

**Univerzita Karlova**

**Filozofická fakulta**

Katedra Sociologie

# **Diplomová práce**

Bc. Daria Anikina

**Kvalita pracovního života a života jako celka**

Quality of Working Life and Well-being

Praha 2021

Vedoucí práce: PhDr. Jiří Vinopal, Ph.D.

Prohlášení:

Prohlašuji, že jsem diplomovou vypracovala samostatně, že jsem řádně citovala všechny použité prameny a literaturu a že práce nebyla využita v rámci jiného vysokoškolského studia či k získání jiného nebo stejného titulu.

V Praze, dne 30. července 2021

Daria Anikina

**Klíčová slova (česky)**

*Kvalita života, kvalita života jako celka, kvalita pracovního života, well-being, faktorová analýza, konfirmační faktorová analýza, korelace, Pearsonův koeficient*

**Klíčová slova (anglicky):**

*Quality of life, quality of work life, factor analysis, well-being, confirmatory factor analysis, correlations, work-life balance, lifestyle, Pearson coefficient*

## **Abstract:**

Work-life balance, happiness and well-being go hand-in-hand with the quality of life, the quality of working life and the level of satisfaction with both. A recent survey that took place in the Czech Republic in 2018 attempted to measure the quality of life using the WHOQOL questionnaire developed by the World Health Organization. It also used the SQWLi instrument proposed by Vinopal et al. to measure the quality of working life perceived subjectively.

The overall aim of this work is to challenge the theory of Dana and Griffin, summarized back in 1999, which says that the quality of life and the quality of working life are interrelated domains. It is interesting to see whether the same results can be achieved even nowadays—almost 20 years after their statement was issued—with respect to the Czech population. The spillover theory supports Dana and Griffin's statements, showing the causal association between the concepts. The main questions of the study are the following. First, is there a relationship between the quality of life and the quality of working life?. Second, how strong is the association between the quality of life and the quality of working life? Third, what are the levels of association between the quality of life and the quality of working life with respect to socio-demographic parameters, work-related factors and the industries and positions within the companies?

Methodologically, the QOL and QWL indices are first verified using the confirmatory factor analysis. Then, the correlation analyses between the quality of life index and the quality of working life index are performed with respect to certain population and employee subgroups.

The results confirm the Dana and Griffin theory; the relationship between the quality of life and the quality of working life is proved to be of relatively high association. In terms of the groups, the following statements are the main findings. Women do not have a higher degree of spillover. People between the ages of 30 and 40 are proven to have the strongest relationship between their age and the quality of life and the quality of working life. People who haven't completed basic education have the lowest degree of the spillover theory. Prague inhabitants show a higher level of association between the quality of life and the quality of working life. Employees who work more than 45 hours per week show a higher degree of the spillover theory. People who are self-employed also have a higher degree of association between the quality of life and the quality of working life. Employees with the highest salaries from the dataset also showed higher degrees of the correlation between the

quality of life and the quality of working life. People who work in smaller companies comprised of 10-19 employees show a higher degree of association between the quality of life and the quality of working life. The strongest level of correlation between QOL and QWL is found in the categories of managers and high-ranking employees. In the industries of manufacturing and construction & mining, the level of QOL and QWL association is higher than for employees in the hospitality sector. Further suggested steps are discussed in the discussion section.

## Table of Contents

<b><u>1</u></b>	<b><u>INTRODUCTION</u></b> .....	<b>I</b>
<b><u>2</u></b>	<b><u>QUALITY OF LIFE</u></b> .....	<b>I</b>
2.1	PHILOSOPHICAL APPROACH TO THE QUALITY OF LIFE.....	III
2.2	SOCIOLOGICAL MEANING OF THE QUALITY OF LIFE .....	IV
2.3	SUBJECTIVE AND OBJECTIVE QUALITY OF LIFE.....	VI
2.4	MACRO AND MICRO LEVELS OF QUALITY OF LIFE.....	VII
2.5	QUALITY OF LIFE MODELS.....	VII
2.6	ACTUAL QUALITIES OF LIFE .....	VIII
<b><u>3</u></b>	<b><u>QUALITY OF WORKING LIFE</u></b> .....	<b>IX</b>
3.1	CONCEPT OF THE QUALITY OF WORKING LIFE.....	IX
3.2	QUALITY OF WORKING LIFE AND JOB SATISFACTION .....	X
<b><u>4</u></b>	<b><u>TERMINOLOGY</u></b> .....	<b>XII</b>
<b><u>5</u></b>	<b><u>QUALITY OF LIFE AND THE QUALITY OF WORKING LIFE: RELATIONSHIP BETWEEN THE CONCEPTS</u></b> .....	<b>XIII</b>
<b><u>6</u></b>	<b><u>MEASURING QOL AND QWL</u></b> .....	<b>XX</b>
6.1	MEASURING THE QUALITY OF LIFE.....	XX
6.2	WHOQOL QUESTIONNAIRE .....	XXII
6.3	CZECH ADAPTATION OF THE WHOQOL QUESTIONNAIRE .....	XXII
6.4	WHOQOL-BREF DOMAINS .....	XXIII
6.5	MEASURING SUBJECTIVE QUALITY OF WORKING LIFE .....	XXV
6.6	CONCEPTUALISATION OF THE SUBJECTIVE PERCEPTION OF WORK- LIFE QUALITY .....	XXV
6.7	INSTRUMENTS FOR MEASURING SUBJECTIVE QUALITY OF WORKING LIFE.....	XXVI
6.8	SQWLI AS A MEASUREMENT TOOL.....	XXVII
<b><u>7</u></b>	<b><u>DATA</u></b> .....	<b>XXVIII</b>

