

Formalized Company Structures and Their Effects on the Job Satisfaction and Health of Women and Men - Analyzes with the Linked Employer-Employee Survey of the Socio-Economic Panel Study (SOEP-LEE)

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Project Description

Women have poorer labor market opportunities than men on the German labor market, as can be shown by the gender pay gap. However, women show comparatively higher average levels of job satisfaction. This so-called gender-job satisfaction paradox is usually explained as resulting from the lower professional expectations of women. In the planned continuation project, the role of companies will be investigated, and the extent to which certain company structures affect the job satisfaction of employees, possibly reducing the negative effects of unfavorable working conditions on well-being (job satisfaction and health). Possible gender-specific effects are of particular interest. Structures of formalization and guidelines for equal opportunities and diversity (hereinafter: formalization) are considered as company structures. On the one hand, negative effects on the well-being of employees can be assumed from such formalized company structures. From a neo-institutionalist perspective, measures for equal opportunities and diversity can be copied from other successful organizations but are not consistently implemented in practice. In addition, formalization can have a negative effect on job satisfaction because such company structures restrict the employees' autonomy. On the other hand, formalized operational structures can also have positive effects on well-being. In this way, they can reduce stereotyping and the resulting discrimination, as decision-makers are less able to make decisions based on their own preferences. It can also be assumed that employees are able to assert their interests more effectively via the Collective-Voice-Function as a result of formalization in general and especially employee representation, potentially providing a particular benefit to disadvantaged employees. Additionally, it can be assumed that formalized company structures indirectly reduce unfavorable working conditions in companies and can prevent gratification crises. These theoretical assumptions are to be analyzed using the linked employer-employee dataset of the company survey of the Socio-Economic Panel (SOEP-LEE) and the Socio-Economic Panel (SOEP). This means that, in addition to the central dependent and explanatory variables, differentiated information at the level of the company (such as policies supporting work-life balance) and at the level of the employees (such as gross hourly earnings and the importance of different areas of life) can be considered in the analyzes and statistically controlled.

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