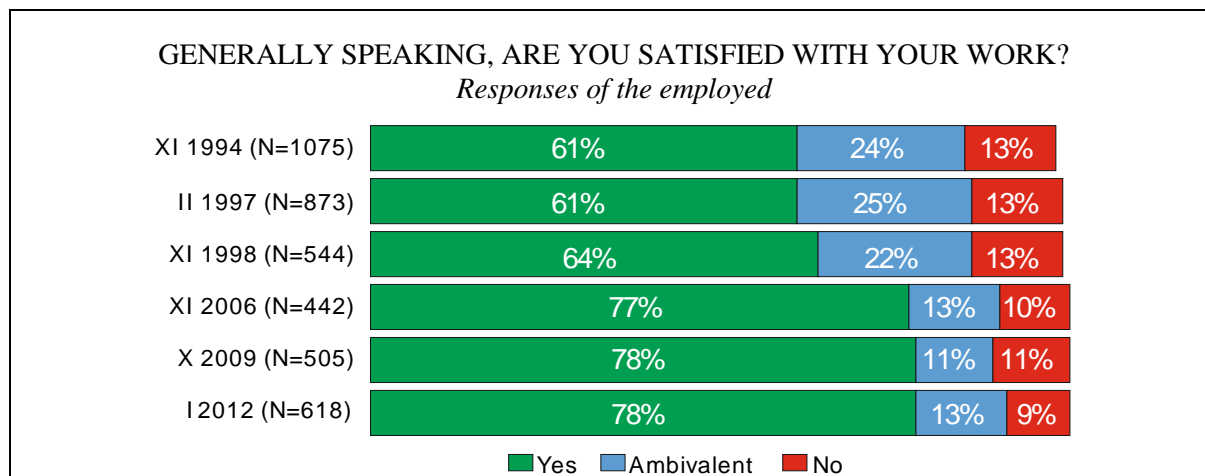


## SATISFACTION WITH WORK

Three-quarters of professionally active Poles (78%) are satisfied with their employment. This figure has not changed significantly since 2006. One in eleven (9%) is dissatisfied, while one in eight (13%) expresses an ambivalent opinion.

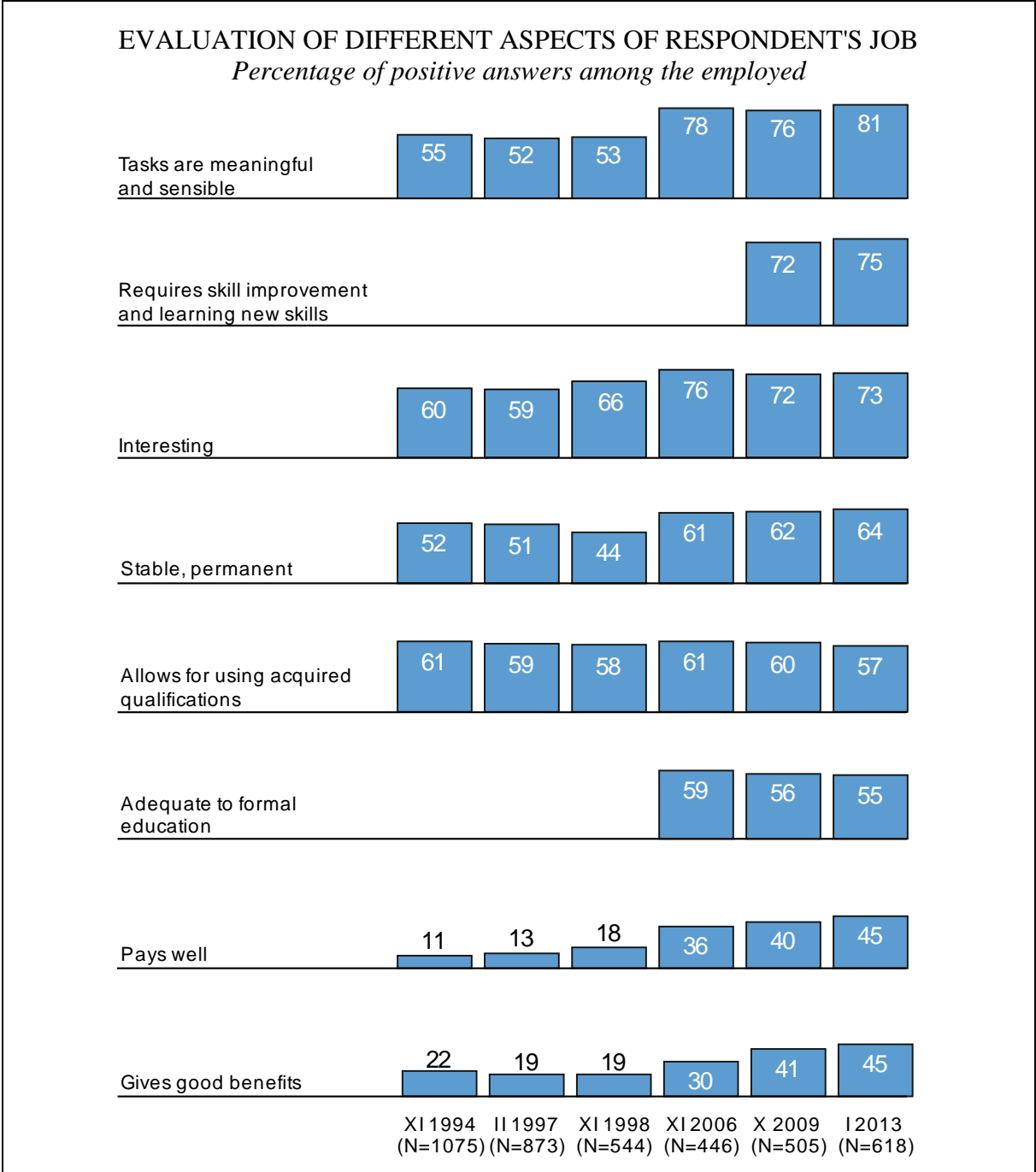


Although the level of satisfaction with work has been stable in recent years, from a long-term perspective it is possible to notice a significant improvement. Since 1994, the proportion of the satisfied employees increased by 17 pct. points, with a 4-point fall in unfavourable evaluations of the work conditions.

In spite of the general satisfaction with work, opinions about different aspects of employment are quite strongly differentiated. Although positive answers prevail on all dimensions, it is clear that self-realisation is rated better than the material aspects of

employment. Four-fifths (81%) of working people think that their tasks are meaningful and sensible. Almost three-quarters (73%) think that their job is interesting, while a similar proportion (75%) claim that work requires improvement of skills and learning new ones. Less frequently, the job is described as stable (64%), enabling the respondents to utilise their qualifications (57%) and adequate to formal education (55%). Employees are divided in evaluation of pay (45% satisfied, 30% dissatisfied) and benefits (45% satisfied, 41% dissatisfied).

In the long run, there is improvement on almost all dimensions of employment. The number of positive evaluations is diminishing only for the consistency of work with formal education.



Analyses show that declared satisfaction with a job is strongly influenced by the fact that work is interesting, and that tasks make sense. The predictive power of utilization of qualifications, the possibility to improve skills, job stability and earnings is lower. The least important predictors of satisfaction with work are: receiving non-wage benefits and whether the job matches formal education.

---

More information about this topic can be found in CBOS report in Polish: "*Satisfaction with work*", January 2013. Fieldwork for national sample: January 2013, N=1227. The random address sample is representative for adult population of Poland.