

SARWAR, MAZEN ANSARI, M.A. MAY 2014

SOCIOLOGY

GENDERED DIFFERENCES IN JOB SATISFACTION: HOW MEN AND WOMEN
COPE WITH WORK AND FAMILY (34 pp.)

Director of Thesis: Tiffany Taylor

This study examines factors that affect job satisfaction. Job satisfaction is an important measure in the workplace. A Salary.com article suggests that individuals are miserable because unsatisfying work makes them sick, they only work for money, they are stressed and overeating as a result, they are not committed to their work, and many workers feel as if they are being overworked. This study seeks to bring all components of job satisfaction together – under the lens of work-family conflict. Using data from the 2010 GSS, OLS regression was used to run four models separately for men and women: demographic, family, educational/occupational characteristics, and job characteristics. I find several significant differences between men and women including differences in the importance of income and part-time work status. More importantly however, were the similarities between men and women and the significance of job tenure, autonomy, security and social support. Men and women are more similar than one might expect in regards to the factors that affect their job satisfaction.