on other-directedness	1999	.081*	.057	.049	.107**
	2000	.039	.001	.094**	.068*
	2001	.039	.094**	.111**	.061
De-emphasis on social status	1999	.059	.039	.005	.059
	2000	-.013	.052	.037	.012
	2001	.030	.067*	.026	.055
Self-worth	1999	.072*	.114**	.136**	.125**
	2000	.020	.022	.090**	.046
	2001	.064	.071*	.138**	.119**
Post-materialism	1999	.100**	.104**	.086**	.128**
	2000	.088**	.125**	.133**	.122**
	2001	.075*	.173**	.108**	.090**

**Significant at 1%

*Significant at 5%

On the “dimension of responsibility”, job satisfaction had a positive correlation with “self-development” and “principle of achievement” as well as with the “principle of effort” and “maintenance of the status quo”. In other words, people who feel job satisfaction on the “dimension of responsibility” have common features not only with the second stratum but also with the first stratum. In 2001, job satisfaction increased on every dimension among people who feel less “anxiety over competition for status” and among those who feel less “anxiety over loss of status”. While competition has increased in recent years, not adhering to social status is apparently important for increasing job satisfaction. Table 2.1.3. shows the coefficients of correlation between “job satisfaction” and consciousness on employment, distribution and life.

Table 2.1.4. Correlation between employment/principles of distribution/life consciousness and job satisfaction (female)

		Dimension of effort	Dimension of ability	Dimension of work	Dimension of responsibility
Lifetime employment	1999	.061	.106**	.099**	.083*
	2000	.050	.020	.002	.069
	2001	-.009	.073	.054	.064
Seniority wage system	1999	.010	.027	.015	-.001
	2000	.049	.030	-.006	.057
	2001	.011	.046	.055	.049
Increase in pay in return for reduction in corporate welfare	1999	-.054	-.115**	-.043	-.101**
	2000	-.026	.006	-.012	.000
	2001	-.076*	-.057	-.011	.015
Self-development	1999	-.030	-.026	.053	.007
	2000	.012	.043	.035	.044
	2001	.033	.019	.077*	.077*
A sense of unity with the organization	1999	.049	.068	.079*	.041
	2000	.116**	.144**	.139**	.154**
	2001	-.004	.017	.054	.048
Achievement	1999	.029	.100**	.045	.083*
	2000	-.011	-.023	.027	-.029

	2001	.049	.050	-.031	.027
Effort	1999	.041	.071	.034	.074*
	2000	.031	.002	.036	.061
	2001	-.025	-.032	.007	.037
Need	1999	.012	.030	.054	.004
	2000	-.008	-.022	-.053	-.057
	2001	-.002	.044	.034	.051
Equality	1999	-.047	-.051	-.026	-.058
	2000	.086*	.010	.007	-.022
	2001	-.057	-.037	.050	-.025
Anxiety over competition for status	1999	-.005	-.084*	-.018	-.085*
	2000	-.047	-.072*	-.006	-.050
	2001	-.057	-.169**	-.040	-.134**
Anxiety over loss of status	1999	-.023	-.101**	.017	-.090*
	2000	-.071	-.086*	.002	-.082*
	2001	-.080*	-.131**	-.020	-.066
Maintenance of the status quo	1999	.015	.073*	.045	.085*
	2000	.109**	.054	.033	.074*
	2001	.008	.037	.028	.044
De-emphasis on other-directedness	1999	.041	.107**	.083*	.042
	2000	.060	.069	.132**	.112**
	2001	-.004	.082*	.068	.065
De-emphasis on social status	1999	.012	.033	.073*	.084*
	2000	.080*	.051	.054	.062
	2001	-.013	.044	.021	.059
Self-worth	1999	.140**	.163**	.207**	.193**
	2000	.004	.034	.097**	.054
	2001	.069	.084*	.132**	.107**
Post-materialism	1999	.053	.041	.063	.083*
	2000	.088*	.058	.060	.112**
	2001	.019	.042	.063	.061

**Significant at 1%

*Significant at 5%

Table 2.1.4. shows the coefficients of correlation between “job satisfaction” and consciousness on employment, distribution and life among women. The trend for the male sample mostly matches the general trend. However, among women, the correlation between “job satisfaction” and consciousness on employment and distribution was weak. While the correlation with consciousness on life was not so strong among women as it was among men, women with a strong sense of “self-worth” felt a higher degree of satisfaction on the “dimension of ability”, “dimension of work” and “dimension of responsibility”.