<b>8</b>	<b><u>ANALYSIS.....</u></b>	<b><u>XXIX</u></b>
8.1	CONFIRMATORY FACTOR ANALYSIS OF QOL AND QWL.....	XXIX
8.2	QUALITY OF LIFE INDEX.....	XXX
8.3	SUBJECTIVE QUALITY OF WORKING LIFE INDEX.....	XXXI
8.4	CORRELATION ANALYSIS: QOL AND SQWL INDICES IN SUBGROUPS.....	XXXII
8.5	DISCUSSION.....	XLII
<b>9</b>	<b><u>CONCLUSION.....</u></b>	<b><u>XLV</u></b>
<b>10</b>	<b><u>REFERENCES.....</u></b>	<b><u>XLVI</u></b>
<b>11</b>	<b><u>ABBREVIATIONS.....</u></b>	<b><u>LVIII</u></b>

Appendix 1,2,3,

## 2 Introduction

Work is an integral part of human life, and satisfaction in this sphere significantly influences the satisfaction with life and its overall quality. In the age of globalization, quality of life and the state of well-being play an increasingly important role. It has been a long-standing scientific focus for economists, psychologists and sociologists, as it has some roots already in Maslow's theory. It is also an indicator of physical and mental health, which builds on an individual's lifestyle and socio-economic status.

The labour market is changing, and companies are paying more attention to the mental state of their employees. Developing and implementing quality of work life programs aim at stimulating higher levels of individual and company performance, which attracts new talents and helps to retain current employees.

There are no agreed definition of the quality of life and the quality of life, therefore to better understand the concepts, the definitions of the quality of life and the quality of working life are presented. Next, this work provides an overview of the existing findings on the relationship between the quality of life and the quality of working life and the spillover theory as well as the detailed findings with respect to the subcategories of population which is then verified in the practical part.

## 2 Quality of Life

There are many words that are used to indicate how well we are doing in our lives, and some of these words are used to signify an overall state of how well we are thriving. Currently the terms “quality of life” and “well-being” are used for this purpose, and the word “health” is sometimes used as well. In the past, the terms “happiness” and “welfare” were more commonly applied. As with many other **philosophical** concepts, all these terms carry several nuanced meanings.

It is usually easier to follow the development of the meaning when one knows where it all started. The origin of the phrase “quality of life” itself is uncertain. One of the earliest references, as connected to work, occurred in 1973 at the Forty-Third American Assembly on the Changing World of Work held at Columbia University's Arden House, an event which



more importantly marks the introduction of the QWL — quality of working life (Gadon, 1984).

Being a complex and broad term, quality of life is difficult to describe, but at least some definitions should be mentioned. For example, Hagerty (2001) defines quality of life as a term that covers the quality of a person's whole life, not just separate component parts. According to Gilgeous (1998), QOL could be defined as an individual's satisfaction with his or her life dimensions compared with his or her ideal life, where the evaluation of quality of life depends on the individual's value system and on the cultural environment in which they live. Various terms related to QOL have been included: stratification and inequality, social inequality, wealth and income, poverty, socioeconomic status, and others (Wentworth & Johnson, 1998). Rice et al. (1985) define QOL as a set of beliefs directed towards the totality of one's life (overall quality of life) or towards specific domains of life (e.g., quality of work life or perceived quality of family life). Among the most recent definitions, the one by the International Society for Quality of Life can be mentioned. Diener (2006) defines QOL based on the degree to which one's life is desirable compared to undesirable, often bearing in mind the external components like environment and income.

This selection of different definitions of the quality of life has many things in common: a comparison between life expectations and reality, the importance of cultural environments and a connection with the social context. One more thing the definitions have in common is that the feeling of happiness and satisfaction with life consists of many factors, and Veenhoven (2000) draws attention to two main problems with this: (1) unequivocality and (2) fullness, both of which are to be explained further in the upcoming paragraphs.

Firstly, the QOL terms are ambiguous. Sometimes they are used as umbrella terms for all that is good in general, but in other cases, they only express a specific value. For instance, the term “well-being” is used to denote quality of life as a whole and to evaluate aspects of life such as living conditions or employment opportunities. Likewise, the phrase “quality of life” can depict the quality of society or, on other occasions, the happiness of its citizens. There is little consensus on the meaning of these words; the trend is towards divergent meanings. Over time, connotations tend to become more specific and manifold, and discursive communities tend to develop their own quality-of-life notions (Veenhoven, 2000).

The second problem is in the connotation of inclusiveness. The use of words as umbrella terms suggests that there is such a thing as overall quality of life; however, this holistic assumption is dubious (Veenhoven, 2000).

Veenhoven (2000) explains that one of the reasons why meanings become more specific is that the rhetoric of encompassment crumbles when put into practice. In other words, it means that the broad overall meaning is very difficult to measure as there is no such thing as a clear definition for them. As a result, connotations tend to become more diverse, and rhetorical denotations periodically require new terms. New expressions occur, but it does not change the overall situation. For instance, in the field of healthcare the term “quality of life” has emerged to convey the idea that there is more than merely the quantity of survival time. Likewise, the word “well-being” came into use solely to measure economic welfare. Yet, in the long run, these new terms have fallen victim to their success (Veenhoven, 2000). Stiglitz et al. (2009) also supports the idea that QOL represents a broader concept than economic production and living standards. According to Havasi (2013), well-being and its synonym, QOL, do not equal welfare. He states that QOL rather represents a broader concept consisting of various aspects of a human being, which indicates its multidimensional character.

Once QOL terminology is adopted as a goal for policy, analysts and trend-watchers start extracting palpable meanings and, as a result, make QOL concepts even more multidimensional. Obviously, this communicative practice causes much confusion and impedes the development of knowledge in this field. In reaction, there have been many proposals for standard definitions.

Clearly, there is no universally accepted definition for QOL (e.g., Ira & Andráško, 2007; Das, 2007; Royuela et al., 2009). Many studies and many authors have their own interpretations of its meaning based on the different approaches they use. In the next subsections, philosophical, sociological, subjective and objective approaches will be presented. Quality of life models and a list of actual qualities of life as defined by research will also be mentioned. It will allow for a better understanding of the theory behind the tool used to measure the undefined concept.

