

Decent Work Criteria	Blue-Collar Workers		White-Collar Workers	
	Satisfaction Means	Importance Means	Satisfaction Means	Importance Means
Adequate income	2.96	4.19	2.99	4.16
Work relations	4.06	4.10	4.00	4.03
Work duration and intensity	3.19	4.09	3.36	4.03
Company development	3.81	3.97	3.61	4.20
Social insurance	3.93	3.95	3.72	3.65
Work-life balance	3.30	3.91	3.39	4.02
Job security	3.77	3.79	3.68	3.94
Fair and equitable treatment at work	3.59	3.78	3.76	4.17
Skills training	3.16	3.68	2.95	3.49
Trade unions	3.33	3.58	2.75	3.51
Average	3.40	4.13	3.45	4.07

Notes: A five-point scale is used: 1 = very unimportant; 5 = very important; 1 = very dissatisfied; 5 = very satisfied.

# Satisfactions In The White Collar Job

**Ohio State University. Center for  
Human Resource Research**



## **Satisfactions In The White Collar Job:**

*Satisfactions in the White-collar Job* Nancy C. Morse, 1953      *Satisfactions in the White-collar Job* N. C. Morse, 1970  
*R & D Monograph* ,1964      **Employment and Training Report of the President** United States. President, 1968  
Includes reports by the U S Dept of Labor called 1963 Manpower requirements resources utilization and training and the U S  
Dept of Health Education and Welfare 1975      *Job Satisfaction: is There a Trend?* Robert P. Quinn, Graham L.  
Staines, Margaret R. McCullough, 1974      **The Handbook of Cross-Cultural Management Research** Peter B. Smith, Mark  
F. Peterson, David C. Thomas, 2008-05-22 Renowned international experts Peter B Smith Mark F Peterson and David C  
Thomas editors of the *The Handbook of Cross Cultural Management* have drawn together scholars in the field of  
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