Section II: Careers

With the development of Japanese employment practices, the pattern of staying with a single company and becoming a manager there has become a career model for Japanese workers. However, as Japanese employment practices are starting to crumble, it is becoming increasingly difficult to take the career choice of staying with a single company (single-company career) for granted. Furthermore, when people aim to become an expert in a certain job, they do not necessarily stay with a single company, but develop their career while hopping from company to company several times in some cases. Another career path is to become an independent or self-employed worker. However, since the bursting of the economic bubble, the business startup rate has been declining. Amid expectations for both the maintenance and reform of the Japanese employment practices, it is an important challenge to reflect on the future of careers.

First, our surveys divided career paths into “employed worker type” and “self-employed worker type” and then divided the employed worker type into “one-company career” and “multi-company career” on the basis of commitment to the employing company, and into

“manager career” and “expert career” on the basis of the nature of work. The self-employed career was divided into “independent from the beginning” and “independent after employment”.

Question: There are many different career paths in the world. Choose one you think is most desirable from below:

1. A career path in which one works for a single company for a long period of time until one gradually obtains a management post (single-company career/management post)
2. A career path in which one experiences a number of companies until one eventually obtains a management post (multi-company career/management post)
3. A career path in which one works for a single company for a long period of time to become an expert in a certain field (single-company career/expert)
4. A career path in which one experiences a number of companies to become an expert in a certain field (multi-company career/expert)
5. A career path in which one is employed at first but later becomes independent (becoming an independent worker after working as an employee)
6. A career path in which one works independently from the beginning (working as an independent worker from the beginning)
7. None of the above.
8. Don't know.

General trend

Regarding careers based on Japanese employment practices, the gap between managers and experts is more prominent than the gap between workers pursuing a single-company career, those pursuing a multi-company career and independent workers. In this respect, Figure 2.2.1. shows changes in the perception of desirable careers over the three years of our surveys. In recent years too, the “single-company career”, supported by around 40%, was the most popular career path, followed by the “multi-company career” with a support rate of around 20%.

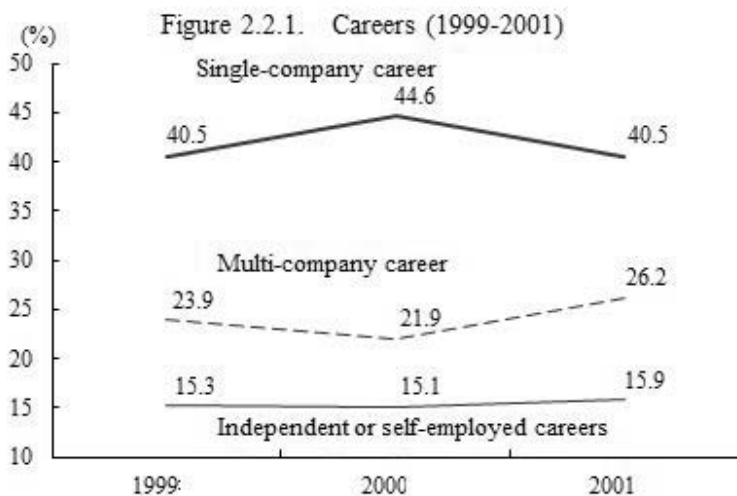
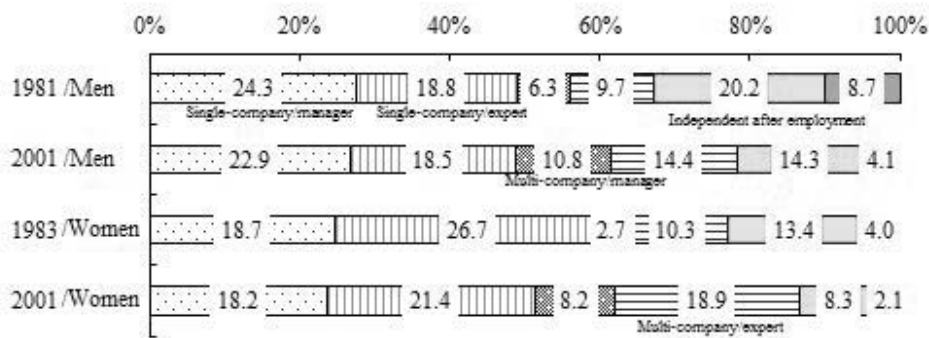


