



The Association between Job Satisfaction and Movement at Work



Alex Kuo, Applied Data Analysis, Wesleyan University

Introduction

- Job satisfaction boosts employee effectiveness, productivity, and well-being, yet only 23% of workers feel happy to go to work, highlighting the ongoing need to focus on improving job satisfaction (Montuori, 2022).
- Much research so far has centered around the impacts of salary on job satisfaction and health and wellbeing, which has shown a positive correlation (Miller 2024, Judge 2010).
- Prolonged sitting also negatively affects health and fatigue, and standing for longer periods of time is linked to better health and productivity (Rosenkranz 2022, Ma 2021).

Research Questions

- Is there an association between job satisfaction and time spent standing at work?
- Does this relationship differ depending on the income level of the individual?

Methods

Sample

- Respondents were drawn from Wave 5 of the National Longitudinal Study of Adolescent to Adult Health (1994 - 2018). This is the largest longitudinal study of adolescents, surveying 20,000 individuals from grades 7-12 (Wave 1) and revisiting them in their late 30's (Wave 5)

Measures

- Global Job Satisfaction is categorized as either "satisfied" or "not satisfied," with neutral responses grouped under "not satisfied."
- Participants were asked about their movement habits at work, which were then categorized into "seated," "standing with light movement," "moderate movement," and "hard physical movement."

- Income per person groups earnings into "low," "middle," and "upper" where people earning between 0 and \$30,000 are low, \$30,000 to \$75,000 is middle and \$75,000 and above is upper.

Results

Bivariate

- Visually, it seems as though job satisfaction decreases as movement increases. (Fig. 1)
- Chi-Square analysis showed that job satisfaction is **not** significantly associated with movement ($p = .3753$).

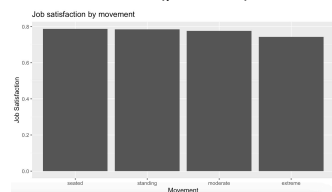


Figure 1: Relationship between Job Satisfaction and Movement

Multivariate

- Visually, it seems as though in higher income groups, there is a stronger relationship between job satisfaction and movement compared to lower income groups. (Fig. 2)
- Logistic regression analyses showed that individuals in the "upper" income category who tend to stand a lot at their job were significantly more likely to be more satisfied than those who did not stand (OR 3.21, $p = 0.004$). (Fig 3)
- For individuals in the "upper" category, standing increases the likelihood of being satisfied by 116.6%.

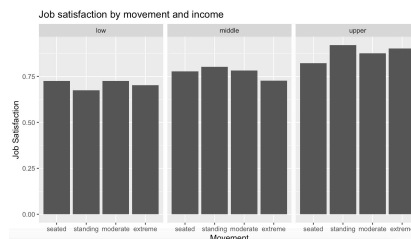


Figure 2: Relationship between Job Satisfaction and Movement with Income as a Moderating Variable

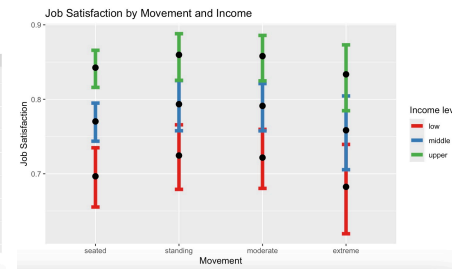


Figure 3: Logistic Regression analysis between Job Satisfaction and Movement with Income as a Moderating Variable

Discussion

- When using income as a moderating variable, there seems to be a differences in job satisfaction between standing jobs and sitting jobs.
- These findings contribute to existing research on what contributes to a higher job satisfaction.
- Future research could explore the relationship between job satisfaction and movement by considering different variables that could be influential such as education, household income, and how far along people are in their career.

References

Abdul Raziq, Rabeela Maulabakhsh. Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*. Volume 23. 2015. Pages 717-725. ISSN 2222-5671 [https://doi.org/10.1016/S2222-5671\(15\)00524-9](https://doi.org/10.1016/S2222-5671(15)00524-9).

Ma J, Ma D, Li Z, Kim H. Effects of a Workplace Sit-Stand Desk Intervention on Health and Productivity. *Int J Environ Res Public Health*. 2021 Nov 4;19(21):14214. doi: 10.3390/ijerph192114214. PMID: 34770116; PMCID: PMC8582919.

Miller, Stephen. (2024) Better Pay and Benefits Loom Large on Job Satisfaction. SHRM <https://www.shrm.org/topics-tools/articles/benefits/compensation/better-benefits-loom-large-job-satisfaction>.

Montuori P, Sorrentino M, Sarnacchiaro P, Di Duca F, Nardo A, Ferrante B, D'Angelo D, Di Sarro S, Pennino F, Masucci A, Triassi M, Nardone A. Job Satisfaction: Knowledge, Attitudes, and Practices Analyses in a Well-Educated Population. *Int J Environ Res Public Health*. 2022 Oct 31;19(21):14214. doi: 10.3390/ijerph192114214. PMID: 36361094; PMCID: PMC9656398.

Rosenkranz SK, Mailey EL, Umansky E, Rosenkranz RR, Abtah E. Workplace Sedentary Behavior and Productivity: A Cross-Sectional Study. *Int J Environ Res Public Health*. 2020 Sep 8;17(18):6535. doi: 10.3390/ijerph17186535. PMID: 32911740; PMCID: PMC7558581.

Judge, Timothy A, Ronald F. Peccolo, Nathan P. Podsakoff, John C. Shaw, Bruce L. Rich. The relationship between pay and job satisfaction: A meta-analysis of the literature. *Journal of Vocational Behavior*. Volume 77. Issue 2. 2010. Pages 157-167. ISSN 0001-8791. <https://doi.org/10.1016/j.jvb.2010.04.002>.