

EUROPEAN COUNTRY CONTEXTUAL DIFFERENCES IMPACTING JOB QUALITY AND WORKER SATISFACTION

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ABSTRACT

Countless studies have examined the various determinants of job satisfaction. However, there has been no significant research conducted to date that has examined the country-level structural and contextual conditions that impact workplace conditions, and thereby worker satisfaction and its determinants. In this research, we will address the existing gap in the academic literature on job satisfaction. We will use a comparative international methodology to examine similarities and differences between France and Germany from 1997-2005. First, we will use a variety of bivariate and multivariate descriptive statistics and procedures, as well as Ordinary Least Squares and ordered probit regression analysis, to test for statistically significant variations across the two countries. Second, to move beyond the existing research of social psychologists and organizational behavior researchers, we will utilize descriptive country-level comparative data to include important macro cross-national factors that may directly influence working conditions and the perceptions of workers. Finally, we will compare and combine previous cross-disciplinary theoretical work surrounding globalization and the role of the state to examine and explore these macro-level variables behind country similarities and difference, resulting in differences in work quality characteristics and the perceived worker satisfaction in France and Germany.