

The Effects of Job Satisfaction on the Life Satisfaction of Individuals with Disabilities

Yunho Ji^a, Jangheon Han^b

^a Department of Tourism Administration, Kangwon National University, South Korea

^b Department of Tourism Management, Yongin University, South Korea

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Abstract

Purpose - The purpose of this research is to examine the impact of job satisfaction related attributes on the level of life satisfaction of individuals with disabilities. Job satisfaction related elements consist of wage level, job stability, working condition, career development, and communication.

Design/methodology/approach - For the data collection, this research made use of The Korean Panel Survey of Employment for people with disabilities, with the study period consisting of 2016-2018, and the number of observations measuring 4405. For the data analysis, the ordinary least square, fixed effect, and random effect regression models were used.

Findings - The results indicate that the life satisfaction of people with disabilities is positively influenced by wage satisfaction, job stability satisfaction, working condition satisfaction, career development satisfaction, and communication satisfaction.

Research implications or Originality - This study informs policy makers for the design of welfare for people with disability, specifically related to their labor conditions.

Keywords: Individuals with disabilities, Life satisfaction, Wage satisfaction, Job stability satisfaction, Working condition satisfaction, Career development satisfaction, and Communication satisfaction

JEL Classifications: C12, C83, D40, L15

I. Introduction

It has long been established that people pursue satisfaction in their day-to-day lives, and individuals with disabilities do not differ completely in their pursuit of a better life (Pavot & Diener, 2008; Pagán-Rodríguez, 2010; Diener et al. 2013). Overall, people achieve life satisfaction in various ways, with one way consisting of getting a job, because a job is the centerpiece of an individual's life, which is related to personal development, monetary compensation, and fluent interaction with others (Senter et al., 2010; Ahituv & Lerman, 2011; Filiz, 2014; Khan et al., 2015; Coşar et al., 2016; Winda et al., 2017). Additionally, scholars argue that people receive a sense of achievement via their jobs, and gain the energy to build a better life (Locke, 1969; Zhu, 2013; Winda et al., 2017). Indeed, numerous studies have revealed

^a First Author, E-mail: yunho.ji@kangwon.ac.kr

^b Corresponding Author, E-mail: cooljang96@yongin.ac.kr

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that there is a positive relationship between job satisfaction and life satisfaction (Wang & Pang, 2013; Afzal & Farooqi, 2014; Haar et al., 2017). This could be applied in case of people with disability. However, other extant literature has scantily scrutinized the more detailed elements related to job satisfaction as well as the link between job satisfaction and life satisfaction considering people with disability as research subject.

In order to minimize such a research gap, this research aimed to investigate the impacts of various aspects of job satisfaction on life satisfaction. Prior research has also addressed that having a job holds various meanings for life because it grants financial rewards, opportunity for career development, and steady communication with others (Haefke et al., 2013; Henderson & Syed, 2016; Coşar et al., 2016; Markiz et al., 2017; Musah et al., 2017; Dinh, 2020; Zhang et al., 2020; Hsu et al., 2021). Additionally, previous works have alluded that people are also interested in stability, safety for their healthy life, and the welfare of their job because such risks could threaten their living (Cazes & Tonin, 2010; Santarelli, 2011; Hill, 2013; Ali et al., 2013; Gloria et al., 2015; Bachmann & Felder, 2018). Regarding such aspects from prior studies, this research chooses to focus on wage, job stability, working condition, career development, and communication as the main elements for the determinants of life satisfaction using people with disability.

The target of this research is individuals with disabilities in Korea. Overall, the number of people with disability has been grown steadily. According to Statista (2022), the number of registered people with disabilities in Korea is estimated to be from 0.7 million to 2.6 million between 2000 and 2020. Statistics Korea (2020) has also reported that the portion of older people with disabilities has become higher in recent years; 75 percent of people with disability are older than 50 years old. As Korean society's aging trends has become stronger over time, a higher proportion of people with disability is broadly anticipated. Within this situation, it is crucial to figure out the characteristics of people with disabilities. The information through this investigation could become the cornerstone for the allocation of government budgets for more adequate policy creation and effective welfare support for people with disabilities.

Given these essential aims, the purpose of this research is to investigate the antecedents of life satisfaction for individuals with disabilities in Korea. By doing so, this work sheds light to the literature, as the outcomes display more specific information for job aspects which take into consideration the needs of people with disabilities. Moreover, this work is likely to become noteworthy in that it inspects the link between characteristics of job satisfaction and life satisfaction in the domain of people with disability.