## **2.1 *Philosophical approach to the quality of life***

Křivohlavý (2004) lists four main philosophical approaches to the quality of life. Of these, hedonism is among the oldest known approaches addressing the QOL question, and the *hedonistic* world view, in essence, sees quality of life as the enjoyment of pleasure and the avoidance of pain. Aristippus, Socrates’ student, is believed to have said that the one

who enjoys the “sensory path of the coming pleasures, lives happily”. Very much like the hedonists, the Epicureans also emphasise the feeling of pleasure, but it is a more moderate, balanced pleasure that comes from contentment and the absence of pain, not from the pursuit of pleasure for its own sake. Later in European history, philosophers such as Bentham, Hume and Hobbes looked at the "quality" in life in terms of consequences and results, and they evaluated the usefulness of an event to the extent that it satisfied their needs and interests. Additionally, they took into consideration how the activity that one is performing affects the people around him or her. It was important for them to check the satisfaction level of everyone involved in the activity. Kant, in contrast, defines happiness as acting morally, through reason, in accordance with what he defined as the categorical imperative. Nussbaum (1988) summarizes that in the Western tradition, Plato stated that the only worthwhile condition for the good life was logical reasoning and reflection, while Aristotle considered life without challenge, risk and engagement in human relationships worthless. Nietzsche, oppositely, would not consider a good life without suffering, admittedly referring to it as *amor fati* (Kain, 2009).

This proves that the “quality of life” concept has been known for a long time. Despite the fact that there still is not a universal definition, it is clearly seen here that philosophers connect the state of happiness and satisfaction with the quality of life.

## ***2.2 Sociological meaning of the quality of life***

The quality of life is difficult to define even within the sociological frames; nonetheless, the most common sociological meaning of the quality of life is presented in Maříková, Petrušek and Vodáková (1996).

As a technical term, it expresses the qualitative aspects of life such as environmental indicators, health and disease indicators, living and recreational levels, interpersonal relationships, times of duress, social and technological characteristics of work, opportunities to participate in the management of society, social security and civil liberties.

The 1960s witnessed more frequent usage of the term “quality of life” in the political context, however, it was still a non-financial dimension of life (Maříková, Petrušek and Vodáková, 1996). For example, one can see an ongoing change in the perceptions of the American image at this time. The American way of life was once perceived as being an uncultured, hard and ruthless struggle, and it transformed into a spirit of cooperation—helping

developing countries and respecting minorities, people of different skin colours, religions, etc.

Next, QOL can be understood in the context of social movements and political mottos, where the quality of life is formed within the framework of broader ecological, anti-consumer, anti-racist and civil rights movements.

Quality of life can also be understood as an advertising slogan, offering new areas of consumption (e.g., leisure, travel, housing and art) and orienting consumers towards prestigious features. Especially since the 1970s, quality of life has not been promoted in connection with the motto "live better" but rather with the motto "live differently" (Maříková, Petrušek and Vodáková, 1996; Heřmanová, 2012).

Speaking of the sociological approaches towards the definition of the quality of life, Noll's emphasis on the importance of social monitoring and reporting should be mentioned (Noll, 2004). He is interested in the social indicators and quality of life research and listed many meanings of the quality of life in different nations (Noll, 1999). The application specifically comes in handy for research as it generates quantitative information and empirically based knowledge. It potentially can be used for the purposes of self-reflection of a single society or a group of societies like the European Union. *British Social Trends*, the *Dutch Social and Cultural Report* and the French *Donnés Sociales* are among the most famous social monitoring and reporting papers that publish regularly, while some other countries (e.g., the Czech Republic) have only published a small number (Noll, 2004). Noll also notices that the political liberalisation and the shift towards market economies in Hungary, Czechia and some other former socialist countries stimulated the development of social reporting (2004).

In urban sociology and economics, cities are usually seen as having advantages in production and disadvantages in consumption (Glaeser, Kolko & Saiz, 2000). Harvard economists prognose that the population will continue to get richer, and therefore the quality of life will become paramount. For them, the quality of life centres on urban amenities, and they prove empirically that cities with high amenities (e.g., number of restaurants and bars) have grown faster than cities with low amenities (Glaeser, Kolko & Saiz, 2000).

Because the term "quality of life" is multidimensional, it is believed that sociology is mainly interested in the differences in the quality of life across social groups, delving to explore the reasons for them (Heřmanová, 2012).

Social Abstracts are believed to have first used QOL as a category of sociological research in 1979, however, the same concept—under the term “happiness”—has long been on sociologists’ radar even before then (Ferriss, 2004). Having done the literature research, Ferriss also states that even though sociologists have not produced a significant number of research papers on quality of life itself, they have contributed greatly to the understanding of the social system’s impacts on factors that construct the quality of life (Ferriss, 2004).

### 2.3 *Subjective and objective quality of life*

Objectiveness and subjectiveness are the two dimensions that are common for both the quality of life and the quality of working life and are key when it comes to the decision on how the concepts will be measured.

Objective (descriptive) QOL is based on people’s life conditions confirmed by an impartial outsider. An example would be results from a doctor after a medical examination. Subjective (evaluative) QOL, on the contrary, is based on the judgement and evaluation of life conditions and feelings from the individual’s perspective. These qualities may not correspond as even a person in good health and condition by a doctor’s appraisal can feel bad (Havasi, 2013; Džuka, 2004; Stiglitz et al., 2009).

Zapf (1984) and Rapley (2003) use this distinction to suggest a fourfold classification shown in Table 1. A situation when good living conditions meet positive appraisals is called a “well-being state”, which is the definition of the QOL. The unfortunate living conditions and the state of subjective satisfaction refers to the state of adaptation, which is sometimes also called the “satisfaction paradox” or the “disability paradox”. The combination of good living conditions and the state of dissatisfaction create dissonance, and the set of bad living conditions and negative appraisals is labelled deprivation. Dissonance may face the ‘dissatisfaction dilemma’.

Table 1. Fourfold classification of welfare (Zapf, 1984).

