

Chapter VI Relation of job satisfaction to satisfaction in life, a sense of fulfillment in life and sense of unfairness

In the preceding chapters, we examined the trends concerning each topic in 1999 through 2001 and their relations with the “two strata” regarding consciousness on employment, distribution and life. In this chapter, we analyze satisfaction in life, a sense of fulfillment in life and sense of unfairness in relation to job satisfaction as a conclusion of our survey report.

Needless to say, work is an activity that occupies a large proportion of workers’ life. Therefore, if workers are satisfied with their work, they feel a sense of satisfaction and fulfillment in life all the more in many cases. Conversely, if they have much to complain about their work, they are likely not only to have a low level of satisfaction in life but also to feel a strong sense of unfairness about society.

In our surveys, we examined job satisfaction on four different dimensions — “dimension of effort,” “dimension of ability,” “dimension of work” and “dimension of responsibility.” In this chapter, we will examine which dimension of job satisfaction leads to a satisfaction in life and a sense of fulfillment in life and which dimension of job dissatisfaction leads to a sense of unfairness.

Job satisfaction and satisfaction in life

Table 6.1. shows the results of analysis of the correlation between “satisfaction in life” and “job satisfaction.” The higher the job satisfaction on the “dimension of effort” and the “dimension of ability” was, the higher the satisfaction in life was.

Table 6.1. Correlation between satisfaction in life satisfaction and job satisfaction

	Level of satisfaction in life		
	1999	2000	2001
Sex	-.058*	-.138***	-.096***
Age	.047	.037	.053
Educational attainment	.060*	.015	.020
Own income	.011	.005	.050
Number of times one changed jobs	-.065**	-.050*	-.060**
Years of service	.022	-.005	.015
Company size	.044	.009	.064**
Regular employees	.023	.045	.026
Job type (vs. skilled workers)			
Specialist jobs	-.046	.040	-.020
Management posts	.034	.047	-.019
Clerical work	-.027	.043	.043
Sales	-.034	.024	-.002
Service jobs	-.054*	-.014	-.031
Others	.031	-.024	-.018
Households (vs. single person)			

Households with a full-time housewife	-.049	.102***	.027
dual-income households	-.015	.068**	.011
Others	.001	-.011	.010
Dimension of effort	.227***	.242***	.251***
Dimension of ability	.153***	.190***	.139***
Dimension of work	.007	.038	.078**
Dimension of responsibility	.051*	.014	.030
R2	.160	.192	.196
adj-R2	.147	.180	.184
F value	12.669***	15.370***	16.591***
N	1420	1378	1449

*** Significant at 1%

** Significant at 5%

* Significant at 10%

In particular, the effect of satisfaction on the “dimension of effort” was significant. As was shown in Chapter I, in the survey concerning the “desirable principles of distribution,” support for the “principle of effort” and “principle of achievement” was strong. However, there was not a correlation between the “principle of effort” and the “dimension of effort” (see Chapter II, Section I), and the correlation between the “principle of effort” and “satisfaction in life” was not strong (see Chapter V, Section V). In other words, there was a gap between the “principle of effort as an ideal” and the “actual reward gained in exchange for effort.” However, the finding that job satisfaction on the “dimension of effort” leads to satisfaction in life reminds us of the importance of effort.

Job satisfaction and a sense of fulfillment in life

Table 6.2.1. shows the results of correlation between a “sense of fulfillment in overall life” and “job satisfaction.” Table 6.2.2. shows the results of the analysis of a sense of fulfillment in “work,” “family life,” “community activities” and “leisure time” from the viewpoint of job satisfaction.

On all dimensions, the higher the level of satisfaction was, the higher the sense of fulfillment in “overall life” was. In other words, job satisfaction, on whatever dimension it may be, was an important condition for a fruitful life. As for individual areas of life, job satisfaction was an important condition for the sense of fulfillment in “work” and “family life.” While job satisfaction on all dimensions had significant effects on the sense of fulfillment in work, the effects of satisfaction on the “dimension of ability” and “dimension of work” were particularly large.