II. Theoretical underpinning and research hypotheses development

1. Life satisfaction

Life satisfaction refers to how an individual assesses their living in a subjective manner (Judge & Watanabe, 1993; Pavot & Diener, 2008). Life satisfaction thus reflects the value of individuals in terms of the evaluation of their life condition; it varies by individuals, even with the same living conditions (Rojas, 2006; Diener et al., 2013). Proctor et al. (2009) also addressed that life satisfaction remains an imperative measure for the happiness. Numerous studies have

adopted life satisfaction as the main attribute. For instance, Proctor and Linley (2014) investigated the characteristics of youth life satisfaction through the review of literature. Woo et al. (2015) researched the determinants of life satisfaction within the domain of tourism and recreation. Della Giusta et al. (2011) and Chen et al. (2020) also inspected life satisfaction using gender as the criteria for research. Orben et al. (2019) also explored the antecedents of adolescent life satisfaction. Hwang (2019) has additionally performed research for individuals with disorders using life satisfaction as the explained attribute regarding digital related attributes. Furthermore, others scholars have scrutinized influential attributes on life satisfaction using people with disabilities as the study target considering body image and socio-economic aspect (Moin et al., 2009; Pagán-Rodríguez, 2010). Given the abundant amount of research works, it can be inferred that life satisfaction is a worthy element to further investigate.

2. Job characteristics

The job has various implications for life quality, and scholars have documented that an important element of the job is wage. Wages enable people to maintain their living condition as wage allows individuals to purchase goods for living (Blau & Robins, 1986; Ahituv & Lerman, 2011; Coşar et al., 2016). Hence, better wages enhance individuals' life conditions as they can consume better goods, such as within the areas of food, housing, clothes, and etc. (Haelermans & Borghans, 2012; Haefke et al., 2013; Coşar et al., 2016). Extant literature has also stated that job stability remains another essential aspect within the job, because stable job condition gives employees emotional stability and overall lower stress (Santarelli, 2011; Hill, 2013). Job stability refers to the job conditions for the duration of the job; losing a job makes an individual's life condition worse both financially and mentally (Cazes & Tonin, 2010; Bachmann & Felder, 2018). Next, prior literature has argued that good working conditions remain a critical element for workers; and good working condition includes various aspects, including: safety, friendly atmosphere, and employee welfare (Bener, 2017; Dinh, 2020; Zhang et al., 2020). Dangerous working conditions also cause accidents, which make individuals' lives more miserable as it impairs the individual's physical and mental condition, in addition to the incurrence of economic damage (Ali et al., 2013; Gloria et al., 2015; Dinh, 2020). Moreover, previous research has contended that individuals feel a sense of achievement via their work, so the job functions as an avenue through which an individual can accomplish their life goal (Adekola, 2011; Henderson & Syed, 2016; Hsu et al., 2021). Given the characteristics, scholars alleged that employees value more the job position which provides an opportunity to develop their career path (Daryanto, 2014; Khan et al., 2015; Winda et al., 2017). Lastly, people communicate extensively within a working place; communication with colleagues are crucial because poor communication causes misunderstanding and confliction in working place (Smet et al., 2016; Markiz et al., 2017; Musah et al., 2017). Indeed, prior works have shown that communication in working place is regarded as worthy aspect among employees (Ibrahim, 2015; Musah et al., 2017; Basyir et al., 2020). All in all, the review of literature for job characteristics implied that job has various meaning such as wage, stability, working condition, career development, and communication in working place. Given the literature review, this research identified five attributes of job characteristics, which include wage, job stability, working condition, career development, and communication.

3. Effect of job satisfaction and life satisfaction

Job satisfaction is defined as the level to which individuals are content with their job condition (Thompson & Phua, 2012; Judge et al., 2017; Taheri et al., 2020). Job satisfaction brings about a positive effect on better life conditions, as the majority of people attain positive energy through job satisfaction (Senter et al., 2010; Filiz, 2014). Indeed, abundant empirical works have presented this evidence. Hombrados-Mendieta and Cosano-Rivas (2013) explored Spanish social workers, and the results suggested that job satisfaction positively affects life satisfaction. Wang and Pang (2017) also revealed that there was positive association between the job satisfaction and life satisfaction of Chinese professional women. Haar et al. (2017) similarly showed that life satisfaction remains positively influenced by job satisfaction through the employment of survey participants across seven different cultures. Along a similar vein, Afzal and Farooqi (2014) disclosed that the job satisfaction of university workers positively impacted life satisfaction. Bialowolski and Weziak-Bialowolska (2021) performed longitudinal analysis and also found that job satisfaction exerts a positive impact on life satisfaction. Ampofo (2021) also unveiled the positive relationship between hotel employees' job satisfaction and life satisfaction. Given the review of literature, it could be inferred that job satisfaction could become essential element for better life quality. Plus, prior studies has been sparsely explored the impact of jos satisfaction on lfe satisfaction considering people with disability. In regards to the review of literature, this research proposes the following research hypotheses:

H1: Wage satisfaction positively affects life satisfaction.