	Objective measures	Subjective measures
Well-being	<i>positive</i>	<i>positive</i>
Deprivation	<i>negative</i>	<i>negative</i>
Dissonance	<i>positive</i>	<i>negative</i>

Adaptation	<i>negative</i>	<i>positive</i>
------------	-----------------	-----------------

In practice, these distinctions did not prove to be entirely useful. Moreover, distinguishing and labelling itself may question the correctness of the data as both are subjective qualities. The only difference is the means of assessment (Havasi, 2013; Džuka, 2004; Stiglitz et al., 2009; Veenhoven, 2000).

#### **2.4 *Macro and micro levels of quality of life***

Quality of life has been defined in macro (societal, objective) and micro (individual, subjective) terms (Rosenberg 1992; Bowling, 1995). The macro level includes factors outside of the individual that affect him. Among them, the following are the most prominent: socioeconomics, cultural aspects, demographic, and aspects related to medical care (Ashing-Giwa, 2005). Other authors mention more factors, specifically saying that income, employment, housing, education and other living and environmental conditions belong to the macro factors (Bowling, 1995). The latter conditions include an individual's perception of overall quality of life, his psychology and experiences, circumstances, health, as well as perceptions and values such as happiness and life satisfaction. In light of the micro and macro levels, Bowling (1995) calls QOL a multi-level and amorphous concept.

#### **2.5 *Quality of life models***

QOL models are also not consistent. They range from Maslow's basic hierarchy of needs (Maslow, 1968) that includes deficiency needs (hunger, thirst, loneliness, security) and growth needs (learning, mastery and self-actualisation) to classic models based solely on psychological well-being, happiness, morale, life satisfaction (Andrews, 1986), social expectations (Calman, 1984) and the individual's unique perceptions (O'Boyle, 1997). Calman proposes a hypothesis that the quality of life should measure the gap between social hopes and expectations and the individual's current status. O'Boyle also emphasises the importance of the individual's unique and time-stamped milieu, as do Fayers and Machin (2016) who also state that QOL represents the differences between the hopes and expectations of the individual and the current reality. Environmental models focus on the

place of living and the impact of the internal and external environment on people's lifestyle and on the well-being of older people (Schaie et al., 2003).

Other authors are more specific. They use different terminology and constitute their models on the difference between the potentiality and the current situation, as it is also possible that someone with less fortunate circumstances can achieve a better quality of life than he or she was programmed to achieve (Veenhoven, 2000). The next chapter describes the actual qualities of life by Veenhoven presented in more detail. He also mentions that in the Netherlands the term well-being is used for both social services (e.g., state pensions) and for the expected effects of satisfied citizens (Veenhoven, 2000).

## 2.6 *Actual qualities of life*

The actual qualities of life eventually formulate the domains used when constructing a tool for measuring the quality of life. Veenhoven (2000) distinguishes between four qualities of life and considers the indicator of how long and happily a person lives as the best available summary indicator. He distinguishes between opportunities—which he also calls chances—for a good life and the good life outcomes themselves. Four categories of quality of life are postulated: (1) the liveability of the environment; (2) the life-ability of the individual; (3) the external utility of life; and (4) the inner appreciation of life (Veenhoven, 2000).

Table 2. Four qualities of life (Veenhoven, 2000).

	<i>Outer qualities</i>	<i>Inner qualities</i>
<i>Life chances</i>	Liveability of the environment	Life-ability of the person
<i>Life results</i>	Utility of life	Appreciation of life

Liveability of the environment describes the subjective evaluation of the place of living (Leby & Hashim, 2010). This environment includes the home, neighbourhood and metropolitan area that overall encompasses safety, economic opportunities, health, convenience, mobility, and recreation (Jarvis, 2001). Veenhoven (2000) prefers the concept

of liveability to be separate from the material conditions, which shows the importance of housing in one's attitude towards the quality of life.

Life-ability represents the personal capacities to deal with various problems in life, and it falls under the psychological capital one possesses. Interestingly, the phenomenon is referred to different names in various sciences: "quality of life" and "well-being" are used by doctors and psychologists; "adaptive potential" is used in biology; "health" in medicine and "efficacy" or "potency" in psychology (Veenhoven, 2000). Different authors also use different terminology, and Archard & Sen (1995) call this quality-of-life variant capability. From the aesthetical point of view, Veenhoven's term (2000) "life-ability" contrasts elegantly with "liveability".

Even higher values are meant to be seen in the utility of life. Veenhoven (2000) suggests that the utility of life be seen as the external worth of a life with visible results and of true significance. Other authors (e.g., Gerson, 1976) use different terms, however Veenhoven prefers a simpler name and also warns that utility of life does not require inner awareness. In other words, one's life might be seen as useful from someone else's point of view, but realizing that your life is useful and meaningful definitely adds to the appreciation of life.

Finally, the inner valuation of life—life appreciation, or, in other words, the quality of life in the eye of the beholder—represents the subjective appreciation of life and refers to such terms as subjective well-being, life satisfaction and happiness. According to Veenhoven (2000) life has an increased amount of this quality the more and the longer it is enjoyed. He illustrates it with the commonly used phrase in fairy tales "they lived long and happily", which proves both the intensity and duration of the state.

### **3 Quality of working life**

#### ***3.1 Concept of the quality of working life***

Work is an important part of human life. After all, working hours take at least one third of a person's time each day, and as it may be observed among one's friends and acquaintances, working hours can take even more. Contentment at work is reflected in the



overall quality of life and happiness. The rising interest in research into the impacts of globalisation and in the category of quality of life has led to further attention to employees themselves and to the relationship between various domains and the overall quality of life.

The topic of working life quality has enjoyed scientific attention at least since the mid-20th century (e.g., Herzberg et al. 1957; Danna & Griffin, 1999; Sirgy et al., 2001). The beginning of the 21<sup>st</sup> century marked an increased attention towards measuring the quality of life at the local level, and later the international level became of high interest as well. (Vinopal, 2021).

In the 21st century, globalisation forced the world economy to evolve towards services and information technologies, thus making employees an organisation's most valuable asset (Narehan et al., 2014). At the same time, however, human and environmental values have been ignored due to the technological advancement of economic growth and productivity. The quality of work life is said to be an important approach to preserve these values (Walton, 2007).

