

Report on Bachelor / Master Thesis

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

Student:	Veronika Plachá
Advisor:	Mgr. Barbara Pertold-Gebicka, M.A., Ph.D.
Title of the thesis:	Do fringe benefits affect job satisfaction?

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

Contribution

I really appreciate the choice of the topic. Despite being mildly neglected job satisfaction is a huge factor both in individual's life and firm's success. I can recognize the amount of time that the author must have dedicated to the thesis.

Methods

I really liked the manuscript until I reached the section 3. A model 4.1.1 with 35 coefficients (or even 41 in case of model 4.1.2) strikes me. Maybe an aggregation to „office jobs“, „manual jobs“ etc. (or some aggregation by sectors) would provide the reader with a better idea about the satisfaction tendencies. A too detailed view is sometimes counterproductive. Moreover, the majority of estimated coefficients are insignificant. This might tell you that the model set up might not be the best one.

However, the choice of the model type is adequate for a bachelor's thesis.

Literature

Literature review is adequate though a list of 96 references is surprising. Some citations are incomplete, i.e. „Many authors support Clark and his interpretation of job satisfaction“ page 10 – Clark reference missing in the text.

Manuscript form

There are some typos such as „Econinomists“ page 6, or „it is the positive and pleasurable feelings“ page 7, etc. All tables should be numbered and referenced by numbers in the text, i.e. Table 1 shows.... Table 2 describes.... The author numbers only some tables.

The thesis is unnecessarily long. For example a section in Results: „The availability of life insurance may reduce job satisfaction. Employees who can have it are 5% less likely to be very satisfied. On the contrary, they are 1.4% more likely to be moderately satisfied, 2.8% to think their job is just OK and about 1% are more likely to be dissatisfied with their job.“ You can easily express the idea in one sentence instead of 4 lines.

The whole section 4.2. is written in a very tiring way. Next time, try to grab the reader's attention and express your ideas in a concise and straight-forward way. With research articles, the idea and the story is important not each particular number.

Summary and suggested questions for the discussion during the defense

The introduction is mildly confusing. Can the author elaborate more on the sentence „In addition, it may happen that an employee's spouse already has the provision of a specific fringe benefit, thus a second provision may be perceived as unnecessary and, therefore, may reduce job satisfaction“? How do the benefits such as life insurance, paid leaves etc. influence my spouse in the sense that these benefits are of no purpose? I do not see the logic here. Please explain.

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Try to come up with a different set up of your model with less coefficients that would provide the reader with a better idea what are the possible determinants of job satisfaction. Can you reestimate this new model and present your results to the committee in a brief and clear way?

I can see how hard the author tried to prepare a good thesis and include as much as possible even though it backfired a little bit.

Overall, I suggest grade A.

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

CATEGORY	POINTS
<i>Contribution</i> (max. 30 points)	26
<i>Methods</i> (max. 30 points)	25
<i>Literature</i> (max. 20 points)	20
<i>Manuscript Form</i> (max. 20 points)	20
TOTAL POINTS (max. 100 points)	91
GRADE (A – B – C – D – E – F)	A

NAME OF THE REFEREE: *Mgr. Vědunka Kopečná*

DATE OF EVALUATION: 31.5.2020

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