

Precarious work, psychosocial working conditions and job satisfaction as predictors of employee's wellbeing: what matters most?

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Background & Motivation

1

Working conditions strongly affect mental health and psychological wellbeing (Leka et al., 2011).

2

The impact of precarious work on wellbeing remains insufficiently explored.

Measures

COPSOQ II

Factors most correlated with psychological wellbeing were selected: quantitative demands, influence and job satisfaction (Pejtersen et al., 2010).

EPRES II

Precarious work was measured using Polish adaptation of EPRES II scale (Stachura-Krzyształowicz et al., 2023; Vives et al., 2010).

WHO - 5

Wellbeing was measured using WHO-5 scale (WHO, 1998; Topp et al., 2015).

Sample and Data Collection

1

The sample consisted of $N = 1,057$ workers from the Polish population.

2

The study sample consisted of 528 females and 529 males. Participants' ages ranged from 19 to 62 years ($M = 37.65$; $SD = 10.35$).

3

Data were collected using a Computer-Assisted Web Interview (CAWI).

4

Several types of models were tested to examine the relationships between predictors and psychological wellbeing, and the linear model provided the best fit.

Model assumptions

First, all model assumptions were checked:

1

Normality of residuals – assessed using Q-Q plot

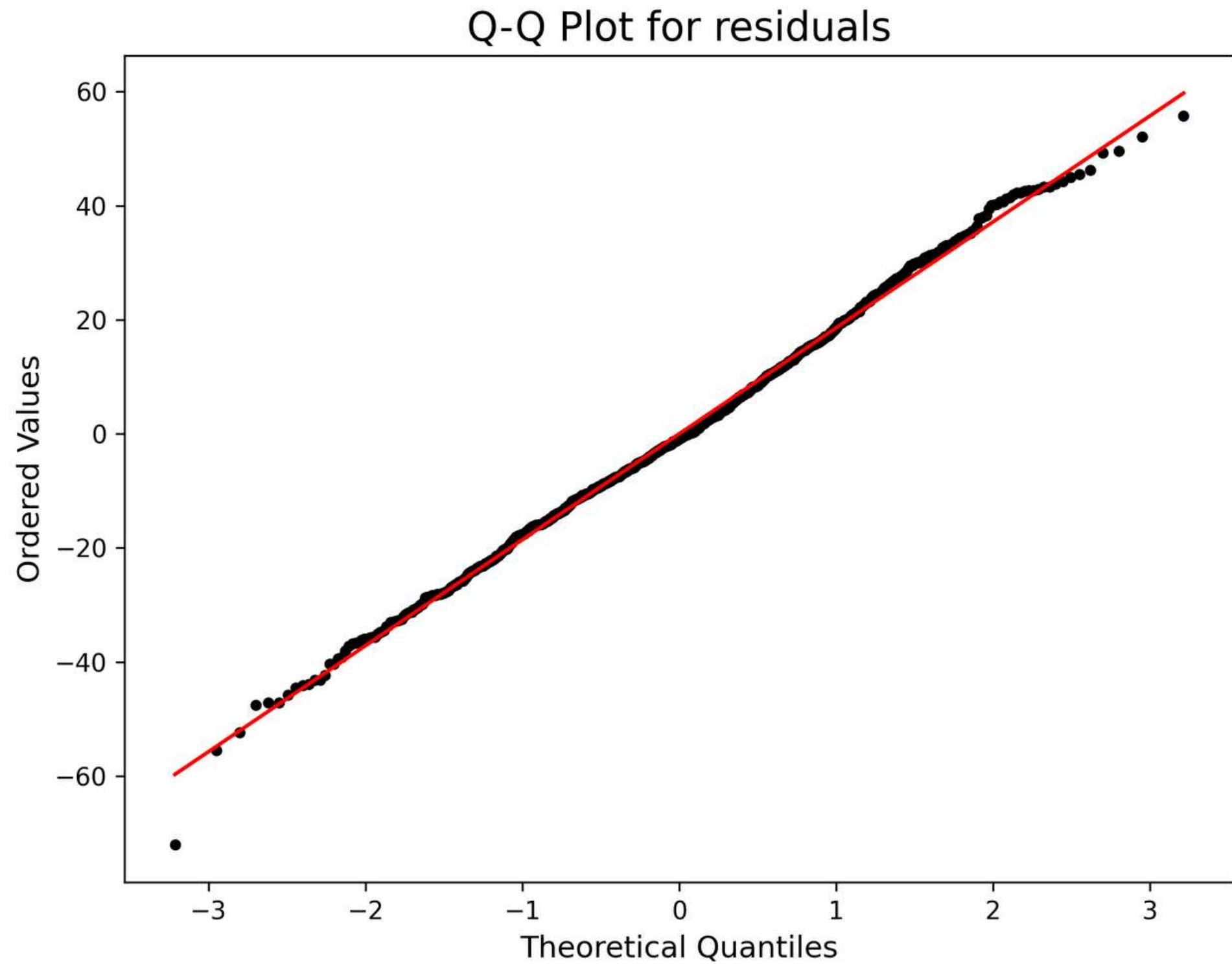
2

Heteroscedasticity – examined using Levene's test

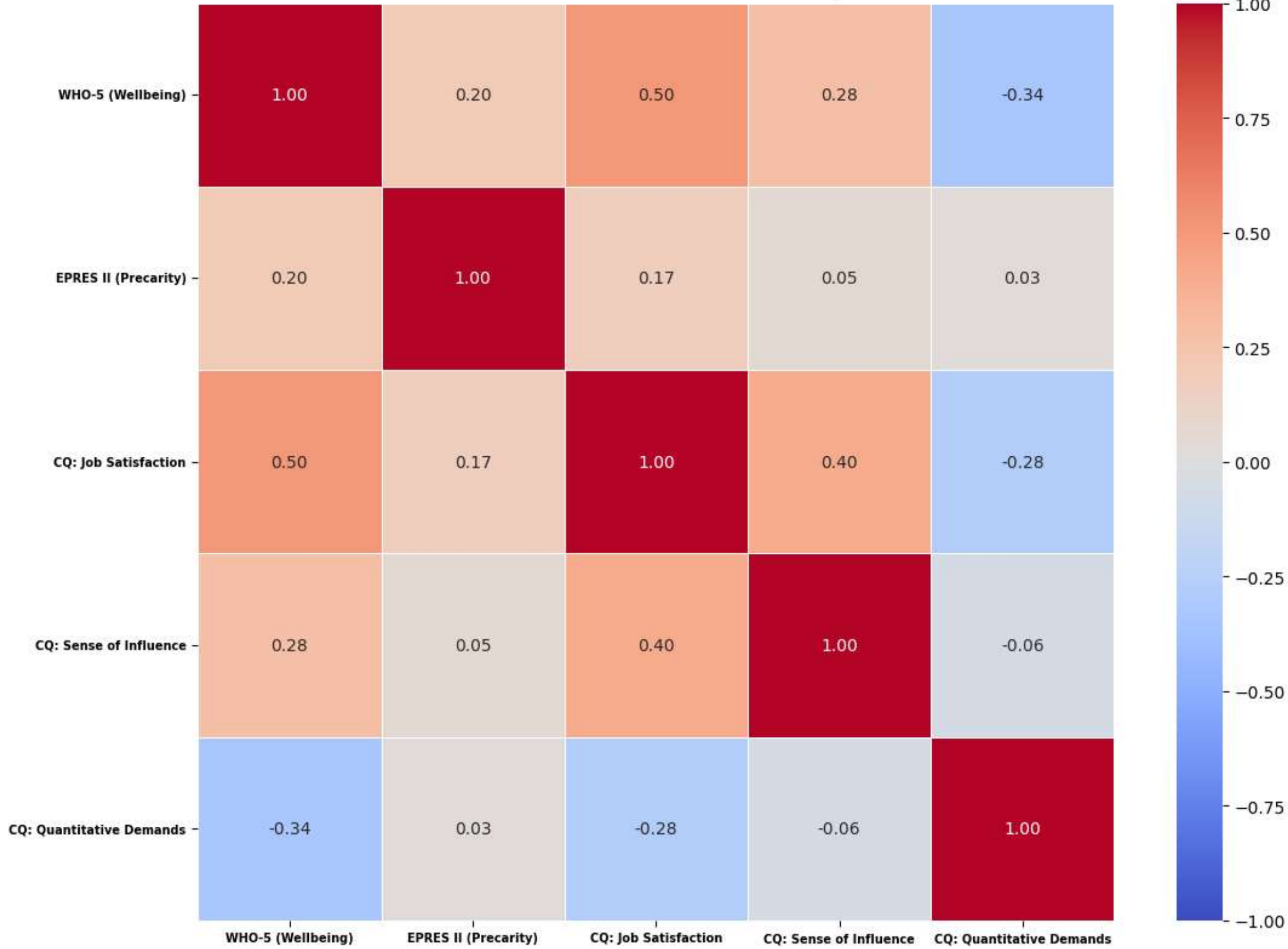
3