Originally the quality of work life (QWL) research activity occurred during the period from 1969 to 1974 when a broad group of researchers, scholars, union leaders and government personnel became interested in the ways of influencing the quality of an individual's on-the-job experience (Nadler and Lawler, 1983). This is still topical even nowadays with competitiveness and pressure in the business world growing. The late 1960s marked the beginning of an evolution of emphasizing human dimensions at work (Rose et al., 2006). The term QWL was introduced by Louis Davis at the Forty-Third American Assembly on the Changing World of Work at Columbia University's Arden House, and the first international conference on the topic of the quality of life was held in Toronto in 1972 (Rose et al., 2006; Gadon, 1984).

### ***3.2 Quality of working life and job satisfaction***

Job satisfaction is usually perceived as one of the QWL concepts, while the job sphere falls under the even broader concept of the quality of life. Quality of life as a category has been of scientific interest for a long time, but more importantly, it has long played an important role in connection with the areas of health and work (e.g., Herzberg 1966; Flanagan 1978; Veenhoven 2000; Payne 2005).

The areas of “working life quality” and “job satisfaction”, however, are approached differently, both on the theoretical level and, correspondingly, on the empirical level. For instance, the hierarchy of the theoretical concepts of working life quality puts job satisfaction either as a middle link on the scale of “life satisfaction – job satisfaction – satisfaction with individual aspects of work” (Danna & Griffin 1999; de Bustillo et al. 2009), or it puts it as one of the manifestations of a more general quality of working life that this category assumes in other areas of the life of the individual in addition to job satisfaction (Sirgy et al. 2001; Dvořáková 2005). For research purposes, the categories of working life quality and job satisfaction are sometimes even deemed to be interchangeable, and working life quality can, in such cases, be defined pragmatically as “employee contentedness with the satisfaction of needs through resources, activities and results stemming from the job” (Sirgy et al. 2001).

In the corresponding empirical area, we can see increasingly frequent efforts to create standardised procedures and tools for the measurement of working life quality, work quality and job or employment quality. Versions of such tools at the local level can therefore be found, for example, in the following countries:

- Austria – Austrian work climate index (Der Osterreichische Arbeitsklima Index).
- Germany – Gute Arbeit Index (e.g., Fuchs 2009).
- Belgium – Quality of Work in Flanders (Flanders Social and Economic Council, 2009).
- Spain – Indicator of Quality of the Labour Market (e.g., Caprile & Potrony, 2006).
- Canada – Job Quality Model (e.g., Lowe, 2007).
- USA (e.g., Howell & Diallo, 2007).
- Czech Republic – Subjective Quality of Working Life (e.g., Čadová & Paleček, 2006; Vinopal, 2012).

In order to capture job quality at the international level, comparisons are conducted on a more long-term basis using data from the national statistical centres and relevant data from surveys such as the European Working Conditions Survey (EWCS), European Labour Force Survey (ELFS), European Survey on Income and Living Conditions (EU-SILC) and the International Social Survey Programme (ISSP). The following activities, on the other hand, present the supranational level of the quality of working life: the European Working

Conditions Observatory (EWCO), the international project “well-being@work” (AK Österreich 2008/09), the organisation of the workshop “Working Conditions and Health and Safety Surveys in Europe: Stocktaking, Challenges and Perspectives” in Brussels in 2009 and the establishment of a working group, Quality of Work, under the INSITO<sup>1</sup> project (Vinopal, 2012).

#### **4 Terminology**

The absence of universally agreed upon terminology, mainly due to the complexity of the term, may lead to confusion as the terms “well-being” or “subjective well-being”, “happiness”, “work-life balance”, “life satisfaction”, and “social welfare” have often been used interchangeably with the quality of life and the quality of working life.

Diener introduced the term “subjective well-being”, abbreviated as SWB, and this term is still dominant in psychology. Later he said that the quality of life should be seen from the objective point of view and should describe the circumstances of one’s life, while the SWB is based on the subjective experience (Diener, 2006). Bruni and Porta state that the term “happiness” relates to the state of balance between the positive and negative effects of life, whereas the term “life satisfaction” is predominantly about the result of the accomplished level of the quality of life (Bruni and Porta, 2007).

The quality of work life is often interchanged with job satisfaction, while some authors believe that job satisfaction is a cause of QWL (Sheppard, 1975). Trist & Westley (1981) say that satisfaction should be measured as a part or indicator of the level of the quality of life.

In Scandinavian languages, “welfare” also denotes the “quality of life” and expresses both the level of living and the quality of life (Allardt, 1993). Veenhoven makes a remark that in the Netherlands, the term “well-being” is used for both social services and for the expected effects (e.g., satisfied citizens) (Veenhoven, 2000). In his own works, Veenhoven attempts to distinguish the specific meanings of the terms, saying that the terms “quality of life”, “happiness” and “well-being” are umbrella terms to describe all that is good in life (Veenhoven, 2000). Huppert defines “well-being” as a combination of feeling good and functioning well (Huppert, 2013). The term “subjective well-being” is sometimes synonymous with positive mental health. The World Health Organization synonymizes it

---

<sup>1</sup> INSITO (Integration, Security, Innovation – European Answers to the Worldwide Financial and Economic Crisis) <http://www.insito.info/>.

with positive mental health, and it also associates it with success at professional, personal and interpersonal levels (WHOQOL Group, 1994).

The differences mentioned above are just some examples of the potential debate on this topic. Indeed, many scholars use different terminology to talk about the same thing. Even from the linguistic point of view, the terms have different meanings. On the theoretical level the terms are often interchanged, which in our case does not affect the main theoretical statement.

On the level of measuring, it is necessary to distinguish them. In our case, we clearly discuss the quality of life and its index and the quality of working life and its index. Satisfaction, happiness, assessment and other aspects should therefore be measured using different means.

To avoid any doubts, in this paper we decided to stick to the following terminology: the quality of life and the quality of working life. While commenting on the other research papers, we will keep their original terminology. We are aware of the fact that it may break the consistency of the wording in this paper; nonetheless, we prefer to prevent the misinterpretation of other researcher's findings.