Figure 2.2.2. Careers (compared with around 20 years before)



The support rate for “independent or self-employed workers” was 15%. In 2001, support for the “single-company career” declined while that for the “multi-company career” increased. However, the basic structure remained unchanged throughout the three years.

How did the perception of desirable career paths change compared with two decades before? Figure 2.2.2. shows a comparison between the results of surveys conducted on men and women in 1981 and 1983 and the results of our survey in 2001. The questionnaires used in the 1981 and 1983 surveys were the same as those used in the 2001 survey. Both men and women preferred the “single-company career” in all of the surveys. In the early 1980s, the business management of companies in Japan, whose economy quickly recovered from the oil crisis, was starting to attract international attention even as Western companies were struggling with the damage inflicted by the crisis. Therefore, the reputation of Japanese employment practices was quite different at that time compared with that of around the turn of the century. Nevertheless, there were many people who preferred the single-company career around the turn of the century as was the case two decades before. In contrast, there were changes in the perception of the multi-company career and the independent or self-employed career. Compared with two decades before, support for the independent or self-employed career declined, but that for the multi-company career increased among both men and women. This indicates that by fueling anxiety over employment, the recent economic stagnation has encouraged independent and self-employed workers to shift to the multi-company career, instead of prompting a shift from the single-company career to the multi-company career. It may be said that the continuing decline in the business startup rate in Japan since the bursting of the economic bubble is related to changes in the perception of careers.

Figure 2.2.3. Perception of the single-company career (1999-2001 by sex and age)

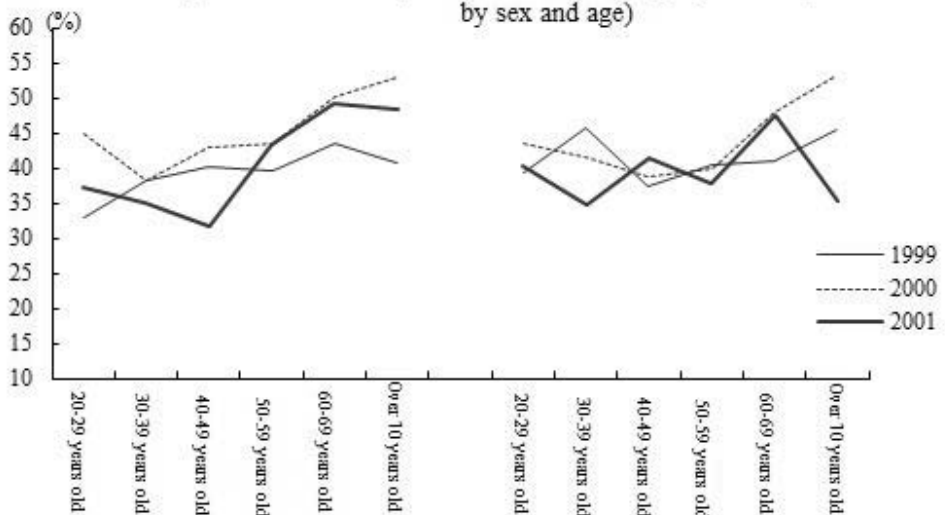


Figure 2.2.4. Perception of the multi-company career (1999-2001 by sex and age)