H2: Job stability satisfaction positively affects life satisfaction.

H3: Working condition satisfaction positively affects life satisfaction.

H4: Career development satisfaction positively affects life satisfaction.

H5: Communication satisfaction positively affects life satisfaction.

III. Method

1. Data collection

This research collected data with the use of secondary data taken from the The Korean Panel Survey of Employment for people with disabilities. The Panel Survey of Employment for people with disabilities also offers longitudinal survey information. The data consist of multiple periods and participants, which allows researchers to figure out the participants characteristics based on time(Gujarati & porter, 2009). The Korea employment agency performed the data collection for individuals with disabilities between 2016 and 2018. However, the number of participants are not distributed evenly across the study period, indicating that the data appeared as unbalanced panel (Gujarati & Porter, 2009). The number of valid observations numbered at 4405 regarding the information availability. Namely, the data appeared in the form of panel data, which consists of multiple years and multiple participants.

2. Depiction of variables

The dependent variable of this work was life satisfaction (LSA), and was measured by a 10-point scale (1 = very dissatisfied, 10 = very satisfied). There are five independent variables within this study. The main independent variables were wage satisfaction (WAS), job stability satisfaction (JSS), working condition satisfaction (WCS), career development satisfaction (CDS), and communication satisfaction (CCS). The satisfaction attributes were measured by 5-point scale (1 = very dissatisfied, 5 = very satisfied). This study also has four control variables: level of disability (0 = mild, 1 = severe), gender (GEN) (0 = male, 1 = female), age (AGE), asset amount (AST).

3. Data analysis

This research calculated the mean, standard deviation (SD), minimum, and maximum values for all of the attributes. Afterwards, we performed correlation matrix analysis in order to analyze the overall relationship of the variables. Next, this research implemented three multiple linear regression analyses in order to test the research hypotheses, including: ordinary least square (OLS), fixed effect (FE), and random effect (RE). OLS is the econometric tool which minimizes the errors in estimation (Gujarati & Porter, 2009; Wooldridge, 2009). Moreover, given the longitudinal aspects, this study performed panel regression analysis, which included the FE and RE models to minimize the bias in parameter estimation. The FE model incorporates multiple annual variables into the regression model (Baltagi, 2008; Gujarati & Porter, 2009). Additionally, RE is the method used to add unobserved effects into the regression model for parameter estimation within a multiple linear regression model (Baltagi, 2008; Wooldridge, 2009). All things considered, this research proposes the following regression equation:

$$LSA_{it} = \beta_0 + \beta_1 WAS_{it} + \beta_2 JSS_{it} + \beta_3 WCS_{it} + \beta_4 CDS_{it} + \beta_5 CCS_{it} + \beta_6 DLV_{it} + \beta_7 GEN_{it} + \beta_8 AGE_{it} + \beta_9 AST_{it} + \epsilon_{it} \quad (i = 1, 2, \dots, M, t = 1, 2, \dots, N)$$

Where, LSA represents life satisfaction, WAS is wage satisfaction, JSS is job stability satisfaction, WCS is working condition satisfaction, CDS is career development satisfaction, CCS is communication satisfaction, DLV is level of disability, GEN is gender, AGE is age of survey participants, AST is survey participants' assets amount, *i* stands for the *i*th participants, and *t* is the *t*th year.

IV. Results

1. Descriptive statistics and correlation matrix

Table 1 presents the descriptive statistics from the study. The mean value of LSA is 6.08 and the standard deviation is 1.60. The mean values of WAS, JSS, WCS, CDS, and CCS were 3.16, 3.40, 3.46, 3.28, and 3.53, respectively. Table 1 presents the descriptive information

of DLV (Mean = 0.32, SD = 0.46), GEN (Mean = 0.34, SD = 0.47), AGE (Mean = 43.72, SD = 12.61), and AST (Mean = 13826.79, SD = 26019.46).

