# World Database of Happiness

## Correlational Findings on Happiness and WORK c: CONDITIONS

**Subject Code: W4**

© on data collection: Ruut Veenhoven, Erasmus University Rotterdam

### Classification of Findings

<table>
<thead>
<tr>
<th>Subject Code</th>
<th>Description</th>
<th>Nr of Studies on this Subject</th>
</tr>
</thead>
<tbody>
<tr>
<td>W4</td>
<td>WORK c: CONDITIONS</td>
<td>0</td>
</tr>
<tr>
<td>W4.1</td>
<td>Work conditions career</td>
<td>0</td>
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<tr>
<td>W4.1.1</td>
<td>Earlier work-conditions</td>
<td>1</td>
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<tr>
<td>W4.1.2</td>
<td>Change in work-conditions</td>
<td>3</td>
</tr>
<tr>
<td>W4.1.4</td>
<td>Later work-conditions</td>
<td>0</td>
</tr>
<tr>
<td>W4.2</td>
<td>Current work-conditions</td>
<td>3</td>
</tr>
<tr>
<td>W4.2.1</td>
<td>Size of plant</td>
<td>1</td>
</tr>
<tr>
<td>W4.2.2</td>
<td>Challenge of work</td>
<td>0</td>
</tr>
<tr>
<td>W4.2.3</td>
<td>Commuting to work</td>
<td>4</td>
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<tr>
<td>W4.2.4</td>
<td>Demands in work</td>
<td>21</td>
</tr>
<tr>
<td>W4.2.5</td>
<td>Distance to work</td>
<td>5</td>
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<tr>
<td>W4.2.6</td>
<td>Load of work</td>
<td>2</td>
</tr>
<tr>
<td>W4.2.7</td>
<td>Problems at work</td>
<td>2</td>
</tr>
<tr>
<td>W4.2.8</td>
<td>Relations at work</td>
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</tr>
<tr>
<td>W4.2.8.1</td>
<td>. interaction at work</td>
<td>3</td>
</tr>
<tr>
<td>W4.2.8.2</td>
<td>. informal relations at work</td>
<td>0</td>
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<td>W4.2.8.3</td>
<td>. leadership of boss</td>
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<td>W4.2.9</td>
<td>Safety at work</td>
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<tr>
<td>W4.2.10</td>
<td>Security of job</td>
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<tr>
<td>W4.2.11</td>
<td>Self-direction at work</td>
<td>10</td>
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<td>W4.2.12</td>
<td>Shift work</td>
<td>1</td>
</tr>
<tr>
<td>W4.2.13</td>
<td>Strain at work (physical)</td>
<td>3</td>
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<td>W4.2.14</td>
<td>Time-pressure at work</td>
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<tr>
<td>W4.2.15</td>
<td>Variety of work</td>
<td>1</td>
</tr>
<tr>
<td>W4.2.16</td>
<td>Private or public sector</td>
<td>1</td>
</tr>
</tbody>
</table>

### Appendices

- Appendix 1: Happiness Items used
- Appendix 2: Statistics used
- Appendix 3: About the World Database of Happiness
- Appendix 4: Further Findings in the World Database of Happiness
- Appendix 5: Related Subjects
Study

NUVOL 2004/2

Reported in: Nuvolati, G.
The Italian Case. Commuting and Quality of Life.
Paper 6the Congress ISQOLS, 2004, Philadelphia, USA
Page in Report: 8

Population: 15+ aged, Italy, 1996

Sample: Non-probability purposive-quota sample

Non-Response: 1,7%

N: 7200

Measured Correlate

Class: Distance to work, Code W4.2.5

Measurement: Commuting time in minutes per day
  a: 0-5
  b: 6-15
  c: 16-30
  d: 31-60
  e: >60

Observed Relation with Happiness

Measured Happiness Statistics Elaboration/Remarks

O-5LL/u/sq/v/3/c D%=+ % satisfied:
0-5 minutes: 96.4
6-15 minutes: 96.7
16-30 minutes: 97.4
31-60 minutes: 96.8
60 or more : 97.0

Positive correlation unaffected by age, gender, education and occupation
### Study

**SEARS 1977A**

*Reported in:* Sears, P.S.; Barbee, A.H.  
Career and Life Satisfactions among Terman Gifted Women.  
Stanley, J.C.; George, W.C.; Eds.: "The Gifted and the Creative", J. Hopkins University Press, 1977,  
Baltimore, USA, 28 - 72  
Page in Report: 40-62/4

**Population:** "Gifted women" (IQ >135), followed 50 years, California, USA, 1921-72

**Sample:** Non-probability purposive sample

**Non-Response:** Attrition in 1972: 25%

**N:** 671

### Measured Correlate

**Class:** Earlier work-conditions, Code W4.1.1

**Measurement:** Ss first enumerated the importance of five areas of lifegoals in young adulthood, the last of which was 'Joy-in-living'.  
They were next asked to indicate how succesfull they had been after all in these areas (MIX 3.1)

Assessed in 1972.

### Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>C-ASG/h/mg/v/5/a</td>
<td>AoV = ns</td>
<td>Earlier perceived increase (1960) by present happiness (1972)</td>
</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

Study


Population: "Gifted women" (IQ >135), followed 50 years, California, USA, 1921-72

Sample: Non-probability purposive sample

Non-Response: Attrition in 1972: 25%

N: 671

Measured Correlate

Class: Change in work-conditions, Code W4.1.2

Measurement: Selfrating of increase in responsibilities and workpressures.

Assessed in 1960.

Observed Relation with Happiness

Measured Happiness

Statistics Elaboration/Remarks

C-ASG/h/mq/v/5/a AoV=ns Earlier perceived increase (1960) by present happiness (1972).
**Study**

**KAINU 1998**


*Population:* 18+ aged, general public, non-institutionalized, former province Kuopio, Finland, 1991-'96.

*Sample:* Probability sample (unspecified)

*Non-Response:* Not rep

*N:* 2682

---

**Measured Correlate**

**Class:** Change in work-conditions, Code W4.1.2

**Measurement:** Have you experienced changes at work due to technical development
(a) during the last year?
(b) ever in your life?
Answers: No (=0) or Yes (=1).

**Measured Values:**
- Never: N = 955
- Ever in your life: N = 737

**Remarks:** It is at least debatable whether this experience can be labeled as 'negative' a priori.

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**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLu/c/sq/v5/g</td>
<td>r = .04</td>
<td>during the last year</td>
</tr>
<tr>
<td>O-SLu/c/sq/v5/g</td>
<td>r = .02</td>
<td>ever in your life</td>
</tr>
<tr>
<td>O-SLu/c/sq/v5/g</td>
<td>DM = ns</td>
<td>never: M = 3.82</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ever in your life:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>M = 3.86</td>
</tr>
<tr>
<td></td>
<td></td>
<td>95% CI for difference: [-0.12; + 0.04]</td>
</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

BRAY 1983

Reported in: Bray, D.W.; Howard, A.
The AT & T Longitudinal Studies of Managers.
Schaie, K.W.; Ed.: "Longitudinal Studies of Adult Psychological Development", Guilford Press, 1983,
New York, USA, 266 - 312 ISBN 0 898 621 313
Page in Report: 299

Population: 40+ aged male managers, Bell Telephone Company, 1978
Sample: Non-probability purposive-quota sample
Non-Response: Panel loss at T5 37%
N: 422

Measured Correlate

Class: Change in work-conditions, Code W4.1.2
Measurement: Job level:
AT&T Management levels:
7. President
6. Vice-presidents
5.
4.
3. normative for graduates
2.
1. mostly non-college

Assessed at T5.

Measured Values: N=266 Level % 6 1,12 5 4,88 4 11,65 3 37,96 2 32,70 1 11,65

Observed Relation with Happiness

Measured Happiness  Statistics  Elaboration/Remarks
M-PL/c/rc/v/5/a  r=+.10 ns  T5 career success by T5 happiness. See also BRAY 1980 p 276.
Study: BURKE 1982

Reported in: Burke, R.J.
Impact of Occupational Demands on Non-work Experiences of Senior Administrators.
Page in Report: 202

Population: Senior probation administrators Canada, 198?

Sample:
Non-Response: 25%
N: 72

Measured Correlate

Class: Current work-conditions, Code W4.2
Measurement: Direct questions scored on 5 point Likert scale. Each demand measured by multiple questions. Most items drawn from Caplan e.a. 1975.

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
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<tbody>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td>Concentration</td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>Beta = ns</td>
<td></td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td>Hours worked per week</td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>Beta = ns</td>
<td></td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td>Job complexity</td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>Beta = ns</td>
<td></td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td>Role ambiguity</td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>Beta = ns</td>
<td></td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td>Quantitative overload</td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td></td>
</tr>
<tr>
<td>O-Sum/c/mq/v/3/a</td>
<td>r = ns</td>
<td>Responsibility for people</td>
</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

<table>
<thead>
<tr>
<th>O-Sum/c/mq/v/3/a</th>
<th>Beta</th>
<th>r</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Underutilization of skills</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Lack of influence</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Inequity in pay</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Job future ambiguity</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td>p&lt;.05</td>
<td>Role conflict</td>
</tr>
<tr>
<td></td>
<td>-.38</td>
<td>p&lt;.05</td>
<td>Responsibility for things</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Feeling locked in</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Rate or pace of change</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Stress in communicating</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Boundary spanning activities</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
<td>Quality pressure</td>
</tr>
</tbody>
</table>
Unique stressors related to the corrections milieu

β's controlled for other occupational demands
Findings on Happiness and WORK conditions

Study

Reported in: Gavin, J.F.; Kelley, R.E.
The Psychological Climate and Reported Well-Being of Underground Miners: An Exploratory Study.
Page in Report: 574

Population: Miners, non-management, company, USA, 197?

Sample:

Non-Response:

N: 469

Measured Correlate

Class: Current work-conditions, Code W4.2

Measurement: Clusters appearing in responses to 65-item questionnaire:

1. Supervisory consideration (6-item index): the degree to which the immediate supervisor is viewed as being fair, considerate, and affective in human relations.
2. Intercrew communications (4-item index): the extent of individual worker satisfaction with communications between his and other crews.
3. Promotion practices (4-item index): the extent to which the employee feels there are ample and equitable advancement opportunities.
4. Participation and feedback (3-item index): the degree to which the supervisor includes the employee in decision-making and gives feedback concerning performance.
5. Training (2-item index): the perceived adequacy of training for present job and future work assignments.
6. Quality of task information (3-item index): the extent to which the employee perceives clearly expressed and accurate information being exchanged between his supervisor and co-workers.
7. Interdepartment relations (2-item index): the amount of cooperation believed to exist between the employee's department and other departments.
8. Equipment (2-item index): the perceived quality and availability of equipment for worker use.
9. Task pressure (3-item index): the extent to which the employee feels
his supervisor pressures employees for greater production with threats and punishments.

## Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SL</td>
<td>r=+0.13</td>
<td>1. Supervisory consideration.</td>
</tr>
<tr>
<td></td>
<td>p&lt;0.01</td>
<td></td>
</tr>
<tr>
<td>O-SL</td>
<td>r=+0.04</td>
<td>2. Intercrew communications.</td>
</tr>
<tr>
<td></td>
<td>ns</td>
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</tr>
<tr>
<td>O-SL</td>
<td>r=+0.00</td>
<td>3. Promotion practices.</td>
</tr>
<tr>
<td></td>
<td>ns</td>
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</tr>
<tr>
<td>O-SL</td>
<td>r=+0.07</td>
<td>4. Participation and feedback.</td>
</tr>
<tr>
<td></td>
<td>ns</td>
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<tr>
<td>O-SL</td>
<td>r=+0.02</td>
<td>5. Training.</td>
</tr>
<tr>
<td></td>
<td>ns</td>
<td></td>
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<tr>
<td>O-SL</td>
<td>r=+0.04</td>
<td>6. Quality of task information.</td>
</tr>
<tr>
<td></td>
<td>ns</td>
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<tr>
<td>O-SL</td>
<td>r=+0.02</td>
<td>7. Interdepartment relations.</td>
</tr>
<tr>
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<td>ns</td>
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<tr>
<td>O-SL</td>
<td>r=+0.12</td>
<td>8. Equipment.</td>
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<tr>
<td></td>
<td>p&lt;0.01</td>
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<tr>
<td>O-SL</td>
<td>r=+0.20</td>
<td>9. Task pressure.</td>
</tr>
<tr>
<td></td>
<td>p&lt;0.001</td>
<td></td>
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</tbody>
</table>

1+2+3+4+5+6+7+8+9
Findings on Happiness and WORK c: CONDITIONS

Study

2. The Impact of September 11 One Year Later.
acqol/index.htm
Page in Report: 83

Population: 18+aged, Australia, 2002
Sample: Probability area sample
Non-Response: 88%
N: 2003

Measured Correlate

Class: Current work-conditions, Code W4.2
Measurement:
Single question:
How many hours each week do you normally spend on this work?
1: 0–9
2: 10–19
3: 20–29
4: 30–39
5: 40–49
6: 50+


Observed Relation with Happiness

Measured Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLW/u/sq/n/11/ca</td>
<td>D Mt= p&lt;078</td>
<td>Mt = 77.45, SD = 21.55</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mt = 74.96, SD = 17.33</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mt = 78.76, SD = 16.57</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mt = 75.70, SD = 16.85</td>
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<tr>
<td></td>
<td></td>
<td>Mt = 76.65, SD = 14.78</td>
</tr>
<tr>
<td></td>
<td></td>
<td>M  = 79.65, SD = 15.32</td>
</tr>
</tbody>
</table>

O-SLW/u/sq/n/11/ca BMCT= n.s.
Findings on Happiness and WORK c: CONDITIONS

NUVOL 2004/1

Reported in: Nuvolati, G.
The Italian Case. Commuting and Quality of Life.
Paper 6the Congress ISQOLS, 2004, Philadelphia, USA
Page in Report: 7

Population: 15+ aged. Italy, 1996
Sample: Probability sample (unspecified)
Non-Response: 1,7%
N: 3561

Measured Correlate

Class: Commuting to work, Code W4.2.3

Measurement:
- a: car
- b: train
- c: bus
- d: bike
- e: feet

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SQL/u/sq/v/4/a</td>
<td>D%</td>
<td>% Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>car: 84,8</td>
</tr>
<tr>
<td></td>
<td></td>
<td>train: 84,2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>bus: 82,9</td>
</tr>
<tr>
<td></td>
<td></td>
<td>bike: 88,6</td>
</tr>
<tr>
<td></td>
<td></td>
<td>walk: 79,4</td>
</tr>
</tbody>
</table>
## Study

**Reported in:** Ventegodt, S. Livskvalitet i Danmark. (Quality of Life in Denmark). Forskningscentrets Forlag (The Quality of Life Research Center), København, Denmark, ISBN 8790190017 [http://www.livskvalitet.org/t1/index.asp](http://www.livskvalitet.org/t1/index.asp)  
Page in Report: 114

**Population:** 18-88 aged, general public, Denmark, 1993

**Sample:** Non-probability purposive sample

**Non-Response:** 39%

**N:** 1494

## Measured Correlate

**Class:** Size of plant, Code W4.2.1

**Measurement:**
1: managers in small business  
2: managers in large or medium-sized business

**Measured Values:** N: 1:39, 2:48

**Remarks:** Managers only

## Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
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</tr>
</thead>
</table>
| A-AOL/m/sq/v/5/a    | DMt=+      | 1: Mt=7.11  
                                2: Mt=8.03  
                                All Mt=7.61 |
| O-SLu/c/sq/v/5/e    | DMt=+      | 1: Mt=6.99  
                                2: Mt=7.71  
                                All Mt=7.41 |
| O-HL/c/sq/v/5/h     | DMt=+      | 1: Mt=6.48  
                                2: Mt=7.09  
                                All Mt=6.85 |
Study

SEARS 1977A

Reported in: Sears, P.S.; Barbee, A.H.
Career and Life Satisfactions among Terman Gifted Women.
Stanley, J.C.; George, W.C.; Eds.: "The Gifted and the Creative", J. Hopkins University Press, 1977,
Baltimore, USA, 28 - 72
Page in Report: 40-62/4

Population: "Gifted women" (IQ >135), followed 50 years, California, USA, 1921-72

Sample: Non-probability purposive sample

Non-Response: Attrition in 1972: 25%

N: 671

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Ss first enumerated the importance of five areas of lifegoals in young adulthood, the last of which was 'Joy-in-living'.
They were next asked to indicate how successful they had been after all in these areas
Assessed in 1972.

Observed Relation with Happiness

Measured Happiness
Statistics Elaboration/Remarks
C-ASG/h/mg/v/5/a AoV = ns Earlier perceived increase (1960) by present happiness (1972)
Findings on Happiness and WORK c: CONDITIONS

Study

Page in Report: 206-208,306

Population: Dual career parents in four European cities, 200?
Sample: Non-probability purposive-quota sample
Non-Response:
N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4
Measurement: Self report on single question:
Is it acceptable that one may leave earlier and/or arrive later due to problems regarding children? Among you and your colleagues.
1=very unacceptable 6= very acceptable

Observed Relation with Happiness

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<thead>
<tr>
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<tbody>
<tr>
<td>O-SLW/g/sq/v6/a</td>
<td>r=+.20</td>
<td>Males</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-SLW/g/sq/v6/a</td>
<td>r=+.19</td>
<td>All</td>
</tr>
<tr>
<td></td>
<td>p&lt;.001</td>
<td></td>
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<tr>
<td>O-SLW/g/sq/v6/a</td>
<td>r=+.18</td>
<td>Females</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
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</table>
Findings on Happiness and Work Conditions

**Study**


*Population:* Dual career parents in four European cities, 200?

*Sample:* Non-probability purposive-quota sample

*Non-Response:* 

*Population:* 

*N:* 400

**Measured Correlate**

*Class:* Demands in work, Code W4.2.4

*Measurement:* Self report on single question:

Is it acceptable that one may leave earlier and/or arrive later due to problems regarding children? By your managers

1=very unacceptable 6= very acceptable

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.17</td>
<td>Females</td>
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<tr>
<td></td>
<td>p&lt;.05</td>
<td></td>
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<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.23</td>
<td>Males</td>
</tr>
<tr>
<td></td>
<td>p&lt;.001</td>
<td></td>
</tr>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.20</td>
<td>All</td>
</tr>
<tr>
<td></td>
<td>p&lt;.001</td>
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</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

Study


Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:

N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Self report on single question:
Is it acceptable that one may bring a child to work (for an hour) due to problems regarding childcare? Among you and your colleagues
1=very unacceptable 6= very acceptable

Observed Relation with Happiness

Measured Happiness  Statistics  Elaboration/Remarks

O-SLW/g/sq/v/6/a  r=+.12  ns  Females

O-SLW/g/sq/v/6/a  r=+.26  p<.001  Males

O-SLW/g/sq/v/6/a  r=+.19  p<.001  All
Study

FINE 2004


Page in Report: 206-208, 306

Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:

N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Self report on single question:
Is it acceptable that one may bring a child to work (for an hour) due to problems regarding childcare? By your managers.
1=very unacceptable 6= very acceptable

Observed Relation with Happiness

Measured Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
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<td>Females</td>
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<td>p&lt;.05</td>
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<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.19</td>
<td>All</td>
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<tr>
<td></td>
<td>p&lt;.001</td>
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</tbody>
</table>
Study  
FINE 2004

Page in Report: 206-208, 307

*Population:* Dual career parents in four European cities, 200?