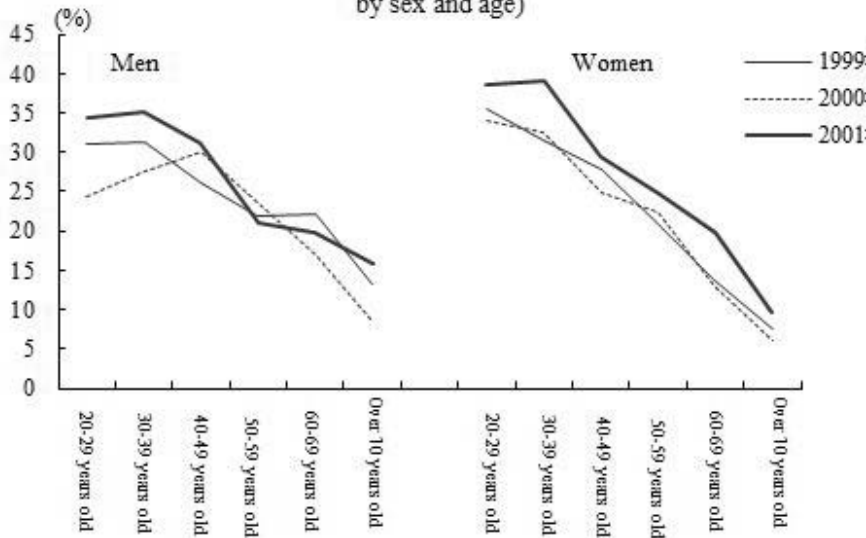


Figure 2.2.3. shows the perception of the single-company career by sex and age. In the male sample, orientation toward the single-company career is stronger among older people. However, in 2001, that orientation declined steeply among men in their 30s and 40s. Job-switching is not unusual among younger people in pursuit of suitable jobs, but it is noteworthy that orientation toward the single-company career declined among men in their 30s and 40s, who are supposed to have become committed to the organization. In the female sample as well, orientation toward the single-company career declined year by year among women in their 30s. Women in their 30s encounter many career changing scenarios, such as marriage and child-bearing. Presumably, women in that age group do not adhere to the single-company career when making their choice.

Figure 2.2.4 shows the perception of the multi-company career by sex and age. Among both men and women, orientation toward the multi-company career was stronger in younger age groups. In 2001, this orientation grew in younger age groups among both men and women. Therefore, we may conclude that the orientation toward the multi-company career is attributable to the circumstances of recent years, rather than the age effect. Moreover, among women, orientation toward the multi-company career grew across all age groups. As shown above, while orientation toward the single-company career is persistent, orientation toward the multi-company career is also spreading among younger people.

Determinant factors for “careers”

Generally speaking, orientation toward the single-company career is persistent. However, as indicated by the results of cross tabulation by sex and age, orientation toward a new career model is spreading among some strata of people. Which strata of people prefer the multi-company career and the independent or self-employed career?

Table 2.2.1.1. shows the effects of the determinant factors for the choice of the independent or self-employed career on a sample-wide basis. Meanwhile, Table 2.2.1.2. shows the effects of the determinant factors for choosing the multi-company career among people who preferred the employed worker career on a sample-wide basis. Orientation toward the independent or self-employed career is stronger among men than among women. While female entrepreneurs have enjoyed wide media coverage in recent years, men are more oriented toward the independent or self-employed career, generally speaking. Orientation toward the multi-company career is stronger among younger people and among people with longer years of education. Although the age effect was apparent in the results of cross tabulation by sex and age, the effect of educational attainment was stronger. Generally speaking, younger people have longer years of education. Therefore, it is presumed that the difference by age shown in the cross tabulation reflects not merely the age effect but also the effect of educational attainment.

Table 2. 2. 2. 1. shows the effects of the determinant factors for the choice of an independent

or self-employed career among people with jobs. Again, men are more oriented than women toward the independent or self-employed career. By employment-related attributes, such orientation is stronger among non-regular workers, workers with longer years of service and workers at smaller companies. In 2000 and 2001, people engaging in service jobs were more oriented than skilled workers and laborers toward an independent or self-employed career.

