Employment Patterns

and its Influence on the Quality of Life

A.L. Reinke

sXXXXX

Public Administration

1st supervisor: Minna van Gerven

2nd supervisor: Pieter-Jan Klok

05.02.2017

Version 1.9

UNIVERSITY OF TWENTE.

Abstract

This study explores the subjective wellbeing in relation with the different employment patterns of part-time and fulltime employment. The objective – often the economic consequences – measures are already well established in current research regarding the different decisions towards employment patterns. Therefore, the subjective wellbeing will be in the focus and is measured with the indicators of subjective health status, the perception of satisfaction with life, participation in social activities and the locus of control of the interviewees. It addresses the main question '**How does the working pattern influence the subjective wellbeing of workers in Germany?'** To answer the question, different hypotheses are constructed and a Chi-square test as well as a regression analysis is used to analyse a survey of the World Values Survey from 2013. The study involved roughly 1000 interviewees and addressed next to the subjective perceptions of wellbeing also objective dimensions. These are used as control variables and are also included in the analysis. The analysis delivered the result that not all the initial dimensions can be related to employment pattern. Thus, only the perceived health status as well as the engagement in social activities is influenced by the employment pattern. Also, the control variables do not always have an influence on the different dimensions. The marital status has an effect on the perceived health status as well as the satisfaction with your life. The satisfaction with the financial situation of the household influences all 4 dimensions and the gender influences only the satisfaction with your life and the engagement in social activities.

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4. Introduction

Due to the economic crisis in the 1970s, in most western European countries, the unemployment rates began to rise. Therefore, the household assets of the people declined and more income was needed. Dual household earning seemed to be the most suitable solution for the families. Therefore, also women started to seek for jobs which was difficult at this time since they were also in charge of the children and needed more flexible working schemes. To get together the household, the children and a job, women needed a job which was not fulltime but consisted of a more flexible working scheme.

Demographic ageing is also one of the main issues which is faced by the western European countries. In 2030, many European countries will face the highest elderly dependency ratios compared to the world-wide ratios which means that there are more old people being retired than young ones working. Not only the populations suffer from this problem since they need more income, also the governments need to find solutions for the financial treats. (Kalisch & Aman, 1998) They need to find ways to reduce the threat to medium & long-term financial viability among the population which is assessed through different policies in regard to the working patterns. The mixture of these two main issues which are faced by the governments and populations asks for a sustainable and ongoing solution.

Governments are trying to solve the upcoming threats and changes with the help of different policies – affecting the companies and the people. Most of these policies are based on the concept of active ageing and widening the working population. The policies mostly concentrate on the economic aspects of the concept. Therefore, a lot of approaches focus on longer working lives by, for example, adapting the pension systems. They also fight for non-discrimination based on the age in employment. (ActivAge Consortium, 2005; Walker, 2002) Therefore, the people are involved longer in the working population thus widening it. On top of that, the workload is steadily increased.

The concept of effective ageing is originally used by the WHO which defines it not solely on the economic aspect of participating in the work force or the physically status but also that the participation in social, cultural, spiritual and civic affairs. (WHO, 2002)

But not only solutions for the older people needed to be found. Also, more women started to be part of the working population also asking for more flexible working schemes. Therefore, the part-time contract was seen as the most fitting since it delivers the flexibility needed. Thus, by including the women in the working force, it is again widened.

Looking at the problem from a governmental and economical perspective, it seems understandable that the workload needs to be increased and the working population needs to be widened. The contrary perspective is the one from the society which needs to be examined further. Quality of life is clearly linked with economic aspects and thus also with the employment pattern. Nevertheless, this only represents the objective wellbeing but it does not represent the perceived and therefore the subjective wellbeing. The working population is the one being affected the most by the implemented policies and thus also the one experiencing it first-hand concerning their wellbeing. It is therefore necessary to gather data which is influenced by the perceptions and feelings of the populations. Thus, the research question of this study will be: *How does the working pattern influence the subjective wellbeing of workers in Germany?*

Since it is assumed that the working population suffers from the constant increasing of the workload, there are also populations trying to reduce the workload and working time such as Sweden. The working day was reduced to 6 hours per day which is intended to make the people happier and more effective. (Matharu, 2016) On the contrary, you have also populations which do not want a reduced workload such as the population from Switzerland. Recently, it could be decided whether the population will be allowed to have 6 weeks of holidays or if it will be allowed to have 3 which is currently the status quo. They decided to stay with the 3 weeks of holiday since they fear the consequences of the economy. (Day, 2012)

This bachelor thesis will examine the influence of different working patterns towards the subjective wellbeing in Germany. As mentioned before, the implemented policies tackling the problem of the ageing population affect often the working population and thus the employment pattern. More workload is tried to be put on the working population to make it more effective. Nevertheless, governments try to widen the working population with the help of more flexible working schemes such as part-time work or other employment forms. Although the motivations to choose a specific form of employment and the financial consequences are researched, the subjective wellbeing of the people is left out in most of the cases.

In the following a general development of employment patterns will be presented. Afterwards, a distinction between fulltime and part-time will be done. Having the definitions, you can put them in relation with the different dimensions of subjective wellbeing which will be explained beforehand. There must be made a clear distinction between objective and subjective wellbeing. The different factors influencing these dimensions are also presented as well as control variables needed in this research. After displaying the research question and different

corresponding hypotheses, the analysis will be done and the results will be put into relation. Conclusion and recommendations will be done at the end.

Since the employment patterns are seen as the independent variable in this research, they will be defined first. In the following you will receive a general overview of the development of employment patterns. Nevertheless, the focus of this study will be based on part-time and fulltime employment. Thus, a clear distinction between these two types will be made, too.

5. Which overall developments can be observed in employment patterns?

Starting in the 1970s, changes throughout the working places demanded also for changes in the employment patterns. The standard employment pattern of fulltime contracts was not the desired model anymore and underwent a lot of changes. This can be related to the increased competition among firms and the corresponding pressure related to more profit. Flexibility seemed to be the best solution and thus more flexible contacts with workers were established. Globalization led to more competitors who were often able to offer their services or products at a lower price. To keep the consumers, companies needed to react to these circumstances. (Kalleberg, 2000)

In Europe, high unemployment rates were present due to technological improvements and a rather slow economic growth. It became clear that there were not enough jobs for all people seeking for fulltime employments. Also, the companies needed to avoid a lot of costs so that they preferred these nonstandard working contracts which were not protected by specific labour laws. Due to the technological improvements, it was facilitated to teach temporary workers specific tasks and projects. It was thus not necessary to have as many fulltime employers as usual but instead hire more part-time workers which are more flexible brought into action. (Kalleberg, 2000)

Furthermore, more people searched for jobs due to demographic changes. Not only men were part of the labour force, also married women and older people constituted a big part. But the daily routine of these kind of workers was different than the one from the fulltime employers. The married women were often in charge of the children or other family members, thus they needed a more flexible working scheme allowing them to create their own timeframe and to accommodate several things at the same time. The older workers spend already most of their

life working and thus preferred more free time. They wanted to have more time with their family members or must cut back due to their physical health, just to name a few examples. (Kalleberg, 2000)

5.1 Definition of fulltime work

Nevertheless, the 'standard worker' was a fulltime working man until the closing decades of the twentieth century while the women were in charge of the domestic work. (Crompton & Lyonette, 2006) While the role of the women changed throughout the last decades and will be still changing in the next decades, the understanding of the standard worker also developed throughout the last century.

Until 1919 there was no universal definition of fulltime employment which led to a big amount of hours of work during the week which were not healthy. Furthermore, the globalization took place and asked for an international standard keeping fair competition possible. The International Labour Organization (ILO) thus created several Conventions throughout the last century enabling international standards. The first Convention in 1919 implemented the 48-hours-week, meaning that the working time of a worker should not exceed 48 hours per week. While this limitation should keep the competition among countries fair, it was limited to only the manufacturing sector. Until 1930 it was then extended to all sectors but agriculture. Due to the globalization, the workers feared that their protection was lowered and that the working hours would rise again although more than 50 hours is being said to be unhealthy by scientists. Nevertheless, the statutory normal hours per week even declined towards 40 hours per week in the ILOs Convention of 1935 and are already implemented in most countries although the situation is different in many developing countries. Also, other documents include the limitations of 40 hours per week as for example the European Social Charter 1996, the Charter of Fundamental Rights of the European Union or the Protocol San Salvador. Next to the limitations of the overall number of hours being worked in the week, also daily working hour limitations exists which should prevent accidents within the companies. Furthermore, Conventions introducing one day of rest, paid holiday or paid night work were implemented among others. (Messenger, Lee & McCann, 2007)

Fulltime employment is still preferred by men since women still perform the caregivers for the children and need to fulfil the household tasks. Nevertheless, since the 1970s most of the formal

barriers which kept women out of the working force are removed and opened the way for the women to participate in the labour force. Therefore, policy perspectives towards women and thus them as a source of working force changed sustainably and underwent a transformation. The shift towards service employment facilitated several jobs for women while other sectors such as mining and metalworking are still a rather male sector.