Table 1. Descriptive Statistics

Variable	Mean	Standard deviation	Minimum	Maximum
LSA	6.08	1.60	1	10
WAS	3.16	0.80	1	4
JSS	3.40	0.89	1	5
WCS	3.46	0.81	1	5
CDS	3.28	0.84	1	5
CCS	3.53	0.72	1	5
DLV	0.32	0.46	0	1
GEN	0.34	0.47	0	1
AGE	43.72	12.61	15	66
AST	13826.79	26019.46	0	600000

Note: LSA is life satisfaction (1 = very dissatisfied, 10=very satisfied), WAS is wage satisfaction (1= very dissatisfied, 5=very satisfied), JSS is job stability satisfaction (1= very dissatisfied, 5=very satisfied), WCS is working condition satisfaction, CDS is career development satisfaction (1= 1= very dissatisfied, 5=very satisfied), CCS is communication satisfaction (1= 1= very dissatisfied, 5=very satisfied), DLV is level of disability (0= mild, 1= severe), GEN is gender (0=male, 1=female), AGE is age of survey participants, AST is survey participants' assets amount (Unit: 10 thousand KRW)

Table 2 presents the correlation matrix. LSA positively correlates with WAS ($r = .285, p < .05$), JSS ($r = .279, p < .05$), WCS ($r = .273, p < .05$), CDS ($r = .311, p < .05$), CCS ($r = .275, p < .05$), and AST ($r = .158, p < .05$), whereas it negatively correlates with GEN ($r = -.157, p < .05$) and AGE ($r = -.111, p < .05$). AST also positively correlates with WAS ($r = .115, p < .05$), JSS ($r = .128, p < .05$), WCS ($r = .111, p < .05$), CDS ($r = .122, p < .05$), and CCS ($r = .080, p < .05$). AGE negatively correlates with WAS ($r = -.099, p < .05$), JSS ($r = -.120, p < .05$), WCS ($r = -.190, p < .05$), CDS ($r = -.133, p < .05$), and CCS ($r = -.094, p < .05$).

Table 2. Correlation Matrix

Variable	1	2	3	4	5	6	7	8	9
1.LSA	1								
2.WAS	.285*	1							
3.JSS	.279*	.487*	1						
4.WCS	.273*	.434*	.503*	1					
5.CDS	.311*	.465*	-.535*	.564*	1				
6.CCS	.275*	.392*	.459*	.515*	.563*	1			
7.DLV	-.015	.032*	.023	.125*	-.002	.020	1		
8.GEN	-.157*	-.010	-.030*	.048*	-.023	-.040*	.040*	1	
9.AGE	-.111*	-.099*	-.120*	-.190*	-.133*	-.094*	.061*	-.201*	1
10.AST	.158*	.115*	.128*	.111*	.122*	.080*	-.018*	-.078*	-.037*

Note: * $p < .05$, LSA is life satisfaction (1 = very dissatisfied, 10=very satisfied), WAS is wage satisfaction (1= very dissatisfied, 5=very satisfied), JSS is job stability satisfaction (1= very dissatisfied, 5=very satisfied), WCS is working condition satisfaction, CDS is career development satisfaction (1= 1= very dissatisfied, 5=very satisfied), CCS is communication satisfaction (1= 1= very dissatisfied, 5=very satisfied), DLV is level of disability (0= mild, 1= severe), GEN is gender (0=male, 1=female), AGE is age of survey participants, AST is survey participants' assets amount (Unit: 10 thousand KRW)

2. Results of hypotheses testing

Table 3 shows the results of hypotheses testing. Model 1, 2, and 3 are statistically significant when looking at the F-value and Wald χ^2 ($p < .05$). LSA is positively influenced by WAS ($\beta = .213, p < .05$), JSS ($\beta = .111, p < .05$), WCS ($\beta = .101, p < .05$), CDS ($\beta = .198, p < .05$), and CCS ($\beta = .162, p < .05$). These results indicate that all of the proposed hypotheses have sufficient support. With regards to control variables, AGE negatively affects LSA ($\beta = -.004, p < .05$), and AST has a positive impact on LSA ($\beta = .001, p < .05$). The results appeared consistent in terms of direction and statistical significance throughout all three econometric models.

Table 3. Results of Multiple Regression Analysis

Variable	Model1 OLS β (t value)	Model2 FE β (t value)	Model3 RE β (Wald)	VIF
Intercept	4.128(26.70)*	4.144(26.74)*	4.128(26.70)*	
WAS	0.213(7.36)*	0.213(7.28)*	0.213(7.36)*	1.47
JSS	0.111(4.00)*	0.111(3.95)*	0.111(4.00)*	1.69
WCS	0.101(3.20)*	0.101(3.17)*	0.101(3.20)*	1.81
CDS	0.198(6.25)*	0.198(6.26)*	0.198(6.25)*	1.93
CCS	0.162(4.79)*	0.162(4.80)*	0.162(4.79)*	1.66
DLV	-0.076(-1.50)	-0.076(-1.50)	-0.031(-1.50)	1.09
GEN	-0.031(-0.70)	-0.031(-0.68)	-0.007(-0.70)	1.03
AGE	-0.004(-2.25)*	-0.004(-2.30)*	-0.004(-2.25)*	1.11
AST	0.001(3.72)*	0.001(3.75)*	0.001(3.72)*	1.03
F-value	81.27	80.40*	731.45*	
Wald χ^2	-	-	-	
Adjusted-R ²	.1427	.1427		