Table 2.2.1.1. Independent or self-employed careers (logistic regression analysis; all subjects)

	Independent or self-employed careers					
	1999		2000		2001	
	Effect	Exp (effect)	Effect	Exp (effect)	Effect	Exp (effect)
Sex	.655***	1.926	.787***	2.197	.527***	1.694
Age	-.009	.991	-.006	.994	-.004	.996
Educational attainment	-.072***	.931	-.023	.977	-.015	.986
Own income	.000	1.000	.000	1.000	.000	1.000
Constant	-.714	.490	-1.537***	.215	-1.793***	.166
chi-square	40.476***		44.123***		28.837***	
-2 log likelihood	1991.222		1973.593		1902.692	
N	2298		2345		2348	

Table 2.2.1.2. Single-company or multi-company careers (logistic regression analysis; all subjects)

	Multi-company career					
	1999		2000		2001	
	Effect	Exp(Effect)	Effect	Exp(Effect)	Effect	Exp(Effect)
Sex	.097	1.102	-.064	.938	.050	1.051
Age	-.016***	.984	-.018***	.982	-.020***	.980
Educational attainment	.113***	1.120	.121***	1.129	.108***	1.114
Own income	.000	1.000	.000	1.000	.000	1.000
Constant	-1.526***	.217	-1.630***	.196	-1.096***	.334
chi-square	86.607***		99.787***		100.169***	
-2 log likelihood	2306.764		2253.3		2449.604	
N	1927		1983		2011	

*** Significant at 1% ** Significant at 5% * Significant at 10%

Table 2.2.2.1. Employed or independent careers (logistic regression analysis; people with jobs)

	Independent or self-employed careers					
	1999		2000		2001	
	Effect	Exp (effect)	Effect	Exp (effect)	Effect	Exp (effect)
Sex	.996***	2.709	1.151***	3.163	.717***	2.048
Age	-.030***	.970	-.012	.988	-.003	.997
Educational attainment	-.036	.964	-.041	.960	.033	1.033
Own income	.000	1.000	.000	1.000	.000	1.000
Number of times one changed jobs	.031	1.032	.003	1.003	.039	1.040
Years of service	.033***	1.034	.014*	1.014	.016**	1.017
Company size	-.001***	.999	-.001***	.999	-.001***	.999
Regular employees	-.948***	.388	-.918***	.399	-.626***	.535
Job type (vs. skilled workers)						
Specialist jobs	-.720***	.487	.124	1.133	.385	1.470
Management posts	-.750**	.472	-.043	.958	-.001	.999
Clerical work	.109	1.115	.068	1.070	-.108	.898
Sales	-.134	.875	.719***	2.053	.385	1.469
Service jobs	.033	1.034	.610**	1.840	.552**	1.736
Others	-.338	.714	-.230	.795	-.475	.622
Constant	-.192	.825	-1.044	.352	-2.364***	.094
chi-square	136.217***		136.280***		106.803***	
-2 log likelihood	1207.796		1155.959		1228.572	

N	1438	1384	1456
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Table 2.2.2.2. Single-company or multi-company careers (logistic regression analysis; people with jobs)

	Multiple-company career					
	1999		2000		2001	
	Effect	Exp (effect)	Effect	Exp (effect)	Effect	Exp (effect)
Sex	.152	1.164	-.009	.991	.214	1.239
Age	-.012*	.988	-.009	.991	-.024***	.976
Educational attainment	.121***	1.129	.135***	1.145	.105***	1.110
Own income	.001*	1.001	.000	1.000	.000	1.000
Number of times one changed jobs	.160***	1.173	.064*	1.066	.119***	1.126
Years of service	-.014*	.986	-.010	.990	-.015**	.985
Company size	.000*	1.000	.000	1.000	.000	1.000
Regular employees	-.119	.888	.046	1.047	-.158	.854
Job type (vs. skilled workers)						
Specialist jobs	.143	1.154	.392	1.480	.350	1.419
Management posts	.015	1.015	.585*	1.796	.067	1.070
Clerical work	.139	1.149	.093	1.097	.208	1.231
Sales	.367	1.444	.147	1.158	.199	1.220
Service jobs	.344	1.411	.033	1.034	.141	1.152
Others	-.018	.982	.317	1.373	-.240	.786
Constant	-2.064***	.127	-2.146***	.117	-1.030*	.357
chi-square	77.012***		50.706***		92.279***	
-2 log likelihood	1451.036		1381.076		1494.742	
N	1183		1139		1206	