Unfortunately, the women did not receive jobs as good as the men and thus are not being paid very well. Also, other low-level jobs are not paid good enough so that the family needs to have two persons earning an income. Therefore, across Europe, many 'governments are seeking to encourage women's employment, even when their children are young.' (Crompton & Lyonette, 2007, p. 308) Furthermore, the traditional division of roles within the household leads to the fact that the state policies in the past historically supported the rights and authority of the husband over the ones from the wife. Nevertheless, the regulations of these private affairs do not interfere with general regulations concerning the hours being worked and are often open to so called social partners. For example, the minimum paid leave in many countries differ a lot. France, for example, agreed on 25 days which are also the statutory ones. Germany, in contrast, has 20 statutory days while 30 are agreed. (Alesina, Glaeser & Sacerdote, 2006)

5.2 Definition of part-time work

The reaction from the companies and the market itself, was the use of part-time employment contracts. It is usually defined as 'regular wage employment in which the hours of work are less than "normal"' (Thurman & Trah, 1990, p. 23). Thereby, the definition varies a lot across countries since also the fulltime contract varies towards the working hours per week. Germany defines part-time work as working less than 36 hours per week while for example the statutory level of working hours in France is set at 35 hours per week. There, part-time includes working contracts in which the workers have to work at least less than 20 % of the statutory level. Contrary to that, there are also countries which do not define part-time work related to the working hours. In Japan, the working hours do not define the status of employment but the status within the firm. It is simply said a tool of classifying the workers. (Kalleberg, 2000)

The motivation to choose a part-time employment is also varying as the definition of it. In Europe, about 16 % of the total labour force is working part-time and this amount is increasing steadily. Since the 1980s, it is the major source of the employment growth and is used as an

alleviation of unemployment. Furthermore, part-time work is used as putting several responsibilities together which is also reflected by the number of women working part-time. They constitute the biggest part of this type of working force in industrial countries since they are still responsible for the household and the children. Nevertheless, the number of women working part-time differs among countries. For example, in Germany and France, 90 % of part-time workers are women whereby only 65 % of the part-time workers in the United States are women. This difference may be related to the fact that a lot of students need to work next to their studies in the United States. (Kalleberg, 2000)

The companies' motivation of part-time contracts is based on the cost effectiveness. The wages of part-time workers are often lower than the ones from fulltime employers and thus cost less for the companies. Furthermore, the fringe benefits are also lower for both sides. Due to legislation, the costs for the employers are increased for the fulltime employees compared to the part-time employees. Also, the statutory deductions are higher for fulltime employees than part-time employees. (Kalleberg, 2000) Furthermore, the use of part-time work allows the companies to have at every moment enough workers at the working places. Since it is more flexible, it is very useful for shift working schemes. There are several companies and even national institutions which are dependent from shift workers. The most obvious examples include hospitals, police stations or fire brigades. In welfare sates, it is necessary to provide security at any time for the citizens and thus these institutions need to be permanently manned. (Kalleberg, 2000)

Nevertheless, part-time work is often related with lower paid jobs having a lower status. The sectors associated with part-time work include for example sales, catering and cleaning but there are also developments visible in other sectors including higher levels of status which nevertheless depends on the use of part-time employment. Either, they are used as a cheap source of labour in these countries or to reintegrate older workers which possess a lot of knowledge and are valuable for the companies. The job security entitlements play an important role towards the use of the part-time workers. Due to labour law and employment regulations, equal treatment between fulltime employment and part-time employment can be fostered which would prevent that they would be used as a cheap labour source. This is the case in for example Spain, the Netherlands or Sweden. Nevertheless, there are also countries such as Germany, the United Kingdom or Japan in which part-time workers fall below a specific threshold which

exclude them from certain coverages which should provide job security entitlements. (Kalleberg, 2000)

To conclude, you can say that the definitions of fulltime and part-time employment vary across the countries according to the working hours per week. Therefore, the definitions from the Council Directive 97/81/EC related to the Framework Agreement on part-time work are used for defining the term fulltime and part-time employment.

'Clause 3: Definitions

For the purpose of this agreement:

1. The term 'part-time worker' refers to an employee whose normal hours of work, calculated on a weekly basis or on average over a period of employment of up to one year, are less than the normal hours of work of a comparable full-time worker.

2. The term 'comparable full-time worker' means a full-time worker in the same establishment having the same type of employment contract or relationship, who is engaged in the same or a similar work/ occupation, due regard being given to other considerations which may include seniority and qualification/ skills. Where there is no comparable full-time worker in the same establishment, the comparison shall be made by reference to the applicable collective agreement or, where there is no applicable collective agreement, in accordance with national law, collective agreements or practice.' (Directive, 1998)

Since the survey was done in Germany and thus the sample is also drawn from there, less than the normal hours of work mean working less than 36 hours a week. Nevertheless, it is obvious that part-time workers spend less time at the working place than fulltime workers. The question stemming from this observation is if the economic consequences can be compensated with other positive ones like the ones linked to more free-time.

To be able to create hypothesis concerning this topic, the wellbeing needs to be defined which will be done in the following section. First, the general understanding of wellbeing will be explained followed by a more detailed explanation of the objective wellbeing and the perceived one.

6. Definition of wellbeing

Although we know a lot of the motivations for choosing a specific type of employment, we do not know a lot about the consequences next to the economic ones. Since the role of the women changed in the working force, their role at home changed, too. The question stemming

from this development is, if the people are happy with their life. Do they prefer to work part-time or fulltime and what are the consequences for their wellbeing?

Looking at the current research made and the one being already made in the past, you can see that the literature on life satisfaction, wellbeing and quality of life is abundant. Although these concepts are used interchangeably, they often focus on different aspects and concentrate therefore also on different dimensions. Quality of life or wellbeing has no standardized definition and thus also no fixed measures. Nevertheless, many authors stated that the different variables being measured have high correlations and need to be considered in sum. Often, the human needs are seen as the basis for the wellbeing. Being thus reached by the person leads to a higher wellbeing. Nevertheless, in times of modernization and welfare states, the basic human needs are often provided and met. Therefore, the level of happiness and satisfaction being obtained by the people is often the new variable being measured. Therefore, different aspects influencing the personality, the biological environment and social environment are often measured. These variables include for example self-esteem, endurance and locus of control. Furthermore, the work-family conflict, employment pattern and level, agreement over family finances, health and fitness status as well as social networks are included. They are part of the wellbeing and possess a rather complex interrelationship. (Evan, 1994)

Nevertheless, Landesman (1986) tried to define the concept of quality of life or wellbeing and developed multiple models of the concept. He suggested that the quality of life is a different phenomenon than the satisfaction with life. This approach is coherent with current research which divides wellbeing in a dichotomous variable. First, you may have the objective wellbeing which is described by Felce and Perry (1995) as the following: wellbeing in terms of life conditions without any subjective interpretation of how the individual perceives and reacts to such conditions. On the contrary, subjective well-being includes personal expectations, feelings and values of the respondent towards the variables being asked. There are also authors such as Allen (1991) suggesting to measure both levels to gather sufficient data describing quality of life.

Although not being able to find an universal definition, they were able to define different categories describing the measurement of wellbeing and which factors do influence it. The approach from Felce and Perry (1995) divided the attempts to measure quality of life into four categories. The first is ‘quality of life is defined in terms of life conditions’, the second is

'quality of life is defined in terms of satisfaction with life', the third is 'quality of life is defined as a combination of life conditions and satisfaction' and the last is 'quality of life defined as a combination of life conditions and satisfaction weighted by scale of importance'. A figure of these definitions can be found under appendix 1.

As you can see, wellbeing can be either measured objectively or subjectively. Both concentrate on different aspects and thus also on different variables which will be explained in the following.

6.1 Definition of objective wellbeing and factors influencing it

The objective wellbeing is based on factors which include for example the level of income, the education and the housing as also other living and environmental circumstances. (Walker & Lowenstein, 2009) Looking at the current research regarding employment patterns, these factors could be measured at two different time spots within the life of the people being surveyed, but it would only investigate economic factors. Therefore, it would be limited to the differences concerning the economic wellbeing of people working fulltime and people working part-time. This means that you make conclusions on the wellbeing of the people while looking at their income and at their expenditures (Gasper, 2005). Gasper (2005, p. 180) defines the objective wellbeing as 'non-feelings types of behaviour and achievement, such as aspects of physical health, learning, mobility, social participation and so on'. This means that the indicators are being measured without the influence of the people's feelings and expectations. All the dimensions can be seen by looking at data and social indicator such as for example the medical record of one respondent to examine its physical health.

Nevertheless, 'it quickly became obvious while the social indicator provided information about a cultural unit (town, state, country), it provided little or no information about the quality of life of the specific individuals within the unit (Evans, 1994, p. 48)'. Thus, the objective well-being is a good starting point to gather an overview of the general situation, norms and standards, but it does not deliver any details about the individuals per se. But these details are influenced by the feelings and perceptions of the respondents and thus it is an essential ingredient of the good life is that the person herself likes her life as it is suggested by many scientists who study subjective wellbeing. (Diener, Lucas & Oishi, 2002). This means that the subjective wellbeing is affected by the perceptions and beliefs by the respondent itself but also by the wellbeing of other people. In general, you can say that the degree of matching

internal standards, either being implicit or explicit, defines the subjective wellbeing. If the referent is an external one, the individuals' responses are compared to the answers of a normative sample and the corresponding data. Thereby, the measurement of the quality of life or wellbeing are not linked to self-ratings which would be the case with internal referent. Instead, the answers would be based on actual behaviour and current circumstances.

6.2 Definition of subjective wellbeing and factors influencing it

Looking at the objective wellbeing, it is obvious that a reference point is needed to be able to compare the perceived situations. Since the answers are based on feelings and expectations of the respondent, they are not neutral and not easy to compare. Thus, other dimensions of comparison need to be found.

'Dimensions of comparison that have been suggested, include one's current and expected situation, actual functioning relative to aspirations, one's potential and one's achievements, achieved goals and unmet needs, aspirations and achievements (Evans, 1994, p. 53).' All these dimensions are related to the beliefs and perceptions of the respondents which may vary over time. 'Hence, when confronted with a stressful life event, individuals may change their aspirations, as a means of coping, thus changing the standard of comparison for the quality of life measure (Evans, 1994, p. 55).' On the contrary, many authors argue that personality factors do influence the impact of stressful life events and the other way around. For example, self-esteem will affect the way in which the individual deals with an environmental condition or event. At the same time, the result of dealing with this specific condition or event will in return also affect the self-esteem. (Diener, 1984)

Looking at the different suggestions for measuring subjective well-being, approaches have been made to categorize the different groups of theories.

The first one is the need and goal satisfaction theories being based on Maslow's (1954) hierarchy of human needs. This means that you include the dimensions of psychological wellbeing, happiness, morale, life satisfaction and social expectations. Since there is no universal indicator which stands for these dimensions, the answer will be influenced by the feelings of the person being asked and its personal experiences. If you are asking for the subjective wellbeing by using these specific dimensions, you use the classist model. Furthermore, it is argued by goal theorists that if they move toward an ideal state or

accomplish an aim, individuals will gain more subjective wellbeing (Diener, Lucas & Oishi, 2002). It is therefore crucial to ask whether the respondents are satisfied and happy with their life. Assuming that part-time work enhances the wellbeing of the people, part-time workers should be more satisfied and happy with their life. Thus, the first hypothesis is that if you are working part-time, you are more satisfied with your life. On top of that, you are also healthier if you are working part-time. This is the central statement of the second hypothesis. Since you are not working that much, you are also less stressed, just to name one example.

The second group of theories is based on process and activity theories. Being included in activities which provide happiness for the participants is the basis for these theories. Csikszentmihalyi (1975) suggested that people are happiest when they are engaged in interesting activities that match their level of skill. Therefore, social capital will be also included which is based on the dimensions of social networks, support, participation in activities and community integration (Bowling, 1994). The third hypothesis suggests therefore that you are engaged in more social activities if you are working part-time. Since you are having more free-time, you can be part of more social activities compared to people working fulltime.

The third group of theories argues that genetic and personality predisposition plays an important role in the development of subjective wellbeing. Therefore, cognitive and emotional reactions to life circumstances influences the subjective wellbeing as well momentary as also long termly. Therefore, subjective wellbeing is influenced by cognitive dispositions such as for example expectancy for control, dispositional optimism or hope. (Diener, Lucas & Oishi, 2002). Therefore, you can assume that if you are working part-time, controlling your life plays an important role for you. This fourth hypothesis means that people working part-time like to be able to decide how to spend their time and allocate more time to specific activities which have a higher position within their list of priorities. Contrary to that, people working fulltime put work on first place, meaning that work has a high significance in their lives.

Looking at these approaches and hypotheses, a wide range of variables contribute to wellbeing and deliver at the same time a rather complex interrelationship among them. A few of the variables have direct effect on the level of wellbeing, such as or example self-esteem and locus of control. At the same time, these variables have influences on other aspects which in the end again influence the level of wellbeing. Furthermore, specific skills of the individual influence not only the individuals' environment but also the wellbeing. Therefore, work-

family conflict, employment pattern and level, agreement over family finances and health and fitness status are influenced by personal skills but are also used to measure the level of wellbeing. Another important aspect is the ability to create a social network. (Evans, 1994)

All these variables and skills affect the wellbeing within a specific domain in the lives of the respondents although some of them are cross-functionally useful. Marital satisfaction, job satisfaction and financial satisfaction are all interrelated and are just a few examples to present domain specific measures. Furthermore, communication skills and measures as for example expressiveness or intimacy play an important role. Also, resource variables such as income should be included. They do not only represent objective wellbeing but can also be used as control variables.

Looking at these variables, the interrelationships are again clearly visible and suggest that they are the ones which can be manipulated to enhance the wellbeing of the respondents. Nevertheless, there may be relationships of the variables which are in the reverse direction than assumed. Due to the construction of this study, this cannot be tested. Therefore, the assumptions deduced from the research and theories of other studies, will be taken for granted within this research. This study will be based on the overall wellbeing related to the employment pattern. Nevertheless, you cannot limit the well-being towards job satisfaction since also the income of another family member may influence the subjective wellbeing in terms of satisfaction with the household income. Therefore, you need to check for third variables having an influence on the relationship between the independent and dependent variable. Control variables must be included and will be explained in the next section.

7. Control variables

Having decided about the different dimensions, it is nevertheless also important to have control variables. They will be objective and based on quantitative statistics. Therefore, the individuals' perceptions will be left out and allow a neutral comparison which will be used as a control mechanism. The objective variables can be measured precisely which simplifies a comparison. (Diener & Suh, 1997) They deliver valuable information which we would not know asking for the subjective well-being.

Therefore, the financial situation of the household will be included. Furthermore, the income of the partner needs to be asked for, too. It influences the household income with the same degree as also the income of the interviewee. Veenhoven (1991) examined that the level of

income influences the perceived well-being since it helps the people to fulfil specific human needs such as food, water, health, safety and housing. Thus, having a greater income will allow you to be more likely able to fulfil these needs. Since the fulfilment of these needs tend to lead to the impression that the people feel good, they may also judge their lives positively. Furthermore, people do not compare themselves to for example their neighbours when it comes to basic human needs. 'We are no less hungry if our neighbours are equally hungry or when we are not so hungry as we had expected to be' (Veenhoven, 1991, p.28). You can conclude that 'the better their social and personal living conditions, the happier people generally are' (Veenhoven, 1991, p.18). Therefore, the respondents will be also asked whether they are satisfied with their financial situation or not.

Nevertheless, the decision to work part time or full has not only consequences concerning the level of happiness or perceived wellbeing. Other economic factors influence the perceived wellbeing too and therefore control variables affecting the economic part need to be included. The marital status defines whether you have to take care of more than solely you. Furthermore, it is said that people who are married have a high life satisfaction. 'Thus, marital status may contribute to our understanding of life satisfaction and will be treated as a control variable in the model (Tang, 2007, p. 378)'. Thereby, it is important to know who is responsible for the income of the household and if the family is satisfied with their status. The respondents are thus asked about their marital status during the surveys.

The gender contributes also towards the employment pattern and thus the wellbeing. Nowadays, men are still more often fulltime worker than women and thus gender need to be included as a control variable. Men are more often the so-called breadwinner within the household and have another responsibility towards the financial situation of the household than women. Only 5 % of the whole male population of the European Union worked part-time in 1995. An increase could be noticed but with a very small rate. (Delson, 1998) This can be related to the values within specific countries where 'earning a wage sufficient to support a family is still of enormous symbolic and material importance even though the number of households solely dependent on such a wage is declining' (Delson, 1998, p. 65). Thus, still feeling to have this responsibility, the perceived wellbeing may be different for men than for women. Often, the views and opinions differ and thus also the perceived wellbeing may differ according to the gender.

8. Methodology

Having an understanding of the different concepts of this bachelor thesis, the next section will explain the most important details of the methodology. First, the research question and the corresponding hypothesis are being presented shortly. Thereby, the different variables and their interrelationship will be explained. Following from that, the research design will be explained in detail as also the case selection and sampling method. At the end, the operationalization of the main concepts, hypotheses and variables will be presented as well as the data collection method which includes also the different steps for the analysis.

8.1 Research question and hypotheses

Since the economic aspects are well researched concerning the topic of employment patterns as well as the different factors influencing the decision towards one of it, the focus of this research will be on the perceived wellbeing of the population which decided to work in either way.

Therefore, the research question is stated as followed: **How does the working pattern influence the subjective wellbeing of workers in Germany?**

The research question is an explanatory one since it tries to explain whether the employment pattern influences the subjective wellbeing of the population. Furthermore, as it will be explained later more in detail, the different variables will be derived from the same data source since the field of research is already well established. A lot of researchers examined the different sources of wellbeing and the different consequences of a specific employment pattern but often only based on objective wellbeing.

To answer this research question, specific hypotheses need to be created. They are all based on the assumption that you have an higher perceived wellbeing if you are working part-time.

1. If you are working part-time, you are more satisfied with your life.
2. If you are working part-time, your perceived health status will be higher.
3. If you are working part-time, you will be engaged in more social activities.
4. If you are working part-time, you have a strong locus of control.

To ensure the reliability of the study, control variables are included. They are based on the marital status, gender as well as the satisfaction with the financial situation of the household of the interviewees. Many studies suggested that people being married report an higher subjective

wellbeing than individuals being not married. (Diener, Gohm, Suh & Oishi, 2000) You could thus conclude that the marital status affects the subjective wellbeing instead of the chosen employment pattern. The satisfaction with the financial situation of the household accounts for the same affect. Being satisfied with the financial situation leads to a higher perceived wellbeing and would not be affected by the employment pattern. Also gender has an influence on the perceived wellbeing since men and women often have different views and opinions on specific aspects concerning the wellbeing.

The answers of these hypotheses will be put into relation with Germany. Burns, Myers and Kakabadse (1995) studied different national stereotypes. To examine this topic, they used a sample of European managers talking about their own competences and about the competences of managers of other European countries. The results showed that German managers tend to be competent, efficient, hardworking and punctual among others. Nevertheless, they are not very humorous and not compassionate. Although this stereotyping does not seem to be sufficient as a starting point and justification for choosing Germany, it shows nevertheless that German workers have a different relation to work than other countries may have. Furthermore, as already stated beforehand, part-time employment lead to a job growth within Germany (Delson, 1998) Nevertheless, the consequences were most often only researched concerning the economic consequences but not for the subjective wellbeing. Therefore, it will be interesting to see if the perceived wellbeing is influenced by the employment pattern although the culture already shows a tight relation towards work. In future research, the topic of this study needs to be put further into relation with the culture as well as a comparison with different countries will be needed.