## **5 Quality of life and the quality of working life: relationship between the concepts**

Some authors are already defending the idea of a relationship between QOL and the QWL. The following overview shortly presents some of these ideas, and it aims to show how the relationship is seen.

Loscocco and Roschelle (1991) propose that the quality of life must be analysed as the result of a composition (familiar social life + reality of work) and not separately. Nahas (2006) also claims that at least two realities interpose in our day-by-day and can be considered in the study of the quality of life: the reality of the familiar social life (including leisure) and the reality of work. Grandjean (1998) admits that there already are several surveys that make possible the hypothesis that there are close relations between QWL and QOL in general. Ideology and research practices tend to emphasize the separation of work and nonwork spheres. A good summary of the three major perspectives on the relationship between the

quality of life and the quality of working life was provided by Loscocco and Roschelle (1991).

The *Spillover Model* (also known as the Transfer Model) confirms that positive or negative experiences at one domain can be transmitted to another domain. Such a rollover is happening on the intra-individual level, which means it is valid for the same individual, compared to the inter-individual level of rollover happening at a dyadic level between partners or even other significant persons (e.g., Westman, 2001). Several authors at different times conclude that there is a positive association between work and nonwork life: Kornhauser (1965), Kavanagh and Halpern (1977), Schmitt and Bedian (1982) and Georges and Brief (1990). Staines (1980) adds that only certain spheres of work life affect the nonwork life. Mentioning earlier, Leiter and Durup (1996) distinguish the direct and indirect affect between job satisfaction and personal life. Direct spillover occurs when the objective conditions of work directly affect the outcomes of a family or vice versa, and indirect spillover stems from subjective elements such as work satisfaction. The authors further enriched their work by studying spillover and carryover. Spillover is a situation when stress experienced in one domain transfers to another domain, while carryover is the process of contribution. A longitudinal study of hospital-based health professionals showed evidence of spillover from the home to the work environment. The inverse effect was proved to be of a lesser degree (Leiter & Durup, 1996).

The *Compensation Model* states that when dissatisfied in one domain, individuals try to find more satisfaction in the other domain (Schmitt & Bedeian, 1982; Lambert, 1990). An example would be someone who is trying to experience something that he or she is missing at a different life domain. Workers with more physically demanding or generally extreme job characteristics might be seeking a more relaxing home environment to be able to recover better (Rousseau, 1978; Staines, 1980).

The *Segmentation Model* antagonizes the spillover model saying that neither work life nor nonwork life affect each other. Blood and Wolfe (1960) are believed to be pioneers of this theory, applying it to blue collar workers and explaining that such segmentation is a natural process where work and nonwork lives operate as separate entities. Lambert (1990), on the other hand, suggests that segmentation does not happen naturally, but instead, people actively build and maintain a separation wall in order to escape or avoid work-related stress.

Guest (2002) argues that the segmentation model is likely to be considered as a theoretical possibility rather than one with empirical support, and it is considered to be the weakest among the major theories.

Other terms used to describe this theory are compartmentalization, independence, separateness, disengagement, neutrality and detachment (Edwards and Rothbard, 2000).

While Lambert (1990) suggests that the major models are overlapping, or rather overlapping simultaneously, Danna and Griffin (1999) point out that work life and personal life are not two separate things; they are interrelated domains and interlaced with reciprocal effects on each other. The authors state that QOL has a significant impact on many things including behaviour reactions, overall job satisfaction, job involvement, job effort, job performance, intention to quit, organizational turnover and personal alienation. Various types of one's experience – physical, emotional, mental or social – affect the person while he or she is at work (Dana & Griffin, 1999). They also claim that that experience diffuses into the after-work life. The same idea is also supported by Conard (1988) who believes that having spent around eight hours a day, which is one-third of a 24-hour day, at the place of work, a person does not easily and necessarily switch off when they leave. In other words, work is said to be a valuable part of one's life where physical, emotional, mental and social events experienced at work affect a person's state at non-work domains.

This work is based on the Dana & Griffin theory that declares that the quality of life and the quality of working life are correlated, while the general spillover theory develops this idea proving the causal relationship between QOL and QWL. We take this Dana & Griffin theory as the main hypothesis, and we aim to verify whether it is applicable to the Czech population based on the data from a recent survey.

It is more interesting to see how this association works in the context of certain groups of the population, and many authors explore the topic with particular examples. Based on the literature research, we can summarize that the analyses are usually done taking into consideration three variables. The first group looks at the socio-demographical differences within the population, such as age, education, sex and religious affiliation. The second group addresses work factors, such as the size of the company, salary range and employment type. The third group studies different industries and the positions of employees within the companies.

### Socio-demographical parameters

Among the most recent research, Muskat & Reitsamer (2020) prove the existing impact of gender and organizational type on the quality of working life and job satisfaction for those in Generation Y who are working in the European hospitality industry. Other studies build on the gender division when proposing suggestions on how to improve the quality of working lives for women (McGinnity, Russell, & Smyth, 2007). The authors agree that these rapid changes in **female** employment have improved women's lives including the provision of a raised standard of living and economic independence, however, there may be new forms of gender inequality due to the same fact.

Gender is one of the most frequently used variables in the empirical research. Many authors have been interested in the differences in the levels of well-being between males and females. Based on the literature research, three different directions are noticeable.

The first group of authors deny the difference of well-being between males and females (e.g., Okun & George, 1984; Shmotkin, 1990), despite the fact that the clinical research shows that women tend to be more prone to depression and anxiety compared to men (*Eaton et al., 2012; Grant & Weissman, 2007*). The second group of scholars have proven that men have significantly higher levels of subjective well-being (e.g., *Stevenson & Wolfers, 2009; Haring, Stock, & Okun, 1984*). Consequently, the third view supports the idea that women express higher levels of SWB (e.g., *Fujita et al., 1991*).

Batz & Tay (2017) summarize the main findings of this topic on large scale, nationally representative and meta-analyses levels, comparing the findings from the US, UK and international studies.