Table 6.2.1. Sense of fulfillment in overall life based on job satisfaction

	Overall life		
	1999	2000	2001
Sex	-.065*	-.109***	-.084***
Age	.008	-.009	.056
Educational attainment	.085***	-.013	.027

Own income	.025	.007	.076**
Number of times one changed jobs	-.040	.012	-.028
Years of service	.038	-.007	-.037
Company size	.034	.047	.044
Regular employees	-.025	.018	.012
Job type (vs. skilled workers)			
Specialist jobs	-.077**	-.011	.020
Management posts	-.027	.003	-.040
Clerical work	-.036	-.022	-.008
Sales	-.053*	.003	-.031
Service jobs	-.030	-.012	.011
Others	-.036	-.030	-.028
Households (vs. single person)			
Households with a full-time housewife	.126***	.123***	.128***
dual-income households	.122***	.144***	.107***
Others	.073***	.049*	.068**
Dimension of effort	.140***	.085***	.077***
Dimension of ability	.088***	.184***	.116***
Dimension of work	.099***	.115***	.062*
Dimension of responsibility	.098***	.086***	.151***
R2	.148	.156	.146
adj-R2	.135	.143	.133
F value	11.492***	11.947***	11.582***
N	1413	1376	1447

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Table 6.2.2. Correlation between sense of fulfillment in "work," "family life," "community activities" and "leisure time", and job satisfaction

	Work			Family life		
	1999	2000	2001	1999	2000	2001
Sex	-.067**	-.077**	-.060**	-.084**	-.112***	-.145***
Age	.097***	.046	.123***	.006	-.002	-.026
Educational attainment	.042	-.003	.037	.062*	-.019	-.027
Own income	.029	.033	.049	-.047	.043	.071**
Number of times one changed jobs	.012	-.019	-.003	-.027	-.003	-.008
Years of service	-.004	-.012	.025	.065*	.033	-.014

Company size	.016	.007	.017	.043	.019	.023
Regular employees	.022	.025	.068**	.022	.070**	.039
Job type (vs. skilled workers)						
Specialist jobs	-.012	.032	-.013	-.050	.001	-.029
Management posts	.009	.016	-.001	-.029	-.038	-.018
Clerical work	.008	-.002	-.011	-.032	.007	-.026
Sales	.010	.033	-.061**	-.042	-.018	-.063**
Service jobs	.022	.039	.021	-.001	.011	.013
Others	-.007	.021	.000	-.038	-.007	.011
Households (vs. single person)						
Households with a full-time housewife	-.022	.106***	.039	.221***	.257***	.268***
dual-income households	.001	.119***	.027	.223***	.278***	.252***
Others	-.029	.054**	.028	.046	.062**	.130***
Dimension of effort	.116***	.077***	.058**	.089***	.071**	.057**
Dimension of ability	.267***	.229***	.243***	.108***	.094***	.009
Dimension of work	.182***	.250***	.209***	.101***	.141***	.088***
Dimension of responsibility	.130***	.093***	.075***	.066**	.075**	.114***
R2	.325	.295	.275	.136	.157	.125
adj-R2	.314	.284	.265	.123	.144	.112
F value	31.648***	26.687***	25.482***	10.340***	11.847***	9.656***
N	1405	1359	1430	1402	1359	1435

	Community activities			Leisure time		
	1999	2000	2001	1999	2000	2001
Sex	.036	.024	.012	.043	.026	.018
Age	.090**	.032	.155***	.040	-.077*	.037
Educational attainment	-.023	-.044	.019	.027	-.014	.039
Own income	-.046	.018	-.018	-.005	-.012	.092
Number of times one changed jobs	-.056*	.012	-.023	-.020	.066	.027
Years of service	.069*	.038	.050	.013	.083	.010
Company size	-.017	-.025	-.012	.106***	.041	.043
Regular employees	-.103***	-.094***	-.050	-.111***	-.006	-.018
Job type (vs. skilled workers)						
Specialist jobs	.019	.013	-.021	.017	.029	-.010
Management posts	.031	-.026	.000	-.008	.030	-.098***
Clerical work	-.012	.048	-.048	.015	.066*	-.023