8.2 Research design

Having conceptualized the different concepts, the different dimensions of them need to be investigated. The data from World Values Survey will be used answering the research question. WVS is a global network of social scientists which are interested in the change of values and the corresponding impact on social and political life. (World Values Survey, 2016)

This survey asked people throughout the years about specific topics in the whole world. WVS has items asking for objective answers but also for subjective ones. For example, the health status is answered by the perceived one and does not asked for numbers of hospital visits during the last year. Contrary to that, the social capital is asked by questions for active participation in specific groups such as a sports team, membership in a church or doing music or arts with other

people. Items include also the current status of their employment or their age. (World Values Survey, 2016)

The research will have a cross-sectional research design which means that all variables of the units and variables will be measured at the same time. Furthermore, none of the variables will be manipulated differently for a subset of units or for a second setting.

The subjective wellbeing is the dependent variable with four dimensions which were discussed in the theory section above and reflected by the different hypothesis. The independent one consists of the employment pattern.

The internal validity will be assessed through the three aspects of causality: (1) association which will be shown in a regression analysis, (2) the time order which unfortunately cannot be ruled out since the variables are measured at the same time an (3) non-spuriousness which can be reduced with the controlling for third variables. Although the internal validity may be weak in cross-sectional research, the external one is stronger due to the sampling. You can easily ask a lot of people and have thus a big sample. On top of that, there is no other research design allowing to ask for many independent variables.

The unit of observation and the unit of analysis differ within this research design. The unit of analysis will be the population of Germany while the unit of observation is a sample of minimum 1000 people being older than 18 within these two countries.

In general, the research question will be answered with the help of cross tabulations and regression analysis. To decide whether a correlation exists, the frequencies of the sample will be looked at. Havin thus diverse frequencies within the different employment pattern categories, a correlation can be assumed. With the help of a Chi-square test the correlation will be thus proven and the strength will be calculated with the Phi coefficient. At the end, a regression analysis will be done.

8.3 Case selection and sampling

The population of the research are the people of Germany answering the World Values Survey within the year of 2013. This is the latest wave of the survey and thus the one showing the best the current situation related to the research question. The timeframe named for this wave was set 2010 until 2014 which seems to be rather long for a cross-sectional study, but it is explained

by the WVS by the fact that the data collection started in one country being followed by others one by one.

WVS assured on their website that their sampling method is done with respect to external and internal validity.

The sample is drawn from the entire population of 18 years and older with a minimum of 1000 respondents. The choice of sampling is based on societies statistical regions, districts, census units etc. Therefore, each country is represented by a national sample of their public since all ages, regions and cultural backgrounds should be represented through randomized sampling. They are sampled randomized and cover the whole population and not just a specific part of it. (World Values Survey, 2016)

Furthermore, the respondents give their answer anonymously.

The most important argument for this survey and thus this specific sample is that all the dimensions needed to answer my research questions are included in the survey. They do not only ask for the objective wellbeing but also for the subjective one.

8.4 Operationalization of the main concepts and data collection methods

As mentioned in the case selection and sampling part, the answers from the World Values Survey of the last questioning wave will be used. They were collected in anonymous interviews and are a mixture of quantitative as well as qualitative data. Being active in different social groups is asked by dichotomous variables whereas the subjective health status and level of satisfaction can be answered with ordinal categories.

An existing dataset which includes all my dimensions will be thus used to answer the research question. In the following you can find examples of the dimensions of subjective wellbeing with the corresponding questions of the survey.

1. Employment pattern → 'Looking at the given answer possibilities, what is your current employment pattern?' (World Values Survey, 2016)
   Answers: Fulltime, Part-time, Self-employed, Retired, Housewife, Students, Unemployed, Other
2. Perceived health status → 'All in all, how would you describe your state of health these days?' (World Values Survey, 2016)
   Answers: Very good, Good, Fair, Poor

3. Perceived life satisfaction → 'All things considered, how satisfied are you with your life as a whole these days? Using this card on which 1 means you are 'completely dissatisfied' and 10 means you are 'completely satisfied' where would you put your satisfaction with your life as a whole?' (World Values Survey, 2016)
   Answers: 1= completely dissatisfied – 10 = completely satisfied
4. Social activities → Participation in activities → 'Now I am going to read off a list of voluntary organizations. For each organization, could you tell me whether you are an active member, an inactive member or not a member of that type of organization? – sport or recreational organization; art, music or educational organization, etc. '(World Values Survey, 2016)
   Answers: Not a member, inactive member and active member
5. Expectancy of control → 'Some people feel they have completely free choice and control over their lives, while other people feel that what they do has no real effect on what happens to them. Please use this scale where 1 means 'no choice at all' and 10 means 'a great deal of choice' to indicate how much freedom of choice and control you feel you have over the way your life turns out.' (World Values Survey, 2016)
   Answers: 1 = no choice at all – 10 = a great deal of choice

Furthermore, you can check for third variables like:

1. Satisfaction with financial situation of household → 'How satisfied are you with the financial situation of your household?' (World Values Survey, 2016)
   Answers: 1 = completely dissatisfied – 10 = completely satisfied
2. Marital Status → 'Are you currently: Married, Living together as married, Divorced, Separated, Widowed, Single, No answer?' (World Values Survey, 2016)
   Answers: married, living together as married, divorced, separated, widowed and single
3. Gender → 'What is your gender?' (World Values Survey, 2016)
   Answers: Female or Male

The answer possibilities towards employment pattern ranged from fulltime to for example housewife. This nominal variable cannot be simply split up in the middle. Since the employment patterns of fulltime and part-time are for interest in this study, the other answer possibilities are relabelled and recoded as 'other'. During the analysis, they are not taken into account.

To see the different distributions, the answer categories for the different dimensions were relabelled as dichotomous variables. For example, answer possibilities which ranged from 1 to 10 were divided into two groups. Taking the life satisfaction as an example, interviewees could choose between 1 and 10 to describe their satisfaction, 1 meaning completely dissatisfied and 10 is standing for completely satisfied. The answer categories 1 60 5 are thus labelled and recoded as dissatisfied while 6 to 10 as satisfied. To calculate the Chi-Square test and the Phi coefficient, the original labelling was used.

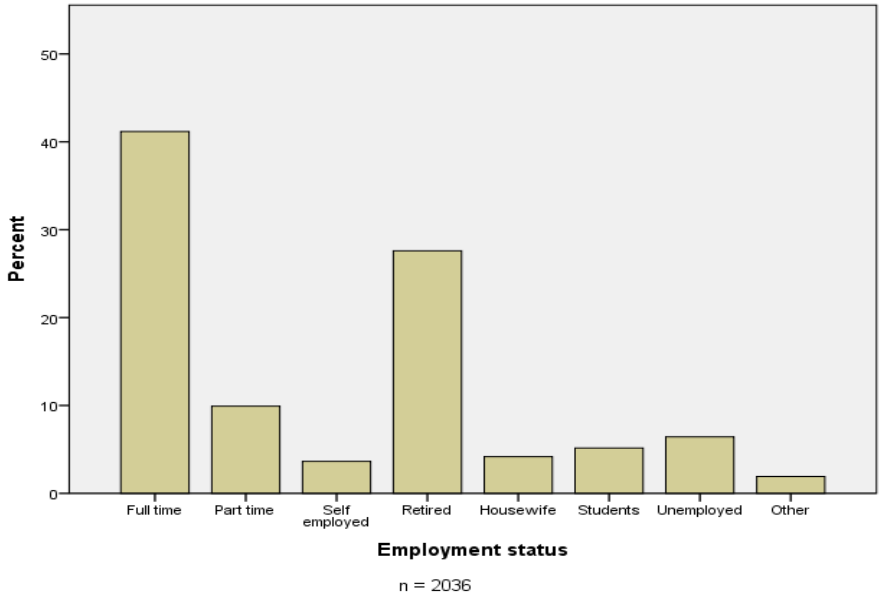
9. Analysis

In the following section, the different dimensions of the wellbeing will be put into relation with the employment patterns in Germany. First, the overall distribution of the employment patterns will be represented within the country followed by the analysis of the different dimensions of the concept of wellbeing. Having thus defined the correlation of the dimensions with the employment pattern, a regression analysis will be done.

9.1 Putting employment patterns and subjective wellbeing in relation in Germany

The sample being asked in Germany consists of 2036 people. Concerning their employment pattern, the answer categories differed from fulltime to other with the following labelling: 1 = fulltime; 2 = part-time; 3 = self-employed; 4 = retired; 5 = housewife; 6 = students; 7 = unemployed and 8 = other. The overall distribution is skewed to the right which means that values smaller than the mean are more often observed than values being bigger.
Within the sample, the difference between fulltime and part-time working persons is high which is clearly visible looking at the bar chart ‘Distribution of Employment Pattern in Germany’. In Germany, most of the working force is working fulltime and is representing 41 %. Compared to that, only 9.9 % of the population are working part time. This makes a total difference of 31,1 %. During the analysis, there is no interest for the other answer possibilities and thus, they were recoded into one category, the ‘other’ category. The results of the relative frequencies are displayed in ‘Table 1 Frequency Employment Pattern Germany’ under appendix 2.

Distribution of Employment Pattern in Germany of Sample



The Federal Office of Statistics in Germany conducts annually the 'Mikrozenus'. It is a survey which should deliver information about the social and economic situation within the population of Germany. Furthermore, it examines topics such as education, occupation and the employment market. In the following table, the number of persons working ('Anzahl der Personen') as well as the corresponding working hours per week ('Wochenarbeitsstunden'). Next to the total amount (denoted as 'insgesamt' and 'zusammen'), the division into men ('Männer') and women ('Frauen') as well as part-time ('Teilzeittätige') and fulltime ('Vollzeittätige') is displayed.

Distribution of Employment Pattern in Germany of Population

15 bis 74-Jährige[1]	Anzahl der Personen			Wochenarbeitsstunden[3]		
	in 1000			Mitte		
	insgesamt	Männer	Frauen	zusammen	Männer	Frauen
Erwerbstätige	**40 058**	**21 353**	**18 705**	**35,6**	**39,7**	**30,9**
Vollzeittätige[2]	28 933	19 071	9 862	41,7	42,4	40,5
Teilzeittätige[2]	11 124	2 282	8 843	19,7	17,6	20,2

(derived from: https://www.destatis.de/DE/PresseService/Presse/Pressemitteilungen/2017/01/PD17_024_133.html, 2017)

Looking at the table, we can see that 28933000 people in Germany are working fulltime and 11124000 people are working part-time. This accounts for 36 % fulltime and 13 % part-time since the whole population of Germany accounts for roughly 80 million people. Therefore, we can conclude that although the sample chosen in this study has slightly different results concerning the distribution, it is nevertheless comparable with the overall German population.

(Erwerbstätige arbeiten durchschnittlich 35,6 Stunden und wollen 0,5 Stunden mehr Arbeit, 2017**)**

9.2 Assumption 1: If you are working part-time, you are more satisfied with your life

Within the field of need and goal satisfaction theories, the assumption was made that part-time workers are more satisfied with their life. Looking at the SPSS output of the crosstabulation of 'Satisfaction with your life' * 'Employment Pattern' under appendix 4, you can see that for example 88,9 % of the people working fulltime stated to be satisfied with their life. Also 87,1 % of the people working part time chose this answer category. As we can see, the distribution seems to be rather equal looking at the percentages. Nevertheless, with a Chi-Square test it will be tested whether a correlation exists or not.

Chi-Square Tests Satisfaction with Life

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11,138[a]	9	,266
Likelihood Ratio	11,432	9	,247
Linear-by-Linear Association	,764	1	,382
N of Valid Cases	1039		

a. 5 cells (25,0%) have expected count less than 5. The minimum expected count is ,97.

The Chi-Square test shows a value of 11,138 with an Asymptotic Significance (2-sided) of 0,266. Therefore, no relationship can be proven since 0,266 is bigger than 0,05. Thus, the dimension of satisfaction with your life is not influenced by the decision for a specific employment pattern. No correlation can be found.

9.3 Assumption 2: If you are working part-time, your perceived health status is higher

Contributing to the need and goal satisfaction theories, the perceived health status plays an important role. In the crosstabulation of 'State of Health (subjective) * Employment Pattern of Germany' (appendix 5), you can see that 16,4% of the fulltime working population has a poor state of health while 24,3% of the part time worker stated it that way. Contrary to the assumption, we see that part-time worker feel having a poorer health status than the fulltime

worker. We assume thus that a correlation exists but by only looking at the frequency, the the correlation cannot be proven as well as no strength of the relationship can be observed. Thus, a Chi-Square test will be done as well as the Phi coefficient will be calculated which shows the correlation.

Chi-Square Tests Perceived Employment Pattern & Perceived Health Status

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12,784[a]	3	,005
Likelihood Ratio	12,593	3	,006
Linear-by-Linear Association	9,646	1	,002
N of Valid Cases	1039		

a. 1 cells (12,5%) have expected count less than 5. The minimum expected count is 4,47.

Symmetric Measures Employment Pattern & Perceived Health Status

		Value	Approximate Significance
Nominal by Nominal	Phi	,111	,005
	Cramer's V	,111	,005
N of Valid Cases		1039	

With the help of the Chi-Square test, a relationship can be detected. As we already concluded from the frequencies, a correlation can be assumed. With a value of 12,784 and an Asymptotic Significance (2-sided) of 0,005, a relationship is proven. Nevertheless, it does not say anything about the strength of the relationship. This can be done with the Phi coefficient. Its value is 0,111with an approximate significance of 0,005. This means that it is statistically significant since it is lower than 0,05. Because of this, it can be concluded that there is a moderate positive correlation between the two variables. This means that the fulltime worker feel to have a better state of health than part-time worker. As already mentioned before, the assumption is thus not fulfilled but the contrary is taking place – if you are working part time, your perceived health status will be lower. This means that the employment pattern has an influence on the dimension of the perceived health status but in the other direction as expected.

9.4 Assumption 3: If you are working part-time, you will be engaged in more social activities

Within the field of process and activity theories, the social capital plays an important role. Within the framework of this study, the membership of a specific club will measure it. The respondents were being asked if they are a member of a sport o recreational organization or art, music or educational organization. Within the crosstabulations of 'Active/Inactive membership: Sport or recreational organization * Employment Pattern' and 'Active/Inactive membership: Art, music or educational organization * Employment Pattern' (appendix 6 & 7), it is visible that there could be again a correlation. Nevertheless, differences are visible. While 46,5 % of the fulltime working people are a member of a sport or recreational organization and only 32,7% of the part-time working population, the picture is different for the art, music or educational organizations. More part-time worker (16,3%) are a member of these kind of organizations than fulltime worker (14,1%). This would mean that the different kinds of clubs have also an influence on the membership. Before coming to this conclusion, it will be checked whether a correlation can be found. A Chi-Square test will be done first for the membership in a sport or recreational organization followed by the test for membership in an art, music or educational organization.

Chi-Square Tests Employment Pattern & Membership Sport/Recreational

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	15,704[a]	2	,000
Likelihood Ratio	16,557	2	,000
Linear-by-Linear Association	15,340	1	,000
N of Valid Cases	1039		

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 21,00.

Symmetric Measures Employment Pattern & Membership Sport/Recreational

		Value	Approximate Significance
Nominal by Nominal	Phi	,123	,000
	Cramer's V	,123	,000

N of Valid Cases	1039	

With a Chi-Square test, the assumed correlation can be proven. With a value of 15,704 and an Asymptotic Significance (2-sided) of near to zero, there is statistical evidence that there is a relationship. The strength of it, is again measured with the Phi coefficient which has a value of 0,123 and an Approximate Significance near to zero which is lower than 0,05. Therefore, we can conclude that there is a positive correlation with a rather small strength of 0,123. Although we can thus proof that a correlation exists, the assumption is again not fulfilled concerning the employment pattern. You are not engaged in more social activities if you are working part-time since the contrary is taking place. Thus, the results lead us to the conclusion that if you are working part-time, you are not engaged in more social activities.

As we already saw in the crosstabulations, a different outcome was detected for clubs related to art, music or education.

Chi-Square Tests Employment Pattern & Membership Art/Music/Educational

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2,201[a]	2	,333
Likelihood Ratio	2,084	2	,353
Linear-by-Linear Association	1,359	1	,244
N of Valid Cases	1039		

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 12,44.

Due to the Chi-Square test, we need to conclude that there is no correlation between employment pattern and the membership in an art, music or educational organization. The value of 2,201 and the Asymptotic Significance (2-sided) lead to the conclusion that we need to reject H0.

To conclude, we can say that although the first glance at the crosstabulation leaded to the impression that there is a relationship between the different clubs and the employment pattern, this holds not true while computing the Chi-Square test. The membership in a sport or recreational club does have a correlation with the employment pattern although it is a small one. Being a member in an art, music or educational club has no relationship with the employment patterns and thus, no correlation could be detected. Furthermore, it is important

to mention, that the assumption is again not fulfilled. Contrary to being assumed, you are not being more engaged in social activities if you are working part-time.

9.5 Assumption 4: If you are working part-time, you have a strong locus of control

Within the field of genetic and personality predisposition, there are several assumptions being made. One of them includes the locus of control. It says that if you are working part-time, you want to have a great deal of choice and control over your own life. Looking at the crosstabulation 'How much freedom of choice and control over own life * Employment Pattern' (appendix 8), 77,4% of the fulltime working people have more choice and control compared to 73 % of the part-time workers. Looking at the percentages, we could assume that a correlation exists. To test this, a Chi-Square test will be done.

Chi-Square Tests Employment Pattern & Locus of Control

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9,902[a]	9	,358
Likelihood Ratio	10,965	9	,278
Linear-by-Linear Association	1,792	1	,181
N of Valid Cases	1038		

a. 3 cells (15,0%) have expected count less than 5. The minimum expected count is ,96.

As we can see from the Chi-Square test with a value of 9,902 and an Asymptotic Significance (2-sided) of 0,358, no correlation can be proven. Therefore, the assumption is not fulfilled and the employment pattern has no influence on the dimension of locus of control.

9.6 Control variable 1: If you are married, you have a higher perceived wellbeing

To be able to see whether the control variables have an effect on the perceived wellbeing, a Chi-Square test for each dimension of the perceived wellbeing will be done. The first control variable, marital status, will be thus calculated first.

Chi-Square Tests Marital Status & Perceived Health Status

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	50,847[a]	15	,000
Likelihood Ratio	49,104	15	,000
Linear-by-Linear Association	18,789	1	,000
N of Valid Cases	1028		

a. 8 cells (33,3%) have expected count less than 5. The minimum expected count is ,27.

Symmetric Measures Marital Status & Perceived Health Status

		Value	Approximate Significance
Nominal by Nominal	Phi	,222	,000
	Cramer's V	,128	,000
N of Valid Cases		1028	

As we can conclude from the Chi-Square test with a value of 50,847 and an Asymptotic Significance (2-sided) of 0, there is correlation between the marital status and the perceived health status. Also, the Phi coefficient with a value of 0,222 and an Approximate Significance of 0 indicates a small strength of the relationship.

Chi-Square Tests Marital Status & Satisfaction with your Life

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	149,235[a]	45	,000
Likelihood Ratio	120,127	45	,000
Linear-by-Linear Association	11,111	1	,001
N of Valid Cases	1028		

a. 32 cells (53,3%) have expected count less than 5. The minimum expected count is ,06.

Symmetric Measures Marital Status & Satisfaction with your Life

		Value	Approximate Significance

Nominal by Nominal	Phi	,381	,000
	Cramer's V	,170	,000
N of Valid Cases		1028	

As we can conclude from the Chi-Square test with a value of 149,235 and an Asymptotic Significance (2-sided) of 0, there is correlation between the marital status and the Satisfaction with your life. Also, the Phi coefficient with a value of 0,381 and an Approximate Significance of 0 indicates a moderate strength of the relationship.

Chi-Square Tests Marital Status & Social Activities

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16,658[a]	10	,082
Likelihood Ratio	17,189	10	,070
Linear-by-Linear Association	1,161	1	,281
N of Valid Cases	1029		

a. 4 cells (22,2%) have expected count less than 5. The minimum expected count is 1,21.

As we can conclude from the Chi-Square test with a value of 16,658 and an Asymptotic Significance (2-sided) of 0,082, no correlation can be proven bweteen marital status and social activities.

Chi-Square Tests Marital Status & Locus of control

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	57,312[a]	45	,103
Likelihood Ratio	54,009	45	,168
Linear-by-Linear Association	,960	1	,327
N of Valid Cases	1027		

a. 30 cells (50,0%) have expected count less than 5. The minimum expected count is ,06.

Also, while looking at this Chi-Square test with a value of 57,312 and an Asymptotic Significance (2-sided), we need to conclude that no correlation can be proven between marital status and locus of control.

We can therefore see that the marital status has an effect on 2 of the 4 dimensions of the perceived wellbeing. They will be thus included in the regression analysis.

9.7 Control variable 2: If you are satisfied with the financial situation of the household, you have a higher perceived wellbeing

As already stated before, the satisfaction with the financial situation of the household is expected to influence the perceived wellbeing of the interviewees. This variable is thus tested in relation with each dimension with the help of a Chi-Square test.

Chi-Square Tests Satisfaction with financial Situation of the Household & Perceived Health Status

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	74,958[a]	27	,000
Likelihood Ratio	67,670	27	,000
Linear-by-Linear Association	33,080	1	,000
N of Valid Cases	1030		

a. 10 cells (25,0%) have expected count less than 5. The minimum expected count is ,40.

Symmetric Measures Satisfaction with financial Situation of the Household & Perceived Health Status

		Value	Approximate Significance
Nominal by Nominal	Phi	,270	,000
	Cramer's V	,156	,000
N of Valid Cases		1030	

As we can conclude from the Chi-Square test with a value of 74,958 and an Asymptotic Significance (2-sided) of 0, there is correlation between the satisfaction with the financial situation of the household and the perceived health status. Also, the Phi coefficient with a value of 0,270 and an Approximate Significance of 0 indicates a small to moderate strength of the relationship.

Chi-Square Tests Satisfaction with financial Situation of the Household & Satisfaction with your life

	Value	df	Asymptotic Significance (2-sided)

Pearson Chi-Square	463,875[a]	81	,000
Likelihood Ratio	313,250	81	,000
Linear-by-Linear Association	182,311	1	,000
N of Valid Cases	1029		

a. 53 cells (53,0%) have expected count less than 5. The minimum expected count is ,09.

Symmetric Measures Satisfaction with financial Situation of the Household & Satisfaction with your Life

		Value	Approximate Significance
Nominal by Nominal	Phi	,671	,000
	Cramer's V	,224	,000
N of Valid Cases		1029	

As we can conclude from the Chi-Square test with a value of 468,875 and an Asymptotic Significance (2-sided) of 0, there is correlation between the satisfaction with the financial situation of the household and satisfaction with your life. Also, the Phi coefficient with a value of 0,671 and an Approximate Significance of 0 indicates a strong strength of the relationship.

Chi-Square Tests Satisfaction with financial Situation of the Household & Social Activities

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	34,768[a]	18	,010
Likelihood Ratio	37,268	18	,005
Linear-by-Linear Association	19,890	1	,000
N of Valid Cases	1030		

a. 3 cells (10,0%) have expected count less than 5. The minimum expected count is 1,83.

Symmetric Measures Satisfaction with financial Situation of the Household & Social Activities

		Value	Approximate Significance
Nominal by Nominal	Phi	,184	,010

	Cramer's V	,130	,010
N of Valid Cases		1030	

As we can conclude from the Chi-Square test with a value of 34,768 and an Asymptotic Significance (2-sided) of 0,01, there is correlation between the satisfaction with the financial situation of the household and social activities. Also, the Phi coefficient with a value of 0,184 and an Approximate Significance of 0,01 indicates a small strength of the relationship.

Chi-Square Tests Satisfaction with financial Situation of the Household & Locus of Control

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	189,260[a]	81	,000
Likelihood Ratio	183,568	81	,000
Linear-by-Linear Association	55,940	1	,000
N of Valid Cases	1028		

a. 49 cells (49,0%) have expected count less than 5. The minimum expected count is ,09.

Symmetric Measures Satisfaction with financial Situation of the Household & Locus of Control

		Value	Approximate Significance
Nominal by Nominal	Phi	,429	,000
	Cramer's V	,143	,000
N of Valid Cases		1028	

As we can conclude from the Chi-Square test with a value of 189,260 and an Asymptotic Significance (2-sided) of 0, there is correlation between the satisfaction with the financial situation of the household and locus of control Also, the Phi coefficient with a value of 0,429 and an Approximate Significance of 0 indicates a strong strength of the relationship.

Concluding from the Chi-Square tests, the satisfaction with the financial situation of the household has an influence on each of the 4 dimensions related to the perceived wellbeing. It is thus important to include this control variable in the regression analysis.

9.8 Control variable 3: If you are male, you have a higher perceived wellbeing

In the theory part, gender is described as a variable having an influence on the dimensions of perceived wellbeing. In the following this will be tested with the help of Chi-Square tests.

Chi-Square Tests Gender & Perceived Health Status

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1,101[a]	3	,777
Likelihood Ratio	1,102	3	,777
Linear-by-Linear Association	,241	1	,623
N of Valid Cases	1039		

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 11,09.

As we can see from the Chi-Square test with a value of 1,101 and an Asymptotic Significance (2-sided) of 0,777, no correlation can be proven between gender and the perceived health status.

Chi-Square Tests Gender & Satisfaction with your Life

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	18,682[a]	9	,028
Likelihood Ratio	18,849	9	,027
Linear-by-Linear Association	,688	1	,407
N of Valid Cases	1039		

a. 4 cells (20,0%) have expected count less than 5. The minimum expected count is 2,41.

Symmetric Measures Gender & Satisfaction with your Life

		Value	Approximate Significance
Nominal by Nominal	Phi	,134	,028
	Cramer's V	,134	,028
N of Valid Cases		1039	

As we can conclude from the Chi-Square test with a value of 18,682 and an Asymptotic Significance (2-sided) of 0,028, there is correlation between the gender and satisfaction with your life. Also, the Phi coefficient with a value of 0,134 and an Approximate Significance of 0,028 indicates a small strength of the relationship.

Chi-Square Tests Gender & Social Activities

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12,006[a]	2	,002
Likelihood Ratio	12,054	2	,002
Linear-by-Linear Association	8,814	1	,003
N of Valid Cases	1039		

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 51,97.

Symmetric Measures Gender & Social Activites

		Value	Approximate Significance
Nominal by Nominal	Phi	,107	,002
	Cramer's V	,107	,002
N of Valid Cases		1039	

As we can conclude from the Chi-Square test with a value of 12,006 and an Asymptotic Significance (2-sided) of 0,002, there is correlation between gender and social activities. Also, the Phi coefficient with a value of 0,107 and an Approximate Significance of 0,002 indicates a small strength of the relationship.

Chi-Square Tests Gender & Locus of Control

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12,009[a]	9	,213
Likelihood Ratio	12,112	9	,207
Linear-by-Linear Association	,728	1	,394
N of Valid Cases	1038		

a. 3 cells (15,0%) have expected count less than 5. The minimum expected count is 2,40.

As we can conclude from the Chi-Square test with a value of 12,009 and an Asymptotic Significance (2-sided) of 0,213, no correlation between locus of control and gender can be proven.

Thus, gender has an effect on 2 of the 4 dimensions, satisfaction with your life and social activities. This variable will be thus included in the regression analysis of these dimensions.

9.9 Regression analysis

Due to the Chi-Square tests, we can conclude that not all the different variables can be put into relation with the employment pattern. Nevertheless, a regression analysis will be done for all different variables to see whether gender and marital status in combination with the employment pattern have a remarkably influence on the specific dimension.

9.9.1 Regression analysis: perceived health status

Before looking at the Model Summary and the Coefficients, it is important to look at the ANOVA results (appendix 9) which indicates us whether the different employment pattern in combination with the control variables have an influence on the perceived health status. As we already know from the Chi-Square test, it does have an influence which is again shown with the ANOVA results. Thus, with a F value of 21,846 and a p value of 0, we conclude that we can continue with the regression analysis since H0 is rejected.

Model Summary Perceived Health Status

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,246[a]	,060	,058	,727

a. Predictors: (Constant), Satisfaction with financial situation of household, Employment pattern, Marital status

The Model Summary states that the Adjusted R Square accounts for 0,058. This means that only 5,8 % of the variability within this model can be explained by these variables. Therefore,

also other variables have an influence on the perceived health status since 94,2 % are not yet explained. It is therefore crucial to include more variables such as nutrition, sports, age and so forth in further research.

Coefficients[a] Perceived Health Status

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,280	,115		19,756	,000
	Marital status	-,054	,012	-,144	-4,686	,000
	Employment pattern	,141	,058	,075	2,445	,015
	Satisfaction with financial situation of household	-,067	,011	-,187	-6,129	,000

a. Dependent Variable: State of health (subjective)

Looking at the table displaying the different coefficients, we can see that all of them have an influence on the perceived well-being. The p values of employment pattern, marital status and satisfaction with financial situation of the household are all below 0,05 and thus have an influence on the perceived health status

We can see that a change in the value of employment pattern by 1 would lead to an increase in the value of the health status. Due to the labelling of the variables, this would mean that if you are working part-time, your perceived health status will be poorer.