Even though there is no consistency in the results of the level of well-being between the male and the female population, one may say for sure that such a difference is of high interest in the world of scholars. In line with the third group, we aim to verify that correlation between the QOL and SQWL will be stronger and higher at the level of gender. As gender may have an impact on the levels of QOL and QWL themselves, we would like to check whether it also has an impact on the association between them. We expect woman to have higher degree of spillover.

Some authors also state that individuals with higher level of well-being build more positive relationships, are more productive and socially active and may even be more

creative [Diener, 2012; Huppert, 2013; Oishi, 2007]. Other authors (e.g., Richard & Huppert, 2011) use longitudinal studies to prove that the level of wellbeing in **childhood** is capable of predicting the future well-being in adulthood. Diener et al. relate the well-being with better results in physical health and **longevity** (Diener, Pressmann, Hunter & Chase, 2017). The London School of Economics finds association between the well-being and an individual's performance at work (Knapp, McDaid, Parsonage, 2011). Cross-cultural comparison show similar results on the quality of life of the elderly population. As association between QWL and QOL may change in different periods of personal and working life, we would like to examine the strength of the correlation between the QOL and SQWL in the view of different age groups. Based on the literature review, we propose a hypothesis that middle-aged people will have a higher level of correlation between the QOL and QWL.

Skevington (2010) finds that the level of quality of life is higher for individuals with higher levels of **education**, and Nanjundeswaraswamy and Swamy (2015) study the relationship between the quality of work life and education and found a significant association between the two. On the other hand, we did not find a study that would explore the relationship of both the quality of life and the quality of working life with respect to the level of education, therefore, would like to use that as an opportunity. Based on the previous research about QOL and QWL separately, we assume that the correlation between the two will differ for people with different levels of education, meaning that people with the lowest and the highest levels of education will have higher level of association.

### Work-related factors

Dezan et al., (2005) strengthen the idea of the relationship between work and the quality of life by proving the linear correlation between the **time worked measured in years** and the cifose angel for women who have been employed long-term in telemarketing. Worrall and Cooper (2007) explore managers and the effects of the organisational change on a manager's perception of the company and their well-being. Based on a major UK study conducted in late 2005 of more than 1500 managers, they describe the impact of the work **overload and extended working hours**. They draw attention to the disturbing trend towards the long hour culture, saying that managers who work significantly more than the contracted working hours are far more likely to experience harmful effects on their well-being, health, nonwork lives and relationships with their family, children and friends.



Ruzevicius (2014) examines the relationship between the quality of life and the quality of working life and concludes that the high value of the quality of working life directly influences the higher quality of life. He also states that the quality of life, happiness, life satisfaction and subjective well-being are interrelated, and he proposes the term “Total quality of life” (TQL). His study on the balance between the personal and work lives shows that freelancers experience the need to work extra hours to make more money, sacrificing hours from their personal life, which distorts the balance between the personal and work sides of life.

Based on the above, we would like to challenge the data we have to check whether the same can be applied to the Czech population to see if there is a difference in the level of association between the QOL and SQWL with regards to the number of working hours. We expect the higher degree of the spillover confirmed for the employees who work longer hours.

Abreu et al. (2019) also examine the well-being in UK society with respect to **entrepreneurship**. A large-scale, longitudinal household study in the period from 2009-2017 tracked almost 50.000 individuals. Their main goal was to investigate the relationship between the entrepreneurial well-being across different types of locations: urban, semi-urban and rural places for living and the distinction between the wealthy and materially deprived places. One of many conclusions they came up with is that entrepreneurial well-being, in the form of job satisfaction, is significantly higher for those living in semi-urban locations, relative to those living in urban and rural locations. The authors also state that self-employed individuals have higher levels of well-being, relative to those who are employed, regardless of their location.

We expect the relationship between the index of the QOL and the index of the QWL to be stronger for the self-employed. We will also examine the levels of strength between the population groups living in small to huge towns, which is a socio-demographic indicator.

Empirical studies have proven the positive effect of **wealth and income** on subjective well-being (e.g., Headey and Wooden, 2004). Economic theory also shows that the living conditions, including financial income, have a lasting effect on happiness (Frey BS, Stutzer A. Economics of happiness. New York: Springer International Publishing; 2018). Kahneman and Deaton (2010) state that higher income cannot buy happiness but can increase the level of life satisfaction. They also point out that lower income is associated with low life evaluation. Higher salaries for nurses are reported to improve their welfare and

increase the level of happiness. Deaton (2012) states that higher life satisfaction is linked to better national economic performance.

Using the data for the Czech Republic, we prognose the higher level of association between the QOL and QWL in the framework of financial rewards received. We prognose higher salaries to have a higher degree of correlation between the QOL and QWL.

### *Industries and positions within the company*

Bratu & Cioca (2018) declare that **management** is the defining element for achieving productivity, and they did research aiming to create an adaptation of the managerial style to the personality of engineers in order to stimulate an increase in their productivity. Similarly, Stefanovska-Petkovska et al. (2019) analyse the differences in perception between **managers and those in non-managerial positions** in five manufacturing companies working with wood. We prognose that the managers and high-ranking people will have a higher level of association between the QOL and QWL as it is also partially connected with the number of overtime hours at work.

The relationship between the quality of life and the quality of working life is of special interest for certain **industries** in which the employees are working. For example, Kim et al.'s research examines the employees in the hotel industry. They examine the impact of the corporate CSR perception on the QOL, QWL and job satisfaction (Kim et al., 2018). Auditors of different seniority levels working at both audit and accounting companies filled out the QOL, QWL and job burnout questionnaires, which helped the research conclude that QWL and psychological well-being are also associated with burnout (Salehi et al., 2020). El-Aouar et al. (2016) explore the quality of work life using the study at the manufacturing area of a major textile company. They conclude that music insertion contributes to obtaining QWL in a manufacturing context and contributes to biological, social and psychological well-being. Often such research focuses on particular improvements of the working environment or the level of job satisfaction. Using the data for the Czech Republic, we would like to examine the existence and the strength of the correlation between the QOL and QWL across various industries. In line with our literature research, we expect the employees from the hospitality sector to show higher degree of spillover.