Sales	-.029	-.087	-.078	.002	-.016	-.051*
Service jobs	.028	-.054	-.042	-.028	.031	-.039
Others	-.023	-.027	-.074	-.045	-.003	-.013
Households (vs. single person)						
Households with a full-time housewife	.041	.076*	.000	-.112***	-.064*	-.067*
dual-income households	.108***	.109***	.067*	-.131***	-.082**	-.127***
Others	.011	.072**	.059**	-.023	-.011	-.002
Dimension of effort						
Dimension of ability	.034	.054	.134***	.048	.096***	.135***
Dimension of work	.083**	.035	.068*	.016	.031	.047
Dimension of responsibility	.074**	.053	.057*	.062*	.023	.020
R2	.109	.076	.124	.062	.044	.065
adj-R2	.092	.058	.109	.047	.028	.051
F value	6.576***	4.256***	8.195***	4.191***	2.808***	4.529***
N	1151	1116	1233	1348	1315	1386

*** Significant at 1%

** Significant at 5%

* Significant at 10%

The presence of a new job challenge that enables people to exercise their abilities leads to a sense of fulfillment in work. On the other hand, the higher the job satisfaction on the “dimension of effort,” “dimension of work” and “dimension of responsibility” was, the higher the sense of fulfillment in “family life.” The significant effect of job satisfaction on the “dimension of ability” disappeared in 2001. There was not any consistent effect with regard to a sense of fulfillment in “community activities.” With regard to “leisure time,” the higher the job satisfaction on the “dimension of ability” was, the higher the sense of fulfillment was in 2000 and 2001.

Job satisfaction and a sense of unfairness

Table 6.3.1. shows the results of the analysis of a sense of unfairness from the viewpoint of job satisfaction. Table 6.3.2. shows the results of the analysis of a sense of unfairness about sex, age, educational attainment and job type from the viewpoint of job satisfaction.

The lower the job satisfaction on the “dimension of effort” was, the stronger the sense of unfairness was. With regard to educational attainment, job type, sex and age as well, the lower the job satisfaction on the “dimension of effort” was, the stronger the sense of unfairness was. Although the job satisfaction on the “dimension of ability” and other dimensions had effects on the satisfaction in life and the sense of fulfillment in life, only the satisfaction on the “dimension of effort” had significant effect on the sense of unfairness. The “principle of effort” attracted the highest rate of support in the survey concerning the “desirable principles of distribution,” and we can see that in this survey as well, “effort” was an important criterion of the evaluation of social rules. Therefore, we may say that the principle of effort is the fundamental principle that underlies trust in the achievement-oriented approach in Japan.

Table 6.3.1. Correlation between sense of unfairness and job satisfaction

	Sense of unfairness		
	1999	2000	2001
Sex	-.136***	-.056**	-.109***
Age	-.016	.029	.014
Educational attainment	-.064	-.033	-.095***
Own income	.083**	-.017	.067*
Number of times one changed jobs	.024	.013	.009
Years of service	-.083**	-.094***	-.062**
Company size	-.004	.004	-.007
Regular employees	-.071**	-.038	-.043
Job type (vs. skilled workers)			
Specialist jobs	-.057	.007	-.031
Management posts	-.064*	-.013	-.085***
Clerical work	-.030	.037	-.051
Sales	.002	.012	-.027
Service jobs	-.030	.031	-.019
Others	-.015	.051*	-.025
Dimension of effort	-.156***	-.125***	-.190***
Dimension of ability	-.032	-.139***	-.073*
Dimension of work	.002	-.033	-.027
Dimension of responsibility	.003	.011	.007
R2	.076	.093	.095
adj-R2	.064	.080	.083
F-value	6.341***	7.600***	8.262***
N	1405	1360	1437

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Table 6.3.2. Sense of unfairness about sex, age, educational attainment, job type, and job satisfaction

	Sex			Age		
	1999	2000	2001	1999	2000	2001
Sex	-.122***	-.117***	-.064**	-.143***	-.049	-.096***
Age	.017	.011	.084**	-.031	-.043	.018
Educational attainment	-.004	.042	.051	-.037	.027	.008
Own income	.104***	.041	-.104***	.014	.028	-.016
Number of times one changed jobs	.018	-.022	-.086***	.074**	-.002	-.051*

Years of service	-.063*	-.031	-.108***	-.065*	-.036	-.087**
Company size	.023	.045	.045	.016	-.020	-.020
Regular employees	-.083***	-.033	-.032	-.032	-.110***	-.038
Job type (vs. skilled workers)						
Specialist jobs	.066*	.029	.009	.009	-.030	.048
Management posts	.049	-.039	.049	.010	-.049	-.022
Clerical work	.074**	.039	.040	.010	.011	.019
Sales	.005	.024	.022	.027	.022	.043
Service jobs	.036	-.045	-.030	.037	-.062*	.029
Others	.030	-.014	.009	.001	-.027	.014
Dimension of effort	-.059*	-.139***	-.139***	-.055*	-.148***	-.175***
Dimension of ability	-.092**	-.110***	.015	-.051	-.087**	.012
Dimension of work	.005	.018	-.047	-.036	-.018	-.067**
Dimension of responsibility	.004	-.013	.000	-.009	-.059*	.012
R2	.044	.078	.059	.064	.092	.073
adj-R2	.031	.066	.047	.052	.080	.061
F value	3.466***	6.248***	4.892***	5.135***	7.409***	6.107***
N	1378	1345	1420	1364	1335	1408

	Educational attainment			Occupation		
	1999	2000	2001	1999	2000	2001
Sex	-.084**	-.045	-.037	-.108***	-.014	-.101***
Age	-.057	-.073*	-.018	.037	.010	.113***
Educational attainment	-.081**	-.080**	-.068**	.028	-.023	.027
Own income	.020	.034	-.002	.030	.032	.037
Number of times one changed jobs	.071**	.034	-.042	.037	-.021	-.065**
Years of service	-.030	-.039	-.058	-.091**	-.063*	-.159***
Company size	.044	-.014	.003	.025	.034	.067**
Regular employees	-.072**	-.071	-.041	-.046	-.061*	-.027
Job type (vs. skilled workers)						
Specialist jobs	-.025	-.001	-.038	-.011	.010	.010
Management posts	.003	-.006	-.080**	.024	-.036	-.031
Clerical work	.006	-.001	-.039	.012	.043	-.022
Sales	-.055	.000	.001	.001	.019	.040
Service jobs	-.003	-.009	-.031	.012	.014	-.018

Others	-.047	-.006	-.035	.001	.008	.001
Dimension of effort	-.109***	-.086***	-.092***	-.075**	-.064**	-.169***
Dimension of ability	-.038	-.113***	-.050	-.127***	-.167***	.018
Dimension of work	-.045	.006	-.039	.004	-.023	-.083**
Dimension of responsibility	.009	-.023	-.006	.023	-.016	-.002
R2	.064	.058	.049	.054	.066	.072
adj-R2	.051	.045	.037	.041	.053	.059
F-value	5.161***	4.560***	3.995***	4.267***	5.126***	5.868***
N	1389	1361	1420	1360	1323	1388

*** Significant at 1%

** Significant at 5%

* Significant at 10%

Summary

Satisfaction not only on the “dimension of effort” but also on the “dimension of ability” is an important condition for positive evaluation of individuals’ sense of life, such as the satisfaction in life and the sense of fulfillment in life. However, with regard to the sense of unfairness, which represents the evaluation of the status of society, only the effect of satisfaction on the “dimension of ability” is significant. Therefore, while ensuring an opportunity for people to exercise their abilities is important for them to lead a fruitful life, the precondition is that their organization and the society at large “reward the effort.”