Contrary to that, the marital status has a negative directed influence meaning that increasing the value of perceived health status by 1 would lead to a decrease in marital status. Due to the labelling, this means that if you are being married, your perceived health status will be lower.

The labelling of the satisfaction with the financial situation of the household (1=dissatisfied and 2 = satisfied) and the result of -0,067, lead to the conclusion that if you are satisfied with the financial situation of the household, you have a higher perceived health status, since 2 means poor health status and 1 means good health status.

9.9.2 Regression analysis: satisfaction with life

Before looking at the Model Summary and the Coefficients, it is important to look at the ANOVA results (appendix 10) which indicates us whether the different variables have an influence on the satisfaction with life. As we already know from the Chi-Square test, employment pattern has any influence but with the help of the regression analysis, we can

discover if one of the control variables does have influence. Thus, with a F value of 56,071 and a p value of 0 we conclude that we can continue with the regression analysis since H0 is rejected. Therefore, one of the control variables does have an influence on the satisfaction with life.

Model Summary Satisfaction with your Life

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,425[a]	,180	,177	1,503

a. Predictors: (Constant), Gender, Marital status, Satisfaction with financial situation of household, Employment pattern

The Model Summary with an Adjusted R Square of 0,177 shows that 17,7 % of the variability within this model can be explained with the 4 different variables. Therefore, 82,3 % is not yet explained and more variables need to be included in further research to investigate what influences the dimension of satisfaction of life. As we can imagine, this broad dimension includes a lot of different variables such as for example specific living circumstances and values as well as goals and dreams. Nevertheless, 17,7 % can be explained with the already included variables which will be shown in the following.

Coefficients[a] Satisfaction with your Life

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	5,725	,252		22,718	,000
	Marital status	-,054	,024	-,065	-2,246	,025
	Employment pattern	-,043	,130	-,010	-,333	,739
	Satisfaction with financial situation of household	,326	,023	,412	14,422	,000
	Gender	-,083	,102	-,025	-,807	,420

a. Dependent Variable: Satisfaction with your life

By looking at the different coefficients and their p values, we can see that only marital status and satisfaction with financial situation of the household have an influence on the satisfaction with life.
Marital status accounts for – 0,054 which means, due to the labelling, that if you would increase the value of life satisfaction by 1, the value of marital status would decline by 0,054. Concluding from this, you are more satisfied with your life if you are married due to the labelling. Married or the like is labelled as a 1 while not being married as 2, whereas satisfied accounts for a 2 and dissatisfied for a 1.
Satisfaction with financial situation of the household accounts for 0,326. This means due to the labelling, where in both cases 1 means dissatisfied and 2 means satisfied, you are more satisfied with your life if you are more satisfied with the financial situation of the household.
While checking the correlation between gender and satisfaction with your life while analysing only the control variable, we concluded that a correlation between gender and satisfaction with your life existed. Nevertheless, in this regression analysis with the corresponding combination of variables, gender does not have influence anymore on the satisfaction with your life.

9.9.3 Regression analysis: social activities

Before looking at the Model Summary and the Coefficients, it is important to look at the ANOVA results (appendix 11) which indicates us whether the different variables have an influence on the engagement in social activities. As we already know from the Chi-Square test, employment pattern has an influence. With the help of the regression analysis, we can see if one of the control variables influences this relationship, too. Thus, with a F value of 12,411 and a p value of 0 we conclude that we can continue with the regression analysis since H0 is rejected.

Model Summary Social Activities

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,187[a]	,035	,032	,905

a. Predictors: (Constant), Gender, Satisfaction with financial situation of household, Employment pattern

The Model Summary with an Adjusted R Square of 0,032 shows that only 3,2 % of the variability within this model can be traced back to these variables. Therefore, more variables need to be included if you want to see what influences the engagement in social activities. As already shown in the analysis beforehand, also the different types of organizations have an influence on the engagement. Nevertheless, variability can be seen which will be explained with the help of the coefficients.

Coefficients[a] Social Activities

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,773	,141		5,478	,000
	Employment pattern	-,212	,077	-,091	-2,742	,006
	Satisfaction with financial situation of household	,060	,013	,136	4,422	,000
	Gender	-,106	,061	-,058	-1,736	,083

a. Dependent Variable: Active/Inactive membership: Sport or recreational organization

Concluding from the table, not only the variable of employment pattern has an influence on the engagement in social activities but also satisfaction with the financial situation of the household. The p values of the control variable of gender is bigger than 0,05 and has thus no influence on the relationship. But the p value of gender I only slightly higher than 0,05, we could thus assume that having a bigger sample may lead to the fact that also gender has an influence on the social engagement. Nevertheless, this assumption need to be checked in further research. Concluding from the regression analysis and due to the labelling of the variables, if you are working fulltime, you are more often engaged in social activities. Furthermore, the more satisfied you are with the financial situation of the household, the more often you are a member of sport or recreational organizations.

9.9.4 Regression analysis: locus of control

Before looking at the Model Summary and the Coefficients, it is important to look at the ANOVA results (appendix 12) which indicates us whether the different variables have an influence on locus of control. As we already know from the Chi-Square test, employment pattern has any influence. With the help of the regression analysis, we can see if one of the control variables influences this relationship nevertheless. With a F value of 213,344 and a p

value of 0, we do need to reject H0. This means that one of the control variables has an influence on the relationship.

Model Summary Locus of Control

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,236[a]	,056	,054	1,876

a. Predictors: (Constant), Satisfaction with financial situation of household, Employment pattern

Also, the Model Summary with an Adjusted R Square with 0,054 indicates that 5,4 % could be explained with these variables. Therefore, other variables than employment pattern have an influence on locus of control.

Coefficients[a] Locus of Control

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	5,762	,272		21,175	,000
	Employment pattern	-,180	,148	-,037	-1,218	,224
	Satisfaction with financial situation of household	,213	,028	,232	7,634	,000

a. Dependent Variable: How much freedom of choice and control over own life

The p values of the employment pattern, as expected, indicate that no statistically significant influence can be detected. Contrary to that, satisfaction with financial situation of the household has an influence on locus of control. With a value of 0,213, you can conclude that the more satisfied you are with the financial situation of the household, the more freedom of choice and control over your own life can be felt.

10. Conclusion and recommendations

To end the study, a conclusion will be drawn. The first important aspect to mention is that not all the dimension can be put into relation with the employment pattern although the first

glance at the distributions and frequencies may lead to this impression. Two out of the four different dimensions are influenced by the employment pattern while the other two have equal distributions for both employment patterns.

The first assumption, that you are more satisfied with your life if you are working part-time does not hold true. Both groups of employment pattern are equally satisfied and no statistically significant difference can be found. Thus, the employment pattern has no influence on this dimension of satisfaction with your life. As already stated within the regression analysis part, other variables need to be included. Satisfaction with your life can be based on many variables such as dreams and goals and the corresponding values. Also, the living circumstances may contribute to this dimensions.

The second assumption was based on the perceived health status. Nevertheless, the results lead to a different conclusion than initially expected. Having a higher perceived health status if you are working part-time could not be proven but the contrary. Thus, if you are working fulltime, your perceived health status is higher. The strength of the relationship is moderate and suggests that it is not a coincidence. Nevertheless, due to the regression analysis, we know that further variables need to be included if the variability of this dimension should be researched. Not only the employment pattern has an influence on this dimension, also nutrition, sports or age may influence it. Nevertheless, the assumption was not fulfilled and the results were different than expected. A possible explanation could be that going on part-time is used as a recovery. This would lead to the impression that the health status would have an influence on the employment pattern. Unfortunately, the direction of the correlation cannot be checked within this study, but it should be done in further research.

The third assumption and the corresponding results lead to a complex answer. It suggested that you are engaged in more social activities if you are working part-time. Thus, looking at the analysis, two different kinds of clubs were worked with. The results could not be any more diverse, since the first club – sport or recreational – showed the result that you are engaged more in these kinds of clubs if you are working fulltime. Nevertheless, the contrary was taking place considering art, music or educational organizations. There, more part-time workers were engaged. By looking at the different distributions for the two groups and the related employment patterns, only one correlation could be proven – that fulltime workers are more engaged in social activities concerning sport or recreational organizations. This result may be traced back to the rather small sample size and will be gone into depth later. Furthermore, as already stated, the assumption was not fulfilled and the contrary was taking

place. A possible explanation for this phenomenon could be that fulltime worker need something to compensate for their work. Thus, they try to be active within their free-time.

The fourth assumption of having a strong locus of control if you are working part-time could not be proven to be true. Since both groups of employment patterns had nearly the same distribution and no statistically significant difference could be detected, there was also no correlation found.

Regarding the different control variables diverse results were detected. As for the dimensions, also not all control variables need to be included. The perceived health status is not only influenced by the employment pattern but also by the marital status and the satisfaction with the financial situation of the household. Satisfaction with your life was not influenced by the employment pattern itself but by all of the three control variables. Within the regression analysis, we nevertheless concluded that gender has no influence on the satisfaction with your life if you consider this combination of variables. The dimension of social activities was not influenced by employment pattern but by gender and the satisfaction with financial situation of the household. Also, the dimension of locus of control was not influenced by the employment pattern. Nevertheless, there is a strong correlation between satisfaction with the financial situation of the household and locus of control.

For further research, several recommendations can be done. First of all, as already mentioned, the different dimensions need to be investigated further. As denoted during the analysis, different kinds of memberships in different groups led to diverse outcomes. Due to time constraints, limitations needed to be made within this specific study, but it could be widened up within further studies. Also, more dimensions need to be included in general. As the analysis resulted in only two left dimensions, it cannot explain the whole concept of subjective wellbeing. It is also stated within the analysis that only around 1 or 2 % of the variability within the different dimensions can be explained by the employment pattern and the control variables. Therefore, it can be concluded that 98 - 99 % are influenced by something else which is not yet included in the analysis.