*** Significant at 1% ** Significant at 5% * Significant at 10%

Non-regular workers include many self-employed and free-lance workers, who are presumed to be increasingly oriented toward the “independent or self-employed career”. Compared with the effects of sex and job position, the effects of the length of service and the size of employers are smaller. However, the career pattern of becoming independent after staying at a single company for a certain period of time and acquiring vocational skills and the pattern of becoming independent after accumulating experiences at a relatively small company may be observed. Furthermore, it may be said that the strong orientation toward an independent or self-employed career among workers engaging in service jobs matches the growing needs for service businesses. Although the business startup rate declined since the bursting of the economic bubble and workers’ orientation toward an independent or self-employed career decreased compared with two decades ago, there were obviously some people who had such orientation.

Table 2.2.2.2. shows the effects of the determinant factors for the choice of the multi-company career among people with jobs. Again, the effect of educational attainment was strong, and in 1999 and 2001, the age effect was also observed. By employment-related attributes, the orientation toward a multi-company career was stronger among people who more frequently switched jobs, and in 1999 and 2001, it was stronger among people with shorter years of service. In short, people with a low level of attachment to the organization presumably have a strong tendency to seek to climb the career ladder by hopping from company to company, instead of staying with a single company for a long time.

Correlation with consciousness on employment, distribution and life

How is the “desirable career” correlated with the two strata of consciousness on employment, distribution and life? Below, we will examine this correlation.

Table 2. 2. 3. shows the coefficients of correlation between the “desirable career” and consciousness on employment, distribution and life. Again, the table indicates the correlation between the “desirable career” and the “independent or self-employed career” and between the “desirable career” and the “multi-company career”.

With regard to correlation with consciousness on employment, both the “independent or self-employed career” and “multi-company career” were negatively correlated with “lifetime employment” and “seniority wage system” and were positively correlated with

“self-development” throughout the three years of the surveys. By sex, in 1999 and 2000, there was a significant correlation between the “multi-company career” and “self-development” among women but not among men. However, in 2001, a significant correlation was observed among men. There was thus a significant correlation throughout the three years on a sample-wide basis although there were disparities by sex.

Regarding correlation with the principles of distribution, there was a negative correlation between the “multi-company career” and both the “principle of effort” and “the principle of equality” in 1999 and 2000, but in 2001, there was not a significant correlation between the “multi-company career” and either of the principles.

Regarding correlation with consciousness on life, the “independent or self-employed career” was positively correlated with “anxiety over competition for status” and “anxiety over loss of status” in 1999 and 2000, and the correlation among men was particularly strong. However, in 2001, there was not a significant correlation. On the other hand, the “multi-company career” was positively correlated with “anxiety over competition for status among women in 2000 and 2001. Thus, the orientation toward careers without strong attachment to the organization is accompanied by a certain degree of anxiety over status. However, what is more important is that both those who are oriented toward the “independent or self-employed career” and those who are oriented toward the “multi-company career” have a strong sense of self-worth. The “independent or self-employed career” was positively correlated with “self-worth” in 2000 and 2001, and the correlation was particularly strong among men. Moreover, the multi-company career was also positively correlated with “self-worth” throughout the three years, and the correlation was stronger among women. Besides this, the multi-company career had a negative correlation with the “maintenance of status quo” among both men and women throughout the three years.

As shown above, people who are oriented toward the “independent or self-employed career” have a negative view of “lifetime employment” and the “seniority wage system”, approve of “self-development” and have a strong sense of “self-worth”. People who are oriented toward the “multi-company career” also have a negative view of “lifetime employment” and the “seniority wage system” approve of “self-development”, disapprove of “the maintenance of the status quo” and have a strong sense of “self-worth”. Therefore, we may say that those who are oriented toward the “independent or self-employed career” and those who are oriented toward the “multi-company career” have characteristics typical of the “second strata”.

