

Az MTA TK Szociológiai Intézete tisztelettel meghívja
hatvannyolcadik Jour fixe eseményére:

Hajdu Gábor – Sik Endre:

Do people have different views on work by age, period, and birth cohort?

Akadémiai szimpózium

Előadók: Hajdu Gábor és Sik Endre (MTA TK SZI)

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1. Age, Period, and Cohort Differences in Work Centrality and Work Values

Abstract: In this paper, we analyze whether work values differ between three dimensions of time (age, birth cohort, period). Using data of five waves of the World Values Survey and the European Values Study from more than forty countries and hierarchical age-period-cohort regression models, we did not find relevant gaps between birth cohorts with respect to the relative importance of work or with respect to work values. Thus, we claim that, in European and Euro-Atlantic countries, birth cohorts, on average, do not differ significantly with regard to their work values. Our results suggest, however, that the relative importance of work is significantly higher in the middle-age groups than among the younger or older groups. Regarding work values, we found that the importance of having an interesting job, good pay, and good hours decreases with age, and that job security is equally important at every age, whereas the importance of having a useful job increases with age.

Keywords: work values; cohort differences; generational differences; age-period-cohort analysis

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2. Do People Have Different Views on Work by Age, Period and Birth Cohort?

Abstract: The aim of this paper is exploratory: we test empirically whether employment commitment varies by birth cohort, age, and time period. We also examine how perceived work rewards, work values, and labour market regime types are associated with employment commitment. We used data from four waves of the International Social Survey Programme from more than 30 countries. Using hierarchical age-period-cohort models (HAPC) we separated the effect of the three time-related variables. We did not find significant gaps between birth cohorts with respect to employment commitment. Our results show that employment commitment is U-shaped by age with the highest level among the young. Employment commitment fell between 1997 and 2005 but has then made a recovery. Both perceived work rewards and work values associated strongly with employment commitment. Those who seek extrinsic rewards are less committed, whereas those who seek intrinsic rewards are more committed. Though both extrinsic and intrinsic perceived work rewards correlate positively with employment commitment, the role of the intrinsic rewards seems to be more important than extrinsic rewards. The level of employment commitment is the highest in the Scandinavian countries and the lowest in the Southern European and in the Post-Communist countries.

Keywords: employment commitment, age-period-cohort analysis, perceived work rewards, work values

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