*Sample:* Non-probability purposive-quota sample

*Non-Response:*  
*N:* 400

Measured Correlate

*Class:* Demands in work, Code W4.2.4

*Measurement:* Self report on single question:
How well do you think the following people take into account the fact that you have responsibility for a child/ren? Your colleagues.
1=not at all well 6=very well

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.21</td>
<td>All</td>
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<tr>
<td></td>
<td>p&lt;.001</td>
<td></td>
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<td>O-SLW/g/sq/v/6/a</td>
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</table>
## Study
**Page in Report:** 206-208, 307

**Population:** Dual career parents in four European cities, 200?

**Sample:** Non-probability purposive-quota sample

**Non-Response:**

\[ N: 400 \]

## Measured Correlate

**Class:** Demands in work, Code W4.2.4

**Measurement:** Self report on single question:

> How well do you think the following people take into account the fact that you have responsibility for a child/ren? Your immediate supervisor.

\[ 1 = \text{not at all well} \quad 6 = \text{very well} \]

## Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>( O-SLW/g/sq/v/6/a )</td>
<td>( r = .25 )  &lt;br&gt; ( p &lt; .001 )</td>
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<tr>
<td>( O-SLW/g/sq/v/6/a )</td>
<td>( r = .13 )  &lt;br&gt; ( \text{ns} )</td>
<td>Males</td>
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<tr>
<td>( O-SLW/g/sq/v/6/a )</td>
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<td>Females</td>
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</table>
Study  
Page in Report: 206-208,307

**Population:** Dual career parents in four European cities, 200?

**Sample:** Non-probability purposive-quota sample

**Non-Response:**

\[ N: 400 \]

Measured Correlate

**Class:** Demands in work, Code W4.2.4

**Measurement:** Self report on single question: How well do you think the following people take into account the fact that you have responsibility for a child/ren? Your employer. 1=not at all well 6=very well

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
</table>
| O-SLW/g/sq/v/6/a   | \[ r=+.13 \]
|                    | \[ p<.01 \] | All                 |
| O-SLW/g/sq/v/6/a   | \[ r=+.03 \]
|                    | \[ ns \]     | Males               |
| O-SLW/g/sq/v/6/a   | \[ r=+.22 \]
|                    | \[ p<.01 \]  | Females             |
**Study**


*Page in Report:* 206-208, 308

*Population:* Dual career parents in four European cities, 200?

*Sample:* Non-probability purposive-quota sample

*Non-Response:* N: 400

---

**Measured Correlate**

*Class:* Demands in work, Code W4.2.4

*Measurement:* Self report on single question;

To what extent do you agree that in your workplace many employees are resentful when men take extended leaves to care for newborn or adopted children?

1=strong disagree 7=strong agree

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
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<tr>
<td>O-SLW/g/sq/v/6/a</td>
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<tr>
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<td>p&lt;.001</td>
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</tbody>
</table>
Study

Page in Report: 206-208, 308

Population: Dual career parents in four European cities, 200?
Sample: Non-probability purposive-quota sample

Non-Response:

N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Self report on single question:
To what extent do you agree that in your workplace many employees are resentful when women take extended leaves to care for newborn or adopted children?
1=strong disagree 7=strong agree

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
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<th>Elaboration/Remarks</th>
</tr>
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<tbody>
<tr>
<td>O-SLW/g/sq/v6/a</td>
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<td>p &lt; .001</td>
<td></td>
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<tr>
<td>O-SLW/g/sq/v6/a</td>
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<td>All</td>
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<tr>
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<td>p &lt; .001</td>
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</table>
Study

FINE 2004

Page in Report: 206-208, 309

Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:

N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Self report on single question:
Men who participate in available work-family programmes (e.g. job-sharing, part-time work) are viewed as less serious about their career than those who do not participate in these programmes.
1=strong disagree 7=strong agree

Observed Relation with Happiness

Measured Happiness  Statistics  Elaboration/Remarks

O-SLW/g/sq/v/6/a  r=.17  Females
p<.05

O-SLW/g/sq/v/6/a  r=.14 ns  Males

O-SLW/g/sq/v/6/a  r=.16  All
p<.001
## Study


**Page in Report:** 206-208, 309

**Population:** Dual career parents in four European cities, 200?

**Sample:** Non-probability purposive-quota sample

**Non-Response:**

- **N:** 400

## Measured Correlate

**Class:** Demands in work, Code W4.2.4

**Measurement:** Self report on single question

Women who participate in available work-family programmes (e.g., job-sharing, part-time work) are viewed as less serious about their career than those who do not participate in these programmes.

1 = strong disagree 7 = strong agree

## Observed Relation with Happiness

**Measured Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Males</td>
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<tr>
<td>O-SLW/g/sq/v/6/a</td>
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<td>p &lt; .01</td>
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<td>O-SLW/g/sq/v/6/a</td>
<td>r = .22</td>
<td>p &lt; .001</td>
</tr>
</tbody>
</table>

**All**
Study

FINE 2004

Page in Report: 206-208,309

Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:

N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Self report on single question:
To get ahead employees are expected to work over and above the normal hours, whether at the workplace or at home.
1=strong disagree 7=strong agree

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
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<td></td>
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</table>
Findings on Happiness and WORK CONDITIONS

Study
Page in Report: 206-208,309

Population: Dual career parents in four European cities, 200?
Sample: Non-probability purposive-quota sample
Non-Response:
N: 400

Measured Correlate
Class: Demands in work, Code W4.2.4
Measurement: Self report on single question:
To be viewed favourably by top management, employees must constantly put their jobs ahead of their families or personal lives.
1=strong disagree 7=strong agree

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
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<td>O-SLW/g/sq/v/6/a</td>
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<tr>
<td></td>
<td>r=-.20 p&lt;.01</td>
<td>Females</td>
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</tbody>
</table>
Study  

**FINE 2004**


*Page in Report:* 212-214,141,307-308

*Population:* Dual career parents in four European cities, 200?

*Sample:* Non-probability purposive-quota sample

*Non-Response:*  

*N:* 400

---

**Measured Correlate**

*Class:* Demands in work, Code W4.2.4

*Measurement:* Selfreport on 6 questions:  
A: Is it acceptable for you to run private errands such as shopping, go to a bank or a post office during work?  
B: Do you have the possibility of owing work time?  
C: Do you have a formal agreement of flexible working time?  
D: Do you have an informal agreement of flexible working time?  
E: Is it possible for you to swap shifts/working time with coworkers?  
F: Is it acceptable for you to make phone calls to doctors, handymen, call home, etc. during work?  
Answer options: yes/no

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.18</td>
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<tr>
<td>O-SLW/g/sq/v/6/a</td>
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<td>p&lt;.05</td>
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</table>
Study

FINE 2004

Page in Report: 212-214,143,310

Population: Dual career parents in four European cities, 200?
Sample: Non-probability purposive-quota sample
Non-Response:
N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4
Measurement: Selfreport on 4 questions:
A: Do you ever leave your job earlier or arrive later due to problems regarding childcare?
B: Do you ever bring children to work on occasion due to problems with childcare?
C: Do you run private errands such shopping, go to the bank or a post office during work?
D: Do you make phone calls to doctors, handymen, call home etc. during work?
Answer options: yes/no

Observed Relation with Happiness

Measured Happiness

<table>
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<tr>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
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<td>r=+.08 ns Males</td>
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<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=+.01 ns Females</td>
</tr>
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</table>
Study

Page in Report: 212-14, 231 307-10

Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:
N: 400

Measured Correlate

Class: Demands in work, Code W4.2.4

Measurement: Number of family friendly policies available in the workplace
Respondents were asked about 14 different potential workplace policies in their place of employment. These included paid and unpaid maternity leave, paid and unpaid paternity leave, paid and unpaid parental leave, flexible hours, part-time working, job-sharing, term time working, personalised (flexible) working hours, teleworking, career breaks and emergency/special leave.

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
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</thead>
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</table>
Findings on Happiness and WORK c: CONDITIONS

**Study**


*Population:* Dual career parents in four European cities, 200?

*Sample:* Non-probability purposive-quota sample

*Non-Response:* 

*N:* 400

---

**Measured Correlate**

*Class:* Demands in work, Code W4.2.4

*Measurement:* Selfreport on single question:

Do the hours you work create problems in your childcare arrangements?

1 = notable 4 = yes a great deal

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
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<tbody>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
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<td>Females</td>
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<td></td>
<td>p &lt; 0.01</td>
<td></td>
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</table>

| O-SLW/g/sq/v/6/a   | r = -0.27  | Males               |
|                    | p < 0.01   |                     |

| O-SLW/g/sq/v/6/a   | r = -0.27  | All                 |
|                    | p < 0.01   |                     |
### Study


**Page in Report:** 212-214, 313

**Population:** Dual career parents in four European cities, 200?

**Sample:** Non-probability purposive-quota sample

**Non-Response:**

N: 400

### Measured Correlate

**Class:** Demands in work, Code W4.2.4

**Measurement:** Self report on single question:

How easy/difficult is it for you to combine your job and family life?

1 = very easy  6 = very difficult

### Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
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<th>Elaboration/Remarks</th>
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<td>p &lt; 0.001</td>
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</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

Study

Population: 40-60 aged male employees, Rotterdam, The Netherlands, 197?

Sample:
Non-Response: 5%
N: 13

Measured Correlate

Class: Distance to work, Code W4.2.5
Measurement: Single direct question:
0 No
1 Yes

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
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<tbody>
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<td>M-FH/g/sq/v/2/a</td>
<td>G = .20</td>
<td>p &lt; .000</td>
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</table>
Study

SONDE 1975


Population: 40-60 aged male employees, Rotterdam, The Netherlands, 197?

Sample:

Non-Response: 5%

N: 13

Measured Correlate

Class: Distance to work, Code W4.2.5

Measurement: Single direct amount of time spent travelling.

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
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<tbody>
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<td>G = -.20 ns</td>
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<tr>
<td>M-FH/q/sq/v2/a</td>
<td>G = -.20 ns</td>
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</table>
Study  
FINE 2004

Page in Report: 198, 200-201, 293

Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:

N: 400

Measured Correlate

Class: Distance to work, Code W4.2.5
Measurement: Self report on single question:
How long does it take, on average, for you to get to work? (in minutes)

Observed Relation with Happiness

Measured Happiness  
Statistics  Elaboration/Remarks

O-SLW/g/sq/v/6/a  r=  Males not reported

O-SLW/g/sq/v/6/a  r=-.05 ns  All

O-SLW/g/sq/v/6/a  r=.18  p<.01  Females
Findings on Happiness and WORK: CONDITIONS

Study FINE 2004

Page in Report: 198, 200-201

Population: Dual career parents in four European cities, 200?

Sample: Non-probability purposive-quota sample

Non-Response:
N: 400

Measured Correlate

Class: Distance to work, Code W4.2.5
Measurement: Self report on single question:
How long does it take, on average, for your partner to get to work? (in minutes)

Observed Relation with Happiness

Measured Happiness

<table>
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</thead>
<tbody>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=-.01 ns Males</td>
</tr>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=-.07 ns All</td>
</tr>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>r=.14 Females</td>
</tr>
<tr>
<td>O-SLW/g/sq/v/6/a</td>
<td>p&lt;.05</td>
</tr>
</tbody>
</table>

Study
WESTO 2003

Reported in: Weston, R.; Gray, M.; Qu, L.; Stanton, D.
The Impact of Long Working Hours on Employed Fathers and Their Families.
Paper, Australian Institute of Family Studies, 2003, Melbourne, Australia
Page in Report: 14-16

Population: Employed fathers, Australia, 2001

Sample: Probability multi-stage cluster sample

Non-Response: ?

N: 1479

Measured Correlate

Class: Load of work, Code W4.2.6

Measurement: Single question on number of hours usually worked per week:

1: 35-40 hours per week
2: 41-48 hours
3: 49-59 hours
4: 60 or more hours

Measured Values: N = 1: 491, 2: 323, 3: 349, 4: 316

Observed Relation with Happiness

Measured Happiness

Statistics
Elaboration/Remarks

O-SLW/u/sq/n/11/e  DM = ns
35-40: M=7,9  SD=0,06 (comparison group)
41-48: M=8,0  SD=0,08 (ns)
49-59: M=8,0  SD=0,07 (ns)
60+: M=7,8  SD=0,09 (ns)

O-SLW/u/sq/n/11/e  DMa=
35-40: Ma=8,0  SD=0,17 (comparison group)
41-48: Ma=8,0  SD=0,18 (ns)
49-59: Ma=8,0  SD=0,18 (ns)
60+: Ma=7,8  SD=0,18 (05)

Ma adjusted for
- partner's work hours
- education level
- English use and proficiency
- age of youngest child
- number of children under 15
- occupation
- income
- employment classification.
Findings on Happiness and WORK c: CONDITIONS

KAINU 1998

Page in Report: 261


Sample: Probability sample (unspecified)

Non-Response: not rep

N: 2682

Measured Correlate

Class: Problems at work, Code W4.2.7

Measurement: Have you experienced conflicts, difficulties in social relations at work
(a) during the last year?
(b) ever in your life?
Answers: No(=0) or Yes(=1).

Measured Values: Never: N = 963. Ever in your life: N = 737

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLu/c/sq/v/5/q</td>
<td>r = -.08</td>
<td>during the last year</td>
</tr>
<tr>
<td>O-SLu/c/sq/v/5/q</td>
<td>r = -.11</td>
<td>ever in your life</td>
</tr>
<tr>
<td>O-SLu/c/sq/v/5/q</td>
<td>DM =</td>
<td>never: M = 3.92</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ever in your life: M = 3.73</td>
</tr>
<tr>
<td></td>
<td></td>
<td>95% CI for difference: [0.11 ; 0.27]</td>
</tr>
</tbody>
</table>
Study LANCE 1989

Reported in: Lance C.E.,; Lautenschlager J.; Sloan C.E.; Varca P.E.
A Comparison Between Bottom-Up, Top-Down, and Bidirectional Models of Relationships Between Global and Life Facet Satisfaction.
Journal of Personality, 1989, Vol. 57, 601 - 624. ISSN 0022 3506
Page in Report: 607, 610

Population: Married academics, university of Georgia, USA, 1984

Sample: Non-probability accidental sample

Non-Response: 62%

N: 134

Measured Correlate

Class: Relations at work, Code W4.2.8

Measurement: Selfreport on single question:
As a source of personal and emotional support, how would you rate your university colleagues?
Rated: 1= poor 9= excellent

Measured Values: Mean 45.2 SD 10.6

Error Estimates: three-week test-retest $r=0.76$

Observed Relation with Happiness

Measured Happiness

Statistics Elaboration/Remarks

O-SLu/u/sq/n/5/a $r=+0.29$
$p<0.01$
Findings on Happiness and WORK c: CONDITIONS

Study

ALEXA 1968

Reported in: Alexander, W.E.
Unpublished doctoral dissertation, 1968, Syracuse University, USA
Page in Report: 195

Population: Schizophrenic males non-hospitalized, Monroe County, New York, USA, 1964-65

Sample:
Non-Response: 28%, most of them patients' or family member refusal
N: 178

Measured Correlate

Class: interaction at work, Code W4.2.8.1
Measurement: 2-item index of closed questions on necessary talking to other employees, and to customers, clients or just the general public: no / rarely or sometimes / often or all day

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-HL/c/sq/v/3/aa</td>
<td>SNR = ±0 ns</td>
<td>Computed for employed Ss only.</td>
</tr>
<tr>
<td>A-BB/cw/mq/v/4/f</td>
<td>SNR = ±0 ns</td>
<td>ns</td>
</tr>
</tbody>
</table>
### Study

**ALEXA 1968**

*Reported in:* Alexander, W. E.
Unpublished doctoral dissertation, 1968, Syracuse University, USA
Page in Report: 199

*Population:* Schizophrenic males non-hospitalized, Monroe County, New York, USA, 1964-65

*Sample:*
Non-Response: 28%, most of them patients’ or family member refusal

* N: 178

### Measured Correlate

*Class:* interaction at work, Code W4.2.8.1

*Measurement:* 2-item index measuring amount of time spent working around three or more fellow-workers: very little or some / most / all the time.

### Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-BB/cw/mq/v/4/f</td>
<td>G = +</td>
<td>Presented for Index of Negative Affect only: G' = -.42 (05)</td>
</tr>
</tbody>
</table>
Study


Population: Adults, non-institutionalized, Austria, 1984

Sample:

Non-Response: ?

N: 1776

Measured Correlate

Class: interaction at work, Code W4.2.8.1

Measurement: Three item index of direct questions on informal work relations. Answer categories yes/no.

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-Sum/c/mg/v5/a</td>
<td>r=+.10</td>
<td></td>
</tr>
<tr>
<td>M-AO/c/mq/+0/a</td>
<td>r=+.18</td>
<td></td>
</tr>
</tbody>
</table>
Study

BENNE 1970

Reported in: Bennett, F.A.
Avowed Happiness in Communities of Religious Women.
Unpublished PhD Dissertation, University of Utah, 1970, USA
Page in Report: 43

Population: Nuns, Catholic congregations, USA, 1969

Sample:
Non-Response: 11,5%
N: 963

Measured Correlate

Class: Leadership of boss, Code W4.2.8.3

Measurement: "Which of the following best describes your local superior?". Usually praises work which is well done, sometimes praises work which is well done and rarely praises.

Observed Relation with Happiness

Measured Happiness

Statistics    Elaboration/Remarks
O-HL/c/sq/v3/f  r=+.25  p<001

Study

MAKAR 1962

Reported in: Makarczyk, W.
Factors affecting Life Satisfaction among People in Poland.
Page in Report: 113

Population: Adults, general public, students and peasants excluded, Poland, 1960

Sample:

Non-Response: 5%
N: 2387

Measured Correlate

Class: Security of job, Code W4.2.10

Measurement: Single question: does your job give you a feeling of security?
insecure / average / secure / very secure.

Observed Relation with Happiness

Measured Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLW/u/sq/v/5/a</td>
<td>T=10</td>
<td>Computed for non-farmers only.</td>
</tr>
<tr>
<td></td>
<td>p&lt;001</td>
<td></td>
</tr>
</tbody>
</table>
**Study**

**BENNE 1970**

*Reported in:* Bennett, F.A.  
Avowed Happiness in Communities of Religious Women.  
Unpublished PhD Dissertation, University of Utah, 1970, USA  
Page in Report: 43

*Population:* Nuns, Catholic congregations, USA, 1969

*Sample:*

*Non-Response:* 11.5%

*N:* 963

---

**Measured Correlate**

*Class:* Self-direction at work, Code W4.2.11

*Measurement:* "How free do the sisters in your convent generally feel about disagreeing with the local superior?". Feel completely free to disagree, feel somewhat free to disagree, feel hesitant about disagreeing, rarely feel free to disagree and never disagree.

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-HL/c/sq/v3/f</td>
<td>r=+.29</td>
<td>p&lt;.001</td>
</tr>
</tbody>
</table>
Study

Reported in: Bennett, F.A.
Avowed Happiness in Communities of Religious Women.
Unpublished PhD Dissertation, University of Utah, 1970, USA
Page in Report: 43

Population: Nuns, Catholic congregations, USA, 1969

Sample:
Non-Response: 11.5%
N: 963

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Measurement: "When important decisions are made in your convent, how often are they made by all the members, in a group-discussion?". Almost always, usually, about half the time, seldom and never.

Observed Relation with Happiness

Measured Happiness

Statistics Elaboration/Remarks
O-HL/c/sq/v/3/f r=+.28 p<001
Study

BENNE 1970

Reported in: Bennett, F.A.
Avowed Happiness in Communities of Religious Women.
Unpublished PhD Dissertation, University of Utah, 1970, USA
Page in Report: 52

Population: Nuns, Catholic congregations, USA, 1969

Sample:
Non-Response: 11.5%
N: 963

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Measurement: Single direct question. Have a superior and do not have a superior.

Observed Relation with Happiness

Measured Happiness Statistics Elaboration/Remarks
O-HL/c/sq/v/3/f G = +.07 ns
**Study**

**BENNE 1970**

*Reported in:* Bennett, F.A.
Avowed Happiness in Communities of Religious Women.
Unpublished PhD Dissertation, University of Utah, 1970, USA
Page in Report: 53

*Population:* Nuns, Catholic congregations, USA, 1969

**Sample:**

*Non-Response:* 11.5%
*N:* 963

---

**Measured Correlate**

*Class:* Self-direction at work, Code W4.2.11

*Measurement:* Single direct question. Chose their own superior and did not choose their own superior.

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-HL/c/sq/v/3/f</td>
<td>G = +.28</td>
<td>p &lt; .05</td>
</tr>
</tbody>
</table>

**Study**

<table>
<thead>
<tr>
<th>DEJ ON 1969</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Population:</strong></td>
</tr>
<tr>
<td><strong>Sample:</strong></td>
</tr>
<tr>
<td><strong>Non-Response:</strong></td>
</tr>
<tr>
<td><strong>N:</strong></td>
</tr>
</tbody>
</table>

**Measured Correlate**

<table>
<thead>
<tr>
<th>Class:</th>
<th>Self-direction at work, Code W4.2.11</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Measurement:</strong></td>
<td>Direct question: none / some / much freedom.</td>
</tr>
</tbody>
</table>

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SL7/f/sq/v/5/a</td>
<td>r=+ ns</td>
<td></td>
</tr>
</tbody>
</table>
Study DEJON 1969

Reported in: DeJong Gierveld, J.
De Ongehuwden. (The Unmarried).
Page in Report: 191

Population: 30-55 aged, general public, Amsterdam, The Netherlands, 1965

Sample:
Non-Response: 31%;
N: 600

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Observed Relation with Happiness

Measured Happiness

<table>
<thead>
<tr>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SL7/7/sq/v/5/a</td>
<td>r=+ ns</td>
</tr>
</tbody>
</table>
Study NOELL1977/17


Population: Working people, middle and lower professions, West-Germany, 1973

Sample:

Non-Response:

N: 1528

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Measurement: Single direct question: 'Are you very independent, that means, do you have great space for making your own decisions?'

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-CA/mh/ri/v2/b</td>
<td>G = +.50</td>
<td>blue collar workers</td>
</tr>
<tr>
<td></td>
<td>p &lt; .01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v2/b</td>
<td>tb = +.18</td>
<td>landworkers</td>
</tr>
<tr>
<td></td>
<td>p &lt; .01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v2/b</td>
<td>G = +.49</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p &lt; .01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v2/b</td>
<td>tb = +.16</td>
<td>lower-white collar workers</td>
</tr>
<tr>
<td></td>
<td>p &lt; .01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v2/b</td>
<td>G = +.57</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p &lt; .01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v2/b</td>
<td>tb = +.19</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p &lt; .01</td>
<td></td>
</tr>
</tbody>
</table>
Study NOELL1977/18


Page in Report: 252

Population: Employed persons: middle and lower professions, West-Germany, 1975

Sample:

Non-Response: N: 881

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Measurement: Single direct question: 'Do you find yourself at work:
- very free at work (3)
- rather free at work (2)
- not free at work (1)

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-HP/u/sq/v/3/b</td>
<td>G=+.36</td>
<td>Blue collar</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v/2/b</td>
<td>G=+.23</td>
<td>Blue collar workers</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-HP/u/sq/v/3/b</td>
<td>tc=+.19</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v/2/b</td>
<td>tc=+.15</td>
<td></td>
</tr>
<tr>
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<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v/2/b</td>
<td>G=+.08</td>
<td>White collar workers</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-HP/u/sq/v/3/b</td>
<td>G=+.19</td>
<td>White collar</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>A-CA/mh/ri/v/2/b</td>
<td>tc=+.04</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-HP/u/sq/v/3/b</td>
<td>tc=+.11 ns</td>
<td></td>
</tr>
</tbody>
</table>
Study


Population: Adults, non-institutionalized, Austria, 1984

Sample:

Non-Response: ?

N: 1776

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Measurement: Single direct question on selfcontrol in the work situation. Rated on a 5-point scale.

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>M-AO/c/mq/*0/a</td>
<td>r=+.08</td>
<td></td>
</tr>
<tr>
<td>O-Sum/c/mq/v5/a</td>
<td>r=+.04</td>
<td></td>
</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

Study

SONDE 1975

Reported in: Sondermeijer, B.
Gezondheid en Geluk, (Health Correlates of Happiness).
Unpublished report, 1975, Rotterdam, Netherlands

Page in Report:

Population: 40-60 aged male employees, Rotterdam, The Netherlands, 197?

Sample:

Non-Response: 5%

N: 13

Measured Correlate

Class: Shift work, Code W4.2.12

Measurement: Single direct question:
0 No
1 Yes

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>M-FH/g/sq/v/2/a</td>
<td>G=+.18</td>
<td>p&lt;.000</td>
</tr>
<tr>
<td>M-FH/g/sq/v/2/a</td>
<td>G=+.18</td>
<td>p&lt;.000</td>
</tr>
</tbody>
</table>
### Study

**Reported in:** Schulz, W.; Költringer, R.; Norden, G.; Tüchler, H. Lebensqualität in Österreich. (Quality-of-Life in Austria). Research paper nr 10/1, Institut für Soziologie, University of Vienna, 1985, Austria

Page in Report: 90,93

**Population:** Adults, non-institutionalized, Austria, 1984

**Sample:**

**Non-Response:** ?

**N:** 1776

### Measured Correlate

**Class:** Strain at work (physical), Code W4.2.13

**Measurement:** Three item index of direct questions on temperature, cleanliness, and noise. Answer categories yes/no.

### Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O- Sum/c/mg/v/5/a</td>
<td>r=+.08</td>
</tr>
<tr>
<td>M-AO/c/mg/0/a</td>
<td>r=+.08</td>
</tr>
</tbody>
</table>
Findings on Happiness and Work Conditions

**Study**

*Reported in:* Gavin, J.F.; Kelley, R.E.
The Psychological Climate and Reported Well-Being of Underground Miners: An Exploratory Study.
Page in Report: 573

*Population:* Miners, non-management, company, USA, 197?

*Sample:* 

*Non-Response:* 

*N:* 469

---

**Measured Correlate**

*Class:* Strain at work (physical), Code W4.2.13

*Measurement:* 2-item index assessing the degree to which the worker reports physical discomforts as a result of his job.

---

**Observed Relation with Happiness**

*Measured Happiness*  

*Statistics*  

*Elaboration/Remarks*

O-LS?/?/sq/?/0/a  

*r=* .04  

ns
<table>
<thead>
<tr>
<th>Study</th>
<th>GAVIN 1978</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reported in:</td>
<td>Gavin, J.F.; Kelley, R.E.</td>
</tr>
<tr>
<td>The Psychological Climate and Reported Well-Being of Underground Miners: An Exploratory Study.</td>
<td></td>
</tr>
<tr>
<td>Page in Report: 573</td>
<td></td>
</tr>
<tr>
<td>Population:</td>
<td>Miners, non-management, company, USA, 197?</td>
</tr>
<tr>
<td>Sample:</td>
<td></td>
</tr>
<tr>
<td>Non-Response:</td>
<td></td>
</tr>
<tr>
<td>N:</td>
<td>469</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Measured Correlate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class:</td>
</tr>
<tr>
<td>Measurement:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Observed Relation with Happiness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measured Happiness</td>
</tr>
<tr>
<td>O-SL?/?/sq/?/0/a</td>
</tr>
</tbody>
</table>
Study

**SCHUL 1985B**

*Reported in:* Schulz, W.; Költzinger, R.; Norden, G.; Tüchler, H. Lebensqualität in Österreich. (Quality-of-Life in Austria). Research paper nr 10/1, Institut für Soziologie, University of Vienna, 1985, Austria

*Population:* Adults, non-institutionalized, Austria, 1984

*Sample:*

*Non-Response:* ?

*N:* 1776

---

**Measured Correlate**

*Class:* Variety of work, Code W4.2.15

*Measurement:* Three item index of direct questions on variety of work. Answer categories yes/no.

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
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<tbody>
<tr>
<td>O-Sum/c/mg/v5/a</td>
<td>r=+.11</td>
<td></td>
</tr>
<tr>
<td>M-AO/c/mg/*/0/a</td>
<td>r=+.13</td>
<td></td>
</tr>
</tbody>
</table>
Findings on Happiness and Work Conditions

Study

VENTE 1996

Reported in: Ventegodt, S.
Liskvalitet hos 4500 31-33-arige. (The Quality of Life of 4500 31-33-Years-Olds).
http://www.livskvalitet.org/t2/index.asp
Page in Report: 160

Population: 31-33 aged, Denmark 1993, born in University Hospital in Copenhagen

Sample: Non-probability chunk sample

Non-Response: 39%

N: 4500

Measured Correlate

Class: Private or public sector, Code W4.2.16

Measurement: current employment status
1: unemployed
1.a: unemployment benefits
1 b: social security recipient
2: employed
2 a: private sector
2 b: public sector

Measured Values: N: All:4169; 1: 14%; 1a::9,7%; 1b::4,3%; 2: 86,1%; 2a:47,3%; 2b:38,8%

Observed Relation with Happiness

Measured Happiness

Statistics Elaboration/Remarks

A-AOL/m/sq/v5/a DMt=+ 1: Mt=6.97
1a: Mt=7.25
1b: Mt=6.35
2: Mt=7.93
2 a: Mt=8.04
2b: Mt=7.80

O-SLu/c/sq/v5/e DMt=+ 1: Mt=6.56
1a: Mt=6.81
1b: Mt=5.99
2: Mt=7.62
2 a: Mt=7.68
2b: Mt=7.54
Findings on Happiness and WORK c: CONDITIONS

1: Mt=6.41
1a: Mt=6.59
1b: Mt=6.01
2: Mt=7.16
2a: Mt=7.25
2b: Mt=7.05
Study NUVOL 2004/2

Reported in: Nuvolati, G. 
The Italian Case. Commuting and Quality of Life. 
Paper 6th the Congress ISQOLS, 2004, Philadelphia, USA
Page in Report: 8

Population: 15+ aged, Italy, 1996

Sample: Non-probability purposive-quota sample

Non-Response: 1,7%

N: 7200

Measured Correlate

Class: Commuting to work, Code W4.2.3

Measurement: Commuting time in minutes per day
a: 0–5
b: 6–15
c: 16–30
d: 31–60
e: >60

Observed Relation with Happiness

Measured Happiness

Statistics Elaboration/Remarks

D%=>

% satisfied:
0–5 minutes: 96.4
6–15 minutes: 96.7
16–30 minutes: 97.4
31–60 minutes: 96.8
60 or more: 97.0

Positive correlation unaffected by age, gender, education and occupation
### Measured Correlate

**Class:** Time-pressure at work, Code W4.2.14  
**Measurement:** Self-report on a single question: Would you say your main job is...  
0: Not stressful  
1: Quite stressful  
2: Too stressful  

### Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
</table>
| O-HL/g/sq/v/4/g      | DM=        | 0: M=3.30 CI95=3.20-3.41  
                      |            | 1: M=3.27 CI95=3.21-3.34  
                      |            | 2: M=3.18 CI95=2.96-3.40  
| O-HL/g/sq/v/4/g      | BMCT=ns    |                     |
| O-SLW/c/sq/n/10/ab   | DM=        | 0: M=7.47 CI95=7.24-7.70  
                      |            | 1: M=7.39 CI95=7.23-7.56  
                      |            | 2: M=6.53 CI95=5.97-7.08  
| O-SLW/c/sq/n/10/ab   | BMCT=p<05  | 0,1 > 2  
                      |            | 1 > 2  

---
Findings on Happiness and WORK conditions

**Study**

*DeBeer 2002*

*Reported in:* DeBeer, P.T.
Druk, Druk .... Geluk? (Busy, Busy .....Happiness?).
Page in Report: 2

*Population:* Employed, the Netherlands, 1998

*Sample:* Probability multi-stage cluster sample

*Non-Response:* 4

*N: 3239*

**Measured Correlate**

*Class:* Time-pressure at work, Code W4.2.14

*Measurement:* Selfreport on single question
Do you work under high time pressure?
3: Yes, often
2: Yes, sometimes
1: No

**Observed Relation with Happiness**

*Measured Happiness*

<table>
<thead>
<tr>
<th>O-HP/u/sq/v/5/e</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>D%=+</td>
<td>% very happy:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- often pressured 25</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- sometimes pressured 23</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- not pressured 23</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- all 24</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>O-HP/u/sq/v/5/e</th>
<th>D%a=</th>
<th>% happy: corrected</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- often pressured 21</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- sometimes pressured 23</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- not pressured 27</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- all 24</td>
<td></td>
</tr>
</tbody>
</table>

D%a adjusted for:
- gender
- age
- education
- religion
- marital status
- household
- kind of employment
- length of employment
- occupation
- branche
- leadership
- time spent on household tasks
- net family income

**Study**

*Reported in:* DeBeer, P.T.
Druk, Druk .... Geluk? (Busy, Busy .....Happiness?).
Page in Report: 2

*Population:* Employed, the Netherlands, 1998

*Sample:* Probability multi-stage cluster sample

*Non-Response:* 4

*N:* 3239

---

**Measured Correlate**

*Class:* Time-pressure at work, Code W4.2.14

*Measurement:* Selfreport on single question:
Do you work in a high pace?
3: Yes, often
2: Yes, sometimes
1: No

---

**Observed Relation with Happiness**

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-HP/u/sq/v/5/e</td>
<td>D%=+</td>
<td>% very happy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- often in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>27</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- sometimes in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>23</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- not in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20</td>
</tr>
<tr>
<td>O-HP/u/sq/v/5/e</td>
<td>D%a=</td>
<td>% very happy adjusted</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- often in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>27</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- sometimes in high pace</td>
</tr>
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<td></td>
<td>23</td>
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<tr>
<td></td>
<td></td>
<td>- not in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>21</td>
</tr>
<tr>
<td>O-HP/u/sq/v/5/e</td>
<td>D%a=+</td>
<td>Stronger among Ss who can control their pace of work</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- often in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>31</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- sometimes in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>26</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- not in high pace</td>
</tr>
<tr>
<td></td>
<td></td>
<td>23</td>
</tr>
</tbody>
</table>
Similar among Ss who cannot control their work pace
- often in high pace 25
- sometimes in high pace 20
- not in high pace 18

D%a adjusted for:
- gender
- age
- education
- religion
- marital status
- size of household
- kind of employment
- length of employment
- occupation
- branche
- leadership
- time spent on household tasks
- net family income
Study

VEENH 1996

Reported in: Veenhoven, R.
Leefbaarheid van Landen. (Livability of Nations).
Page in Report: 44

Population: Adults, 48 nations, around 1990

Sample: Probability sample (unspecified)

Non-Response:

N: 75000

Measured Correlate

Class: Self-direction at work, Code W4.2.11

Measurement: Average response to survey question:
How free are you to make decisions in your job?
1: None at all
.
.
10: A great deal

Remarks: Data: World Value Survey 2 1990–92, Ann Arbor, Michigan, U

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y-LH/l/yh/n/100/a</td>
<td>r=+.67</td>
<td>Happy Life Years by Perceived freedom at work in 41 nations</td>
</tr>
<tr>
<td></td>
<td>rpc=+.54</td>
<td>rpc controlled for buying power per capita</td>
</tr>
</tbody>
</table>

Study LINN 1986

Reported in: Linn, L.S.; Yager, J.; Dennis, W.; Cope, W.; Leake, B.
Factors Associated With Life Satisfaction Among Practicing Internists
Medical Care, 1986, Vol. 24, 830 - 837. ISSN p 0125 7079; ISSN e 1537 1948
Page in Report: 833

Population: Physicians, California, USA, 1984
Sample: Probability simple random sample

Non-Response:
N: 211

Measured Correlate

Class: Load of work, Code W4.2.6
Measurement: Self report

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-DT/u/sq/v/7/a</td>
<td>r=.16</td>
<td>p&lt;.02</td>
</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

Study  
LINN 1986

Reported in: Linn, L.S.;Yager, J.; Dennis, W.;Cope, W.; Leake, B.  
Factors Associated With Life Satisfaction Among Practicing Internist.  
Medical Care, 1986, Vol. 24, 830 - 837. ISSN p 0125 7079; ISSN e 1537 1948  
Page in Report: 833

Population: Physicians, California, USA, 1984

Sample: Probability simple random sample

Non-Response:

N: 211

Measured Correlate

Class: Problems at work, Code W4.2.7

Measurement: Self report of sources of stress  
- clinical competence  
- future in medicine  
- realities in practice  
- time pressures  
- difficult patients

Observed Relation with Happiness

Measured  
Happiness  
Statistics  
Elaboration/Remarks

O-DT/u/sq/v/7/a  

r=-.21  
p<.01  
Clinical competence and social release

O-DT/u/sq/v/7/a  

r=.45  
p<.001  
future in medicine

O-DT/u/sq/v/7/a  

r=+.45  
p<.0001  
dealing with the realities of practice

O-DT/u/sq/v/7/a  

r=.28  
p<.0001  
time pressures

O-DT/u/sq/v/7/a  

r=-.14  
p<.05  
dealing with difficult patients
### Study

**Reported in:** Demerouti, E.; Bakker, A.B.; Schaufeli, W.B.

**Page in Report:** 275

**Population:** Dual-earning parents of young children, the Netherlands, 2000

**Sample:** Non-probability chunk sample

**Non-Response:** 59%

**N:** 382

### Measured Correlate

**Class:** Time-pressure at work, Code W4.2.14

**Measurement:** Self report on 3 questions:
- time pressure
- working hard (My work requires working hard)
- ?
  rated 1= never, 5 = always:

### Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLu/g/sq/n/10/a</td>
<td>r= -0.12 <strong>ns</strong></td>
<td>Men</td>
</tr>
<tr>
<td>O-SLu/g/sq/n/10/a</td>
<td>r= +0.07 <strong>ns</strong></td>
<td>Women</td>
</tr>
</tbody>
</table>
Findings on Happiness and WORK c: CONDITIONS

Study
Page in Report: 273,275

Population: Dual-earning parents of young children, the Netherlands, 2000
Sample: Non-probability chunk sample
Non-Response: 59 %
N: 382

Measured Correlate
Class: Demands in work, Code W4.2.4
Measurement: Self report on 6 questions whether employees have to deal with emotionally charged situations and whether they are confronted with events that touch them personally:
- Do you face emotionally charged situations in your work?
Rated: 1=never to 5 = always

Measured Values: Men: M=2,01 SD=.58 Women: M=2,12 SD=.66

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-SLu/g/sq/n/10/a</td>
<td>r=-.13 ns</td>
<td>Men</td>
</tr>
<tr>
<td>O-SLu/g/sq/n/10/a</td>
<td>r=-.10 ns</td>
<td>Women</td>
</tr>
</tbody>
</table>
Study: STUTZ 2008


Population: Adults, Germany, 1985-1998
Sample: Probability multi-stage cluster sample
Non-Response: N: 270150

Measured Correlate

Class: Commuting to work, Code W4.2.3
Measurement: Average daily commuting time (minutes, one way)

Measured Values: Average daily commuting time is 23 minutes one way (standard deviation 19 min). Median commuting time is 20 minutes, first quartile is 10 min, fourth quartile is 30 min.

Observed Relation with Happiness

O-SLW/c/sq/n/11/a B=-.01 p<.00

Elaboration/Remarks
B=-0.0070 (t-value= -7.27)
1st quartile <10 min: life satisfaction=7.24
4th quartile >30 min: life satisfaction=7.00

Set Image size:
Commuting time and average reported satisfaction with life, Germany 1985-1998

B=0.030e-3
(t-value= 4.11)
Commuting time squared

B's controlled for:
- Age
- Age2
- Gender
- Years of Education (ln)
- Children (Yes/No)
- Singel (with/without partner)
- Married (Yes/No)
- Seperated (with/without partnert)
- Divorced (with/without partner)
- Widowed (with/without partner)
- Spouse living abroad
- Number of household members
- Employed
- Self-employed
- Western/Eastern Germany
- Child of the Head of Household (vs. not)
- EU foreigner/Other Foreigner
- Year
Findings on Happiness and WORK c: CONDITIONS

Study FREY 2004

Reported in: Frey, B.S.; Stutzer, A.
Economic Consequences of Mispredicting Utility.
Page in Report: 14,27

Population: Adults, Germany 1985-1998
Sample: Probability multi-stage cluster sample
Non-Response:
N: 27015

Measured Correlate

Class: Commuting to work, Code W4.2.3
Measurement: Self report on single question:
How long does it naturally take you to go all the way from your home to your place of work using the most direct route? (One way only)
1. 0-10 min
2. 11-20 min
3. 21-30 min
4. more than 30 min

Measured Values: Average commuting time=23 min. Median commuting time= 20 min. More than 1 hour commuting time= 5.4%

Observed Relation with Happiness

Measured Happiness

Statistics Elaboration/Remarks

O-SLW/c/sq/n/11/d

DM= Average life satisfaction
1. 0-10 min 7,24
4. more than 30 min 7,00
difference -0,24

Set Image size: + -
Findings on Happiness and Work Conditions

Figure 1. Commuting time and average reported satisfaction with life, Germany 1985-1998

People commuting one hour report 0.31 points lower on 0-10 happiness than employed people who do not...
commute.

More negative among people pursuing extrinsic goals (income, influence on political decisions and career success) than among people pursuing intrinsic goals (family, friends, faith and religion).

Income not controlled, which suggests that income gains due to commuting do not compensate the happiness loss of commuting.
Study: WONG 1985

Page in Report: 51,125,137,140,143

Population: Working parents with children <16, USA, 1984
Sample: Non-probability purposive sample
Non-Response: 59-79%
N: 651

Measured Correlate

Class: Demands in work, Code W4.2.4
Measurement: Here are some ways that people may feel. When you think about your experiences here at your job, how much of the time do you feel these ways:
1: Bothered or upset
2: Worried
3: Frustrated
4: Tense
5: Emotionally worn out.
Rated: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = very often

Measured Values: Married Fathers: M=2.8, SD=.72, Married Mothers M = 2.9 SD = .77, Single Mothers M=2.7 SD = .80

Error Estimates: alpha = .82

Observed Relation with Happiness

<table>
<thead>
<tr>
<th>Measured Happiness</th>
<th>Statistics</th>
<th>Elaboration/Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-HL/c/sq/v/3/aa</td>
<td>r=.30</td>
<td>Married Fathers</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-SLW/u/sq/v/4/i</td>
<td>r=.17</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p&lt;.05</td>
<td></td>
</tr>
<tr>
<td>O-HL/c/sq/v/3/aa</td>
<td>r=.20</td>
<td>Married Mothers</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-SLW/u/sq/v/4/i</td>
<td>r=.31</td>
<td></td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
<tr>
<td>O-HL/c/sq/v/3/aa</td>
<td>r=.45</td>
<td>Single Mothers</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td></td>
</tr>
</tbody>
</table>
r = .40
p < .01
### Appendix 1: Happiness Items used

<table>
<thead>
<tr>
<th>Happiness Item Code</th>
<th>Full Text</th>
</tr>
</thead>
</table>
| A-AOL/m/sq/v/5/a     | Single direct question:  
How are you feeling now....?  
5 very good  
4 good  
3 neither good nor poor  
2 poor  
1 very poor |
| A-BB/cw/mq/v/4/f     | Selfreport on 10 questions:  
We are interested in how people are feeling these days. The following items describe some of the ways people feel at different times. Please indicate how often you felt each way during the last week  
A Pleased about having accomplished something.  
B That things were going my way.  
C Proud because someone complimented me on something I had done.  
D Particularly excited or interested in something I had done.  
E On top of the world.  
F Upset because someone criticized you  
G So restless that you could not sit long in a chair  
H Bored  
I Very lonely or remote from other people  
J Depressed or very unhappy  
Answer options:  
0 not at all  
1 once  
2 several times  
3 often  
Summation:  
- Positive Affect Score (PAS): Average A to E  
- Negative Affect Score (NAS): Average F to J  
- Affect Balance Score (AB): PAS minus NAS  
Possible range: -25 to +25 |
| A-CA/mh/ri/v/2/b     | Interviewer-rating of cheerfulness:  
Altogether the respondent looks.....  
2 quite cheerful  
1 not too cheerful  
- difficult to say  
Part of the 8 item Allensbacher Ausdrücktest which also involves ratings of cheerful appearance in: look, mouth, posture, movements, eyes, elbows and lips. This general rating is the last item in the test. |
C-ASG/h/mq/v/5/a  Selfreport on 2 questions:

A. "How important was each of the following goals in life in the plans you made for yourself in early adulthood?"
- occupational success
- family life
- friendships
- richness of cultural life
- total service to society.
1 less important to me than to most people
2
3
4
5 of prime importance to me

B. "How successful have you been in the pursuit of these goals?"
1 little satisfaction in this area
2
3
4
5 had excellent fortune in this respect

Computation: General Satisfaction 5 is the quotient obtained by multiplying the planned goal (early adulthood) by the reported success in attaining that goal, adding the five of these multiplied areas and dividing them by the sum of the planned goals for each of the areas.

\[
\frac{P_a S_a + P_b S_b + P_c S_c + P_d S_d + P_e S_e}{P_a + P_b + P_c + P_d + P_e}
\]

Pa = planned goal a (1-5)
Sa = success goal a (1-5)

M-AO/c/mq/*/0/a  Selfreport on 4 questions:

A. For the past five years, how much have you accomplished of what you planned in your life?
1 completely failed
2
3
4
5
6
7 completely accomplished

B. How much are you satisfied with your life as a whole these days?
1 completely dissatisfied
2
3
4
5
6
7 completely satisfied

C. How much do you enjoy your life these days?
3 a great deal
2 a fair amount
1 not very much

D. How happy have you been for the past five years?
1 completely unhappy
2
3
4
5
6
7 completely happy
Summation: % positive answers

Response options A, D and C not reported in full detail

M-FH/g/sq/v/2/a Selfreport on single question:

"Are you generally satisfied?"
2 yes
1 no

M-P L/c/rc/v/5/a Clinical rating by 4 experts on the basis of multi-method assessments during periodical stays in assessment center.

Rater instruction:
"To what extend does this person find pleasure in life at the present time.........?"
1 low
2 3 average
4 5 high

O-DT/u/sq/v/7/a Selfreport on single question:

How do you feel about your life as a whole.....?
7 delighted
6 pleased
5 mostly satisfied
4 mixed
3 mostly dissatisfied
2 unhappy
1 terrible

Name: Andrews & Withey's `Delighted-Terrible Scale' (original version)

O-HL/c/sq/v/3/aa Selfreport on single question:

Taken all together, how would you say things are these days? Would you say that you are....?
3 very happy
2 pretty happy
1 not too happy

O-HL/c/sq/v/3/f Selfreport on single question:

Considering everything that has happened to you recently, how would you say things are with you - would you say you are.....?
3 very happy
2 pretty happy
1 not too happy

O-HL/c/sq/v/5/h Selfreport on single question

'How happy are you now?'
5 very happy
4 happy
3 neither happy nor unhappy
2 unhappy
1 very unhappy

Original text in Danish:
'Hvor lykkelig er du for tiden?'
5 meget lykkelig
4 lykkelig
3 hverken eller
Findings on Happiness and Work Conditions

O-HL/g/sq/v/4/g  Selfreport on single question:

If you were to consider your life in general, how happy or unhappy would you say you are on the whole?
4 very happy
3 fairly happy
2 fairly unhappy
1 very unhappy

O-HP/u/sq/v/3/b  Selfreport on single question:

When somebody would say about you, 'this person is very happy', is he right or wrong......?
3 right
2 fifty-fifty
1 wrong
- difficult to say.

O-HP/u/sq/v/5/e  To what extend do you consider yourself a happy person....?
5 very happy
4 happy
3 neutral
2 not very happy
1 unhappy

O-SL?/?/sq/?/0/a  Selfreport on single question:

".....satisfaction with life ....."
Full question not reported
Response options: not reported

O-SL?/?/sq/v/5/a  Selfreport on single question:

"...... satisfaction with life ....."
(full question not reported)
5 very satisfied
4 satisfied
3 don't know/satisfied
2 don't know/not satisfied
1 disappointed in life

O-SLL/u/sq/v/3/c  Selfreport on single question:

Taking all together, how satisfied are you with the life you lead?
3 satisfied
2 fairly satisfied
1 not satisfied
- don't know
Selfreport on single question:

'How satisfied are you with your life now?'
5 very satisfied
2 satisfied
3 neither satisfied nor dissatisfied
2 dissatisfied
1 very dissatisfied

Original text in Danish:
'Hvor tilfreds er du med dit liv for tiden?'
5 meget tilfreds
4 tilfreds
3 hverken tilfreds eller utilfreds
2 utilfreds
1 meget utilfreds

Self report on single question:

How satisfying do you find your life at the moment.....?
1 very dissatisfying
2 quite dissatisfying
3 not satisfying not dissatisfying
4 quite satisfying
5 very satisfying

Selfreport on single question:

How satisfied are you with your life in general?
1 very dissatisfied
2
3
4
5
6
7
8
9
10 very satisfied

Selfreport on single question:

How satisfied are you with your life in general?
1 very dissatisfied
2
3
4
5 very satisfied

Selfreport on single question:

All things considered, how satisfied are you with your life as-a-whole these days?
1 not satisfied at all
2
3
4
5
6
7
8
9
10 completely satisfied
O-SLW/c/sq/n/11/a  Selfreport on single question:

How satisfied are you with life as a whole these days.....?
10
9
8
7
6
5
4
3
2
1
0
(Scale labels not reported)

O-SLW/c/sq/n/11/d  Selfreport on single question:

Taking all things together, how satisfied are you with your life these days? Please answer with the help of this scale. For instance, when you are totally satisfied with your life, please tick '10'. When you are totally unsatisfied with your life, please tick '0'. You may use all values in between to indicate that you are neither totally satisfied nor totally unsatisfied.
10 totally satisfied
9
8
7
6
5
4
3
2
1
0 totally unsatisfied

O-SLW/g/sq/v/6/a  Selfreport on single question:

Overall, how satisfied are you with your life in general?
1 very dissatisfied
2 dissatisfied
3 somewhat dissatisfied
4 somewhat satisfied
5 satisfied
6 very satisfied

O-SLW/u/sq/n/11/ca  Selfreport on single question:

Thinking about your own life and personal circumstances, how satisfied are you with your life as a whole?
1 very dissatisfied
2
3
4
5 neutral
6
7
8
9
10 very satisfied

First item in Cummins' ‘Personal Well-being Scale’ (labels used until 2005)
Now here are some questions concerning how satisfied - or dissatisfied - you are with various things about your life, such as your standard of living, your education etc. To indicate this, would you use this card. If you are extremely SATISFIED with something you would call of the highest number, ten. If you are extremely DISSATISFIED you would mention the lowest number, zero. If you are neither extremely satisfied nor extremely dissatisfied you would mention some number in between zero and ten - the higher the number, the more satisfied, the lower the number the less satisfied.

How satisfied - or dissatisfied - are you with the following? Just read off the number that comes closest to how you feel.

We have talked about various parts of your life. Now taking everything into account, how satisfied or dissatisfied are you with your life as a whole?

0 dissatisfied
1
2
3
4
5
6
7
8
9
10 satisfied

All in all, how satisfied would you say you are with your life as a whole?

1 not at all satisfied
2 not too satisfied
3 very satisfied
4 extremely satisfied

"On the whole, are you satisfied with your life.....?"
5 definitely yes
4 rather yes
3 don't know
2 rather no
1 definitely no
- no reply

All in all, how do you judge your quality of life?

4 very satisfactory
3 sufficiently satisfactory
2 not too satisfactory
1 unsatisfactory
- don't know
Selfreport on two questions:

A "Taking all things together, how would you say you are these days? Would you say you are......"
3 very happy
2 pretty happy
1 not too happy

B in general how satisfying do you find the way you are spending your life these days? Would you call it ........"
3 completely satisfying
2 pretty satisfying
1 not very satisfying

Summation: not reported

Selfreport on 3 questions:

A When you consider your present life as-a-whole, would you say you are....?
5 very happy
4 fairly happy
3 rather happy than unhappy
2 rather unhappy than happy
1 very unhappy
- DK/NA

B When you consider your present life as-a-whole, would you say you are.....?
5 very satisfied
4 fairly satisfied
3 rather satisfied than dissatisfied
2 rather dissatisfied than satisfied
1 fairly dissatisfied
- DK/NA

C How do you feel right now? Is your well-being.....?
5 very high
4 high
3 moderate
2 rather low
1 very low
- DK/NA

Summation: The summed scores were divided in three strata: low, medium and high quality of life

Happy Life Years

Life-expectancy in nations multiplied by 0-1 average happiness as assessed with survey questions type O-HL
Appendix 2: Statistics used

<table>
<thead>
<tr>
<th>Symbol</th>
<th>Explanation</th>
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<tr>
<td>AoV</td>
<td>ANALYSIS of VARIANCE (ANOVA) &lt;br&gt;Type: statistical procedure &lt;br&gt;Measurement level: Correlate(s): nominal, Happiness: metric. &lt;br&gt;In an ANOVA, the total happiness variability, expressed as the sum of squares, is split into two or more parts, each of which is assigned to a source of variability. At least one of those sources is the variability of the correlate, in case there is only one, and always one other is the residual variability, which includes all unspecified influences on the happiness variable. Each sum of squares has its own number of degrees of freedom (df), which sum up to Ne -1 for the total variability. If a sum of squares (SS) is divided by its own number of df, a mean square (MS) is obtained. The ratio of two correctly selected mean squares has an F-distribution under the hypothesis that the corresponding association has a zero-value. &lt;br&gt;Note: A significantly high F-value only indicates that, in case of a single correlate, the largest of the c mean values is systematically larger than the smallest one. Conclusions about the other pairs of means require the application of a Multiple Comparisons Procedure (see e.g. BONFERRONI's MULTIPLE COMPARISON TEST, DUNCAN's MULTIPLE RANGE TEST or STUDENT-NEWMAN-KEULS)</td>
</tr>
<tr>
<td>B</td>
<td>REGRESSION COEFFICIENT (non-standardized) &lt;br&gt;Type: test statistic &lt;br&gt;Measurement level: Correlate: metric, Happiness: metric &lt;br&gt;Theoretical range: unlimited &lt;br&gt;Meaning: &lt;br&gt;B &gt; 0 A higher correlate level corresponds with, on an average, higher happiness rating. &lt;br&gt;B &lt; 0 A higher correlate level corresponds with, on an average, lower happiness rating. &lt;br&gt;B = 0 Not any correlation with the relevant correlate.</td>
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<tr>
<td>Beta</td>
<td>(ß) STANDARDIZED REGRESSION COEFFICIENT &lt;br&gt;Type: test statistic. &lt;br&gt;Measurement level: Correlates: all metric, Happiness: metric. &lt;br&gt;Range: [-1 ; +1] &lt;br&gt;Meaning: &lt;br&gt;ß &gt; 0 « a higher correlate level corresponds with, on an average, higher happiness rating. &lt;br&gt;ß &lt; 0 « a higher correlate level corresponds with, on an average, lower happiness rating. &lt;br&gt;ß = 0 « no correlation. &lt;br&gt;ß = +1 or -1 « perfect correlation.</td>
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<tr>
<td>BMCT</td>
<td>BONFERRONI's MULTIPLE COMPARISON TEST &lt;br&gt;Type: statistical procedure &lt;br&gt;Measurement level: Correlate: nominal, Happiness: metric &lt;br&gt;Meaning: if the correlate is measured at c levels, the c mean happiness values can be ranked from low to high. A multiple comparison procedure judges for each of the c(c-1)/2 pairs whether or not they differ significantly. A convenient way to represent the results is by ranking the c means and by underlining them in such a way that means which have a common underlining do NOT differ significantly. &lt;br&gt;When added by us, this test is performed at the 95% confidence level for all the differences together.</td>
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<tr>
<td>D%</td>
<td>DIFFERENCE in PERCENTAGES &lt;br&gt;Type: descriptive statistic only. &lt;br&gt;Measurement level: Correlate level: dichotomous, but nominal or ordinal theoretically possible as well. &lt;br&gt;Happiness level: dichotomous &lt;br&gt;Range: [-100; +100] &lt;br&gt;Meaning: the difference of the percentages happy people at two correlate levels.</td>
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<td>Type</td>
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<tr>
<td>( D^a )</td>
<td>DIFFERENCE IN ADJUSTED PERCENTAGES, See also ( D^a )</td>
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<td>DM</td>
<td>DIFFERENCE of MEANS</td>
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<tr>
<td>DMa</td>
<td>DIFFERENCE IN ADJUSTED MEANS, See also ( Ma )</td>
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<td>DMt</td>
<td>DIFFERENCE of MEANS AFTER TRANSFORMATION</td>
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<td>G</td>
<td>GOODMAN &amp; Kruskal's GAMMA</td>
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<td>r</td>
<td>PRODUCT-MOMENT CORRELATION COEFFICIENT (Also 'Pearson's correlation coefficient' or simply 'correlation coefficient')</td>
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<tr>
<td>rpc</td>
<td>PARTIAL CORRELATION COEFFICIENT</td>
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SNR: Statistic Not Reported
TSCHUPROW'S T
Type: test statistic.
Measurement level: Correlate: nominal, Happiness: ordinal
Range: \([0 ; \sqrt{\frac{\text{min}(r,c)-1}{\text{max}(r,c) -1}}]\), \(c\) and \(r\) being the numbers of columns resp. rows in a cross tabulation.

Meaning:
\(T = 0\) « no association
\(T -> 1\) « strongest possible association.

NOTE: sometimes the square value is reported instead!

KENDALL'S RANK CORRELATION COEFFICIENT TAU-B
Type: test statistic
Measurement level: Correlate: ordinal, Happiness: ordinal
Range: \([-1; +1]\]

Meaning:
\(tb = 0\) « no rank correlation
\(tb = 1\) « perfect rank correlation, where high values of the correlate correspond with high happiness ratings.
\(tb = -1\) « perfect rank correlation, where high values of the correlate correspond with low happiness ratings.

KENDALL'S TAU-C (Also referred to as Stuart's tau-c)
Type: test statistic
Measurement level: Correlate: ordinal, Happiness: ordinal
Range: \([-1; +1]\]

Meaning:
\(tc = 0\) « no rank correlation
\(tc = 1\) « perfect rank correlation, where high values of the correlate correspond with high happiness ratings.
\(tc = -1\) « perfect rank correlation, where high values of the correlate correspond with low happiness ratings.
Appendix 3: About the World Database of Happiness

The World Database of Happiness is an ongoing register of scientific research on subjective appreciation of life. It brings together findings that are scattered throughout many studies and provides a basis for synthetic analysis. The research literature is processed as follows:

- Literature on happiness
  - Selection on Subject
    - Bibliography (1)
    - Directory (2)
  - Selection of Empirical studies
    - Happiness Queries (3)
    - Testbank
  - Abstracting and classification
  - Distributional Findings
    - How happy people are
    - Happiness in Nations (4)
    - Happiness in Publics (5)
  - Correlational Findings
    - What goes with happiness


2. **DIRECTORY OF INVESTIGATORS** Names and addresses of most authors on the subject. Enumerates years of publication. Current contents: 5818 names and 3073 addresses. Part of Bibliography.

3. **CATALOG OF HAPPINESS ITEMS** (testbank). Presents all indicators that tap happiness as defined here. Current content: 522 measures, mostly single questions. Items are classified by focus, time reference, mode of observation, rating and wording.


5. **CATALOG OF HAPPINESS IN PUBLICS** Distributional findings on happiness in special publics within nations, such as aged people. Current contents: 837 studies. Part of Catalog of Correlational Findings.


Appendix 4 Further Findings in the World Database of Happiness
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<th>Main Subjects</th>
<th>Subject Description</th>
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<tbody>
<tr>
<td>A1</td>
<td>ACTIVITY LEVEL (how much one does)</td>
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<td>A2</td>
<td>ACTIVITY PATTERN (what one does)</td>
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<td>AFFECTIVE LIFE</td>
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<td>APPEARANCE (good looks)</td>
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<td>BIRTH HISTORY (own birth)</td>
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<td>CHILDREN e: RELATION WITH</td>
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<td>CHILDREN f: REARING (parental behavior)</td>
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<td>F1</td>
<td>FAMILY OF ORIGIN (earlier family for adults, current for young)</td>
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<td>HOPE</td>
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<td>HOUSEHOLD: COMPOSITION</td>
<td>136</td>
</tr>
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<td>PERSONALITY f: LATER</td>
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<td>PLANNING</td>
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<td>POLITICAL BEHAVIOUR</td>
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<td>POPULARITY</td>
<td>24</td>
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<td>62</td>
</tr>
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<td>SELF-IMAGE</td>
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Appendix 5: Related Subjects

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<td>Speedy, hurried</td>
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A report of the World Database of Happiness, Correlational Findings