

Report on Bachelor Thesis

Institute of Economic Studies, Faculty of Social Sciences, Charles University in Prague

Student:	Veronika Plachá
Advisor:	Barbara Pertold-Gebicka
Title of the thesis:	Do fringe benefits affect job satisfaction?

OVERALL ASSESSMENT (provided in English, Czech, or Slovak):

Please provide your assessment of each of the following four categories, summary and suggested questions for the discussion. The minimum length of the report is 300 words.

The thesis of Veronika Plachá is devoted to the analysis of job satisfaction. While this topic is not new to the literature, Veronika pushes it forward by analyzing the most recent data and by devoting her attention to fringe benefits specifically. She finds that a number of benefits is related to higher levels of job satisfaction among the American workers and having a flexible work schedule sticks out as the most important one.

Contribution

As written above, the main contribution of this thesis is the analysis of job satisfaction using the most recent wave of the NLSY data and in detailed analysis of the contribution of fringe benefits towards job satisfaction.

Methods

Veronika uses several econometric methods, starting with simple OLS, through ordered regression models to probit models, discussing the pros and cons of each approach. While ordered models are theoretically the best suited for dependent variables such as job satisfaction, these are difficult to interpret. This is why Veronika re-defined the dependent variable into a binary variable and ran a series of probit models.

I appreciate the effort Veronika put into studying the ordered logit/probit models, which were not covered during the bachelor econometrics at IES. She did a very good job applying these models and interpreting their results, which is not straightforward.

The weakness of the thesis is that Veronika discusses point estimates of all variables, even the not statistically significant ones and the reader might get lost when going through the long list of coefficients' interpretation just to find out at the end of a paragraph that they are not statistically different from zero.

Literature

The literature review is very detailed and demonstrates the author's familiarity with the topic.

Manuscript form

The manuscript is well-structured and written in decent English. Some language mistakes can be spotted, but they do not affect understanding of the text. In few cases the reader is left to read between lines, for example when Veronika writes that „jobsatisfaction was transformed into a dummy variable based on median“, it is not clear whether which values of the original job satisfaction variable are categorized as 1 and which has 0. Data description is a bit too lengthy, but on the other side it demonstrated the author's detailed approach towards data analysis and her strive to understand the data well.

I also appreciate the chapter discussing the Czech labor market and how the results of this thesis can(not) be applied to the Czech Republic.

Summary and suggested questions for the discussion during the defense

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The thesis of Veronika is a solid piece of work demonstrating the author's ability to work with a large dataset, conduct an independent econometric analysis and interpret the results. Despite some minor issues, I judge Veronika's thesis as very good. It was my pleasure to work with her, as Veronika worked systematically and with own initiative, consulted her work regularly and followed my suggestions.

Suggested question for defence:

How do your results compare to the earlier results by Artz (2010)? Could you comment on differences, if any?

SUMMARY OF POINTS AWARDED (for details, see below):

CATEGORY	POINTS
<i>Contribution</i> (max. 30 points)	26
<i>Methods</i> (max. 30 points)	24
<i>Literature</i> (max. 20 points)	20
<i>Manuscript Form</i> (max. 20 points)	16
TOTAL POINTS (max. 100 points)	86
GRADE (A – B – C – D – E – F)	B

NAME OF THE REFEREE: Barbara Pertold-Gebicka

DATE OF EVALUATION: 27.5.2020



Referee Signature

EXPLANATION OF CATEGORIES AND SCALE:

CONTRIBUTION: *The author presents original ideas on the topic demonstrating critical thinking and ability to draw conclusions based on the knowledge of relevant theory and empirics. There is a distinct value added of the thesis.*

METHODS: *The tools used are relevant to the research question being investigated, and adequate to the author's level of studies. The thesis topic is comprehensively analyzed.*

LITERATURE REVIEW: *The thesis demonstrates author's full understanding and command of recent literature. The author quotes relevant literature in a proper way.*

MANUSCRIPT FORM: *The thesis is well structured. The student uses appropriate language and style, including academic format for graphs and tables. The text effectively refers to graphs and tables and disposes with a complete bibliography.*

Overall grading:

TOTAL	GRADE
91 – 100	A
81 - 90	B
71 - 80	C
61 – 70	D
51 – 60	E
0 – 50	F