Note: * $p < .05$, Dependent variable: Dependent variable is LSA. LSA is life satisfaction (1 = very dissatisfied, 10=very satisfied), WAS is wage satisfaction (1= very dissatisfied, 5=very satisfied), JSS is job stability satisfaction (1= very dissatisfied, 5=very satisfied), WCS is working condition satisfaction, CDS is career development satisfaction (1= 1= very dissatisfied, 5=very satisfied), CCS is communication satisfaction (1= 1= very dissatisfied, 5=very satisfied), DLV is level of disability (0= mild, 1= severe), GEN is gender (0=male, 1=female), AGE is age of survey participants, AST is survey participants' assets amount (Unit: 10 thousand KRW), OLS stands for ordinary least square, FE denotes fixed effect, RE is random effect

V. Conclusion

This study inspected the determinants of life satisfaction for individuals with disabilities using working related attributes. These results implied that individuals with disabilities displayed the lowest level of satisfaction for wage; and the highest level of satisfaction appeared at the communication in working place. The results of these hypotheses results indicate that satisfaction of wage, job stability, working condition, career development, and communication exert a positive influence on life satisfaction. Regarding to the magnitude of their effects, wage is the most essential element for individuals with disabilities. Additionally, career development and communication in the job place appeared as the second and the greatest attributes towards life satisfaction. Moreover, working conditions exerted the smallest effect on the life satisfaction of people with disabilities. Given the results of the control variables, it can be inferred that

older people with disabilities presented a lower level of life satisfaction. Additionally, the results suggested that greater levels of wealth played a significant role improving the life satisfaction of people with disability.

This study makes various theoretical contributions towards the literature. Above all, this research scrutinized the job-related attributes of people with disability. Extant literature has also examined the superficial employment effect on life satisfaction (Rojas, 2006; Della Giusta et al., 2011; Diener et al., 2013; Chen et al., 2020). However, scholars have also rarely explored the quality of jobs for people with disabilities considering job related aspect. Since job is a crucial element for better life, it is worthwhile to examine the effect of job satisfaction in the context of people with disability research. In order to streamline this research gap, this study has addressed various aspects, and the findings have revealed significant links between job-related attributes and the life satisfaction of people with disabilities. In addition, this research has selected longitudinal data. Thus, the outcome of this research could also take into consideration the time-variant aspect of people with disabilities for the estimation. This might shed light to other scholars, as the majority of prior studies used cross-sectional data which did not reflect the effect of time on the estimation. Furthermore, this research contributes to the literature by revealing the significant link between job satisfaction and life satisfaction, which supports the findings of prior studies (Afzal & Farooqi, 2014; Haar et al., 2017; Ampofo, 2021).

This study holds further implications for policymaking for individuals with disabilities. First, policymakers need to contemplate the various aspects for designing good working place policies for individuals with disabilities. In more detail, policymakers may be able to take into consideration wage, job stability, working condition, career development, and communication when in the working place together. This could be very challenging in some ways, as bringing together the various criteria together requires great effort. As such, policymakers could set their priorities using the results of this work. Specifically, the priority of policymakers could specifically center around the wage level. This indicates that the government budget needs to be allotted for offering adequate level of wage for the labor of people with disability. Then, the resource dedication for communication in working place and offering career development opportunity could be appraised more carefully. Next, job security and working condition also need to be regarded more carefully. By doing so, the life satisfaction level of people with disabilities could be further elevated, which in turn eventually results in better living condition. Policymakers thus need to focus more intently on the various attributes of jobs for people with disabilities, although the size of employment is important. Namely, quantity and quality could also both be considered together when it comes to policymaking for people with disabilities.

This study has limitations. First, the measurement of secondary data was limited to Korean survey participants. Future research may be able to use other sample data from other countries in order to verify the outcomes of this research. Moreover, this research only focused on job-related aspects in order to understand the characteristics of people with disabilities. Future research could contemplate more diverse aspects of people with disability as the determinants of life satisfaction. Such efforts may become the avenue to make the research for people with disability more fertile.

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