

# **JOB SATISFACTION AND JOB SECURITY**

***PHILIP MORRISON***

Job satisfaction has been a major focus of research internationally but has received remarkably little attention in New Zealand. This paper addresses one of the most important influences on job satisfaction, namely the level of uncertainty associated with the continuity of the job. The paper begins by considering the influence of uncertainty on satisfaction in general, for this relationship too has received little attention, even in the subjective wellbeing (economics of happiness) literature.

Empirically the paper draws on the unit records from the large pooled Surveys of Working Life administered by Statistics New Zealand in 2008 and 2012. The paper illustrates the way in which workers job satisfaction is positively related to the perceived security of their current job, the stability of employment in their local labour market, and the overall level of unemployment in the country as a whole. The influence of all three scales of uncertainty are estimated after controlling for worker attribute and characteristics of the job. The paper forms part of the 'Understanding Insecure Work' project being funded by the Industrial Relations Foundation (MBIE).