

Abstract

Fringe benefits remain a substantial part of the compensation, but their influence on job satisfaction is ambiguous. Their presence might result in decreased job satisfaction and reduced job mobility. The aim of this thesis is to test the hypothesis that fringe benefits affect job satisfaction. The study uses data from the National Longitudinal Survey of Youth conducted in 2017 and applies five regression models to determine the relationship between job satisfaction, fringe benefits, and various work aspects. The outcomes revealed that significant types of fringe benefits are a flexible work schedule, paid maternity leave, and tuition reimbursement for certain types of schooling. The availability of each of these might increase job satisfaction. However, the effect of four other types of fringe benefits appears to be negative. This thesis also examines the perception of fringe benefits for different subsamples and finds that men value the availability of a flexible work schedule more than women and medical insurance is positively correlated with job satisfaction only for single workers. Therefore, this thesis supports the hypothesis that fringe benefits affect job satisfaction.

Keywords

job satisfaction, fringe benefits, determinants of job satisfaction, benefits, compensation