Multicollinearity – evaluated using correlation heatmap and VIF statistic

Q-Q Plot for Normal distribution



Model Variables Correlation Heatmap



Correlation Heatmap

Linear Regression Model Statistics

The model explained 32% of the variance in psychological wellbeing (Adjusted $R^2 = 0.32$) and was statistically significant ($F(4, 1052) = 123.7, p < .001$)

Relative importance shown lowest value for precarious work conditions.

Variable	Coefficient	t-value	Standard Error	VIF	Relative importance
Job Satisfaction	13.24	12.37	1.19	1.33	53.21%
Quantitive demands	-6.44	-8.71	1.07	1.10	24.85%
Influence	2.54	4.20	0.66	1.19	13.22%
Precarity	6.38	5.37	0.74	1.04	8.72%

Results and discussion

Results suggest that precarious conditions influence wellbeing less than other factors. Possible explanations include:

1

Measurement tools may not fully capture nuances of the Polish population (Stachura-Krzyształowicz et al., 2023)

2

Historical and socio-cultural factors may have shaped resilience and attitudes toward work in Polish population (Mrozowicki & Trappmann, 2021).

3

Real differences in the labor market or social support structures may reduce the impact of precarity (Keizer et al., 2024).

4

Favorable psychosocial work conditions may mitigate the effect of precarity on wellbeing (Satuf et al., 2018).

5

Greater focus on the Polish context and further research could provide valuable insights into the relationship between work conditions and wellbeing.

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Thank You!