Table 2.2.3. Correlation coefficient between consciousness on employment, distribution and life and "desirable job career"

		“Being employed” or “self-employment”			“Single-company” or “multi-company”		
		Independent/self-employed			Multi-company career		
		All	Men	Women	All	Men	Women
Lifetime employment	1999	-.105**	-.104**	-.093**	-.211**	-.235**	-.188**
	2000	-.137**	-.158**	-.097**	-.189**	-.213**	-.167**
	2001	-.129**	-.151**	-.090**	-.225**	-.227**	-.224**
Seniority wage system	1999	-.102**	-.132**	-.044	-.186**	-.193**	-.177**
	2000	-.098**	-.109**	-.059*	-.165**	-.164**	-.164**
	2001	-.102**	-.090**	-.101**	-.164**	-.205**	-.131**
Increase in pay in return for reduction in corporate welfare	1999	.034	.043	.031	.003	.041	-.030
	2000	.028	.041	.010	.056*	.081*	.036
	2001	.041*	.082**	.000	.020	.035	.005
Self-development	1999	.159**	.158**	.151**	.061**	.059	.062*
	2000	.141**	.154**	.103**	.081**	.058	.098**
	2001	.120**	.148**	.071**	.054*	.106**	.013
A sense of unity with the organization	1999	-.024	-.067*	-.006	-.035	-.041	-.036
	2000	-.030	-.075*	-.016	-.078**	-.054	-.094**
	2001	.021	-.023	.039	-.017	-.077*	.031
Achievement	1999	.024	.002	.027	-.038	-.064*	-.022
	2000	.016	-.012	.017	-.033	-.035	-.035
	2001	.022	-.021	.041	-.010	-.012	-.010
Effort	1999	.008	.022	-.008	-.048*	-.054	-.041

	2000	.041*	.059*	.029	-.052*	-.059	-.045
	2001	.012	.028	-.007	-.007	-.019	.004
Need	1999	.031	.034	.026	-.031	-.043	-.020
	2000	.032	.034	.035	-.047*	-.075*	-.023
	2001	.013	.014	.016	.009	-.024	.036
Equality	1999	.002	.028	-.013	-.061**	-.064*	-.055
	2000	-.020	.010	-.037	-.073**	-.053	-.086**
	2001	.002	.014	.006	-.032	-.045	-.021
Anxiety over competition for status	1999	.044*	.051	.022	.015	-.009	.032
	2000	.074**	.084**	.047	.025	-.028	.066*
	2001	.002	-.001	-.002	.036	.002	.063*
Anxiety over loss of status	1999	.071**	.077**	.043	.008	-.022	.030
	2000	.069**	.082**	.034	.005	-.019	.024
	2001	.025	.023	.017	.057**	.048	.065*
Maintenance of the status quo	1999	.022	.043	.021	-.117**	-.109**	-.119**
	2000	.012	.054	-.013	-.096**	-.133**	-.064*
	2001	.027	.056	.020	-.108**	-.169**	-.059*
De-emphasis on other-directedness	1999	.057**	.041	.076**	-.005	-.035	.020
	2000	.020	-.023	.064*	.039	.067*	.016
	2001	.038	.057*	.022	-.009	.002	-.018
De-emphasis on social status	1999	.025	.037	.026	.028	.040	.022
	2000	.019	.018	.042	.046*	-.015	.100**
	2001	.000	.007	.009	.030	.022	.038
Self-worth	1999	.010	-.001	.012	.076**	.059	.087**
	2000	.056**	.063*	.027	.090**	.077*	.100**
	2001	.076**	.094**	.040	.078**	.069*	.085**
Post-materialism	1999	.037	.045	.041	.030	-.004	.065*
	2000	.005	-.020	.060*	.035	.039	.034
	2001	-.002	-.011	.019	.018	.001	.033

**Significant at 1% *Significant at 5%