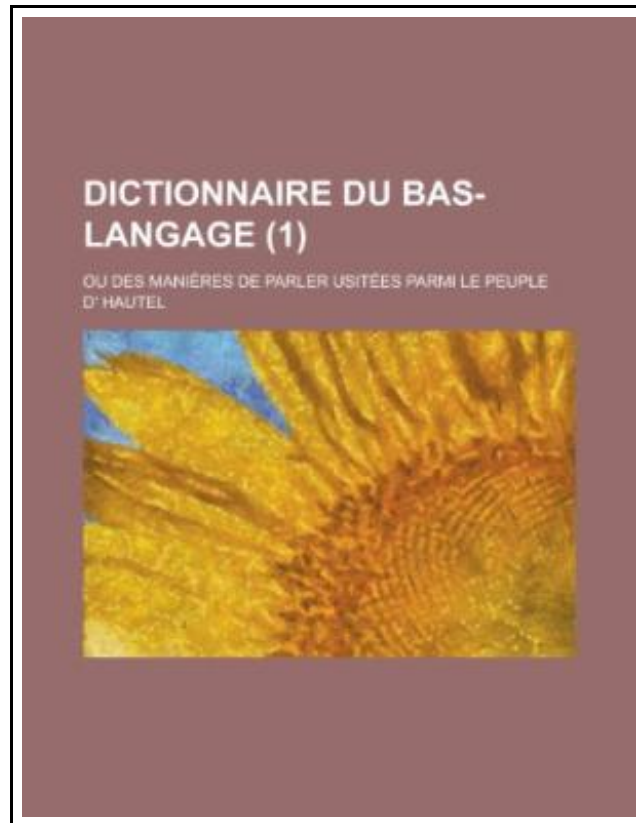


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 32 pages. Original publisher: Washington, D. C. : U. S. Dept. of Labor, U. S. Bureau of Labor Statistics, Office of Productivity and Technology, 2006 OCLC Number: (OCoLC)213433853 Subject: Job satisfaction. Excerpt: . . . In aggregate, the results support the motivation hypothesis. Suggestion programs, job rotation, information sharing, quality circles, and task teams have consistently positive and statistically significant impacts on enrichment. None of the results support the intensification hypothesis: except for self-directed workgroups in model 3, even the insignificant variables have positive coefficients. We now explore the possibility that the intensification hypothesis, while not valid in the full sample, holds for certain sub-samples. To do this, we estimate separate equations by enrichment level and union membership. These results are presented in tables 5 and 6. In order to define an enriched worker, we use the 18 control variables for work organizational practices and combine them with the 8 measures of enrichment to derive 26 characteristics of an enriched job-workplace combination. A worker is designated as working at 12 an enriched workplace if the job-workplace combination has at least 7 of the 26 characteristics. Estimating an ordered probit separately for enriched workers allows us to investigate the possibility that enrichment has non-linear effects. For example, it is possible that both the motivation hypothesis and the intensification hypothesis have some validity. Small amounts of enrichment might increase satisfaction, while increasing enrichment further simply increases the intensity and scope of work. Table 5 presents no evidence for this, however. The effect on satisfaction is the same in enriched workplaces as in the full sample, in both size and significance. Furthermore, in some cases the effects of enrichment practices appear to be smaller and less statistically significant in the unenriched...



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