



# Workplace Satisfaction of Part-time Employees



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## INTRODUCTION



- In recent years, there has been a dramatic shift in the types of occupational positions people are taking as their main source of income.
- Jobs that include salaried wages, savings plans, and long-term security are almost unheard of in the current economy, and many part-time positions once held by students or housewives looking to make some extra money are now being utilized as a primary source of income.

- Currently in the United States, it is estimated that there are over 6.5 million part-time employees who work in these positions due to cut backs in the workplace or lack of full time positions (U.S. Bureau of Labor Statistics).

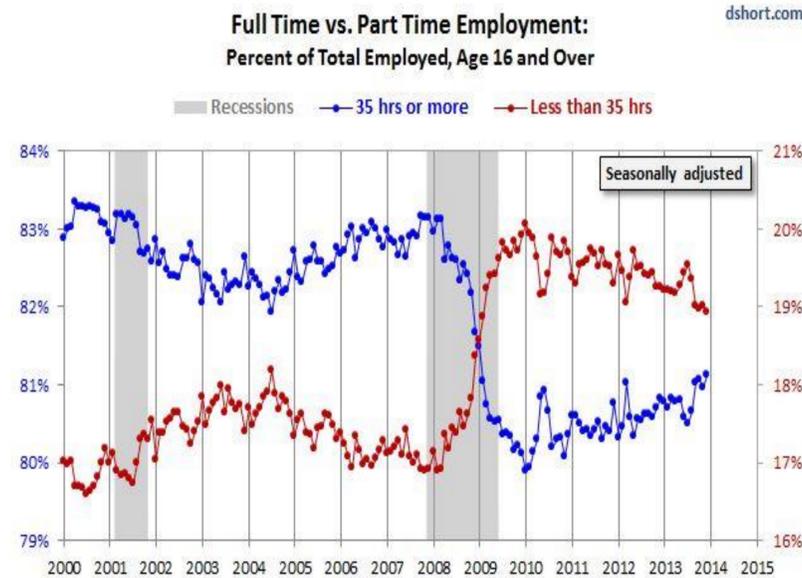
## BACKGROUND



- Interest in the topic of workplace satisfaction first became popular in the late 1920's; it was thought that understanding employees' satisfaction could improve productivity.
- Foundational research on workplace satisfaction has helped to establish methods and measures for evaluating satisfying aspects of the workplace, with surveys as the most common instruments.
- Multifaceted satisfaction evaluations administered to employees by researchers have helped us understand which factors have the most influence on overall workplace satisfaction, but there are no concrete answers as to what particular component leads to satisfaction.
- Most research, like that of Chung, Rutherford, and Park, suggests that there can be up to seven factors that influence job satisfaction ranging from pay and promotion, to policy and perceived support (Chung, Rutherford & Park, 2012).
- The reevaluation of past research incorporated with current methods continues to shape the way that employee satisfaction is studied.

## RESEARCH QUESTION

**What factors contribute to the workplace satisfaction of part-time employees?**



## METHODS



### Participants

- A sample of part-time employees—as defined by the U.S. Bureau of Labor Statistics, part-time employees are those working at an hourly wage, from 1 to 34 hours per week .
- It is expected that many of the respondents will be drawn from fields that include retail, food services, hospitality, and customer service.

### Procedure

- Using an online survey website, participants will be asked to answer anonymously demographics questions such as age, sex, education level, and occupation field.
- Participants will then be asked to rate their job satisfaction using a five point Likert-type scale with questions adapted from previous, published studies.

## EXPECTED OUTCOMES

- Based on replies from surveys, specific factors such as compensation, flexibility, or work relations, as well as demographics like age and occupation field, that influence levels of workplace satisfaction for part time employees can be analyzed.
- It is expected that part-time workers will have high satisfaction related to wages and ability to learn new tasks, and have lower levels of satisfaction related to factors of freedom and creativity.



## SIGNIFICANCE

- Since there are so many part-time jobs, in addition to the economic shift leading to cuts of full time jobs, I believe that it is necessary to examine how changes in the availability and positions of jobs in the current market has impacted the satisfaction of employees.
- Although there is much research on job satisfaction in general, not much has been focused solely on part-time employees working in non-career jobs.
- By examining aspects of an employee's workplace, changes can made to improve the overall workplace environment, reduce turnover rate, and, as some studies suggest, increase the profitability of businesses.

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