All mentioned above are theoretical concepts and thoughts. The last one mentioned by Danna and Griffin made in 1999 proposes a very interesting hypothesis that personal life and work are two interconnected phenomena. We were challenged by this idea and decided to see how the same theory can be applied in the context of certain population subgroups in the Czech Republic in 2021. This work aims at examining the relationship between the quality of life and the quality of the working life based on a quality-of-life survey conducted in 2018 in the Czech Republic.

## 6 Measuring QOL and QWL

### 6.1 *Measuring the quality of life*

Not having an agreed upon definition for the concept of quality of life, researchers continue providing more advanced solutions in defining and therefore measuring it. In the current medical science, QOL is seen as an important indicator of physical, mental and social health (Fayers & Machin, 2016). The QOL measurement should therefore help to evaluate the effectiveness of care, to examine the impact of a disease on a patient's life and to research the impact of socio-economic conditions on the health of the population.

In a project initiated in 1991, the Mental Health Department of the World Health Organization developed quality measurement tools suitable for international studies. Over the past decades, several considerable debates on developing a suitable measurement tool took place. As of now, the most well-known instrument among the social science researchers is WHOQOL. Before the instrument is described in detail, the four core principles of the QOL assessment should be introduced. Usually, QOL measurement instruments comply only with some of the criteria, while the WHOQOL instrument meets them all (Murphy et al., 2000). The criteria are as follows:

1. Complexity or multidimensionality.
2. Subjective view.
3. Relative importance.
4. Cultural relevance.

The first principle listed ensures the **comprehensiveness** of the QOL assessment, and it was proven to be of an increasing importance over the last decades (e.g., Cella, 1992). The

WHO's definition of health is a complete physical, mental and social wellbeing, not merely the absence of disease and infirmity (WHOQOL Group, 1994). It acknowledges the volume of the QOL domains, and this is reflected in the multidimensional WHOQOL instrument.

The second assessment recognized by many is the **subjectiveness** of the QOL assessment (Patrick et al., 1994). Several psychological researchers have shown that physicians' ratings of the QOL of a patient with a chronic illness are significantly lower than the patient's self-rated QOL (Pearlman & Uhlmann, 1988). WHOQOL therefore focuses on the individual's perceived quality of life. Since the instrument is often used in health research, the perceived effects of a disease and health intervene on the quality of life (Skevington, Lotfy & O'Connell, 2004).

For the overall assessment of an individual's QOL to be as accurate as possible, the relative **importance principle** comes into play. This principle secures the personalised weight of the facets as the importance level of various aspects in life may vary (Loew & Rapin, 1994). It is worth noting that the subjective quality of the working life index, which will be further explained in detail, also pays high attention to the levels of importance of the particular measured items.

Translating the WHOQOL questionnaire, which will be described in the following section, proves the importance of the fourth principle – **cultural relevance**. QOL instruments must be attentive to the different cultural settings in which respondents might be living (Sartorius & Kuyken, 1994). At the same time, with globalization still being topical and global perspectives in the system of the health care still trending, the demand for a cross-cultural or cross-national comparability is emerging. It also creates the need for the development of the international QOL measurement instruments (Patrick et al., 1994).

Overall, the WHOQOL is an instrument of assessing a multi-dimensional concept incorporating an individual's subjective perception of the health status, psycho-social status and other aspects of life (Skevington, Lotfy & O'Connell, 2004). Its main advantage, compared to its peers, is the fact that all four main principles of the QOL assessment instrument are implemented in it.

## **6.2 *WHOQOL questionnaire***

The WHOQOL was developed by a working group of 15 research centres around the world: Australia, France, Croatia, two centres in India, Israel, Japan, the Netherlands, Panama, Russia, Spain, Thailand, USA, UK and Zimbabwe. The questionnaire's structure was based on the WHO's definition of health and therefore explores both the positive as well as the negative effects of affected health on specific dimensions of the patient's quality of life. The questionnaire evaluates the perception of the patient's life situation with regard to the individual's life goals and expectations, based on the individual's cultural system and values (Carr, 2003).

The first results were the definition of quality of life and the 33 areas that the instrument should cover. The material for creating the items was obtained by a qualitative method of guided group interviews in focus groups that took place in all participating countries. The results of the pilot survey led to the creation of the final form of the instrument, which consists of six areas (physical health, experience, independence, interpersonal relationships, environment and spirituality), further divided into 24 sub-areas called facets. The questionnaire has 100 items and is abbreviated WHOQOL-100 (WHOQOL Group, 1994, 1998a). The needs of clinical practice and further validation studies of the questionnaire have led to the creation of an abbreviated version of WHOQOL-BREF (WHOQOL Group, 1998b), which is currently available in almost 50 languages. WHOQOL-BREF is especially useful when time is restricted (Skevington, Lotfy & O'Connell, 2004).

## **6.3 *Czech adaptation of the WHOQOL questionnaire***

To test the WHOQOL questionnaire in the Czech Republic, Dragomirecká followed the set of rules for translating the questionnaire that was drafted by the WHOQOL working group (Dragomirecká & Bartoňová, 2006). Interestingly, there are two versions of the WHOQOL-BREF questionnaire available in the Czech language: one by Mravčík & Lajčková from 2004 and the other by Dragomirecká & Bartoňová from 2006. Some authors note that the first mentioned version is more of a simple translation, while the second is a fully-fledged localisation that follows the strict rules of translation to other languages (Rogalewicz, Barták & Sihelníková, 2017). Having compared both wordings, authors highly

recommend using the version published by Dragomirecká & Bartoňová (2006). Below is an extract from the comparison.

Table 3. Comparison between the two translations of the Czech version of the WHOQOL-BREF (Rogalewicz, Barták & Sihelníková, 2017).

Č. otázky	Originál (29)	Mravčík a Lajčková, 2004 (31)	Dragomirecká a Bartoňová, 2006 (28)
3	To what extent do you feel that physical pain prevents you from doing what you need to do?	Do jaké míry máte pocit, že Vám fyzická bolest brání dělat to, co potