

Job Related Satisfaction in Poland and Old EU Countries. Cross-national Comparison[1]

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The topic of the paper is analysis of the subjective evaluation of job related satisfaction perception by respondents from Poland and old EU countries. The object of the study is, on one hand, the analysis of job satisfaction perception among people from selected EU countries, and on the other hand, identification of main factors influencing the level of job satisfaction. Cross-national and inter-temporal comparisons were conducted based on two sources of data: first was personal and household data gathered in ECHP database - European Community Household Panel, and second was Polish data from special survey conducted in the area of Lower Silesia (South - West part of Poland). The data from ECHP covering period from 1994 to 2001 were used. The Polish data was conducted for group of respondents: sample 1200 employees from Wrocław Agglomeration area (nine administrative districts). The tasks for descriptive and in-depth analyses of statistical data included: cross-national and inter-temporal comparison of collected and acquired data. deep insight into all important aspects of the job related satisfaction i.e. satisfaction with type of activity, job security, earnings, working condition, distance to job place, etc. in old EU Member states and in Poland. Methodological framework: the multivariate statistical framework and multidimensional statistical methods of comparison was used, especially descriptive statistics and variables distributions analysis for cross-national and inter-temporal comparison of job satisfaction in old EU countries, differences and similarities identification, assessment of Polish situation versus situation in the old EU countries, cross tabs for investigation of dependence between perception of the job related satisfaction and demographic and professional features of respondents, multivariate clustering methods for giving the possibility for assessment of homogenous groups separation based on job satisfaction perception; econometrics modelling methods for identification of main factors influencing job related satisfaction perception, determination of the intensity of influence of selected features on job satisfaction, identification of differences and similarities between Poland and old EU countries.

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