Furthermore, comparisons within the different employment groups should be done. For example, the married and part-time groups mean should be contrasted with the not married and part-time groups distributions. Different facets of the dimensions can be thus detected and more in depth knowledge provided. The same should be done with fulltime workers. At the current state, we have a broad overview of the relationship but we may miss variations within the different employment patterns which could be explained by third variables.

On top of that, we can conclude from the analysis that objective dimensions are still needed to grasps the whole value of wellbeing. Therefore, as an example, not only the subjective health status should be taken into account in further research but also a measure of objective health status. In general, every subjective dimension should be contrasted with an objective corresponding one. Thereby, misleading interpretations can be prevented.

At the current state, the study concentrates on Germany. Nevertheless, there may be also cultural aspects which may affect the employment pattern. For example, the general relation towards work of the population as well as some regulations within the country may influence the decision for a specific employment pattern. These variations among different populations can only be detected if several countries will be compared. As already mentioned, countries as well as companies use part-time work for several reasons. While one country wants to widen the working population and makes use of part-time workers as a cheap labour source, other countries want to foster the exchange of knowledge between the old and young working generations.

It is also crucial to look at different forms of economies. Not only the culture and the regulations of the governments affect the employment pattern, also the economy as such does so. While the modern western societies such as for example the European societies are already well developed and established, developing countries still suffer from the high competition and their status of their economies. They did not yet reach the level of economy as other countries and may make different use of the population concerning the working force. Furthermore, regulations and protections of the labour force are not yet established in the range it is in the western societies. The fulltime definition and therefore also the definition of part-time differs in these countries as well as may also the dimensions of wellbeing. These countries are not welfare states and thus, the human needs which are used in this study as a starting point and not as a dimension, are not yet delivered by the state and may constitute thus also an important dimension studying the effects in developing countries.

Nevertheless, the most important aspect for further research is based on gathering more data. Since the sample of this study consists of as many people as representing less than 1 % of the whole population, more people need to be interviewed. Thereby, the means can be generalized towards the whole population and the study can be unequivocal in one’s support of the results.

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12. Appendices

Appendix 1

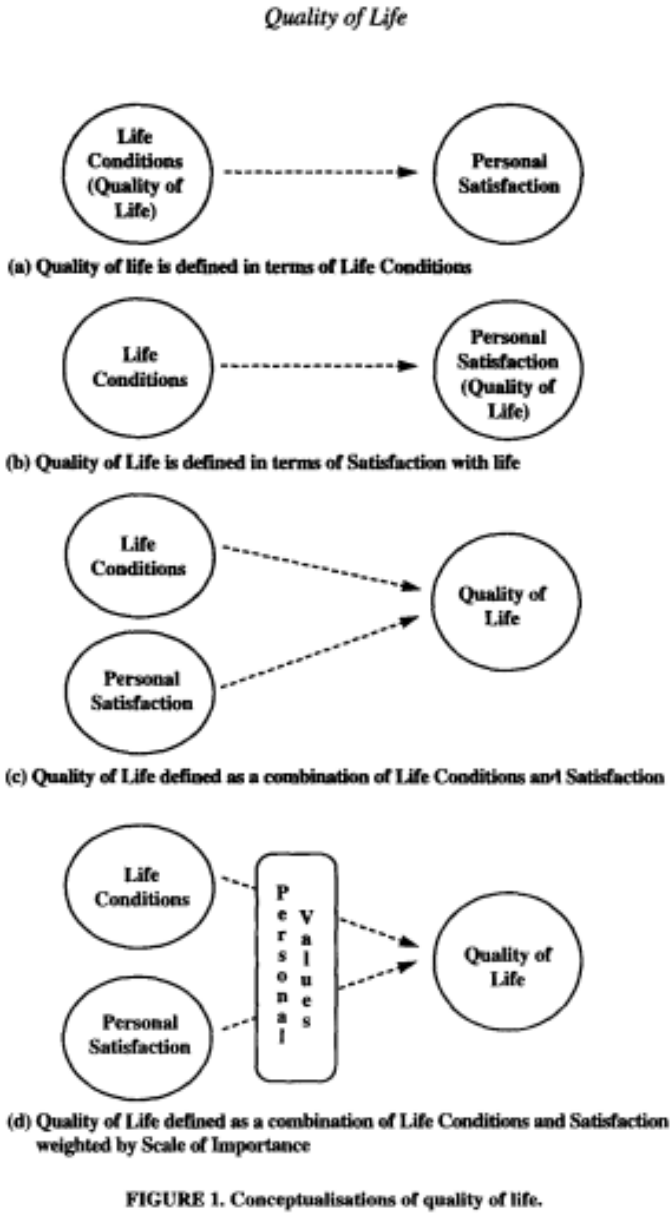

FIGURE 1. Conceptualisations of quality of life.

From: Felce, D., & Perry, J. (1995).

Appendix 2

Table 1 Frequency Employment Pattern in Germany

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full time	838	41,0	41,2	41,2
	Part time	202	9,9	9,9	51,1
	Self employed	74	3,6	3,6	54,7

	Retired	562	27,5	27,6	82,3
	Housewife	85	4,2	4,2	86,5
	Students	105	5,1	5,2	91,7
	Unemployed	131	6,4	6,4	98,1
	Other	39	1,9	1,9	100,0
	Total	2036	99,5	100,0	
Missing	Not applicable	3	,1		
	No answer;SG: Refused	6	,3		
	Don´t know	1	,0		
	Total	10	,5		
Total		2046	100,0		

Appendix 4

Crosstabulation of Satisfaction with your life * Employment pattern in Germany

			Employment pattern			
			Full time	Part time	Other	Total
Satisfaction with your life	Dissatisfied	Count	93	26	220	339
		% within Employment pattern	11,1%	12,9%	22,1%	16,7%
	Satisfied	Count	744	176	774	1694
		% within Employment pattern	88,9%	87,1%	77,9%	83,3%
Total		Count	837	202	994	2033
		% within Employment pattern	100,0%	100,0%	100,0%	100,0%

Appendix 5

Crosstabulation of State of health (subjective) * Employment pattern in Germany

			Employment pattern			
			Full time	Part time	Other	Total
State of health (subjective)	Good	Count	700	153	537	1390
		% within Employment pattern	83,6%	75,7%	54,0%	68,3%
	Poor	Count	137	49	458	644

	% within Employment pattern	16,4%	24,3%	46,0%	31,7%
Total	Count	837	202	995	2034
	% within Employment pattern	100,0%	100,0%	100,0%	100,0%

Appendix 6

Crosstabulation Active/Inactive membership: Sport or recreational organization * Employment pattern in Germany

			Employment pattern			
			Full time	Part time	Other	Total
Active/Inactive membership: Sport or recreational organization	Not a member	Count	448	136	691	1275
		% within Employment pattern	53,5%	67,3%	69,4%	62,7%
	A member	Count	389	66	305	760
		% within Employment pattern	46,5%	32,7%	30,6%	37,3%
Total		Count	837	202	996	2035
		% within Employment pattern	100,0%	100,0%	100,0%	100,0%

Appendix 7

Crosstabulation Active/Inactive membership: Art, music or educational organization * Employment pattern in Germany

			Employment pattern			
			Full time	Part time	Other	Total
Active/Inactive membership: Art, music or educational organization	Not a member	Count	719	169	840	1728
		% within Employment pattern	85,9%	83,7%	84,3%	84,9%
	A member	Count	118	33	156	307
		% within Employment pattern	14,1%	16,3%	15,7%	15,1%
Total		Count	837	202	996	2035
		% within Employment pattern	100,0%	100,0%	100,0%	100,0%

Appendix 8

Crosstabulation How much freedom of choice and control over own life * Employment pattern in Germany

			Employment pattern			
			Full time	Part time	Other	Total
How much freedom of choice and control over own life	Less choice	Count	189	54	286	529
		% within Employment pattern	22,6%	27,0%	28,9%	26,1%
	More choice	Count	649	146	703	1498
		% within Employment pattern	77,4%	73,0%	71,1%	73,9%
Total		Count	838	200	989	2027
		% within Employment pattern	100,0%	100,0%	100,0%	100,0%

Appendix 9

ANOVA[a] Perceived Health Status

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34,653	3	11,551	21,846	,000[b]
	Residual	539,835	1021	,529		
	Total	574,488	1024			

a. Dependent Variable: State of health (subjective)

b. Predictors: (Constant), Satisfaction with financial situation of household, Employment pattern, Marital status

Appendix 10

ANOVA[a] Satisfaction with your Life

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	506,953	4	126,738	56,071	,000[b]
	Residual	2303,282	1019	2,260		
	Total	2810,234	1023			

a. Dependent Variable: Satisfaction with your life

b. Predictors: (Constant), Gender, Marital status, Satisfaction with financial situation of household, Employment pattern

Appendix 11

ANOVA[a] Social Activities

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30,483	3	10,161	12,411	,000[b]
	Residual	839,984	1026	,819		
	Total	870,467	1029			

a. Dependent Variable: Active/Inactive membership: Sport or recreational organization

b. Predictors: (Constant), Gender, Satisfaction with financial situation of household, Employment pattern

Appendix 12

ANOVA[a] Locus of Control

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	213,344	2	106,672	30,308	,000[b]
	Residual	3607,608	1025	3,520		
	Total	3820,952	1027			

a. Dependent Variable: How much freedom of choice and control over own life

b. Predictors: (Constant), Satisfaction with financial situation of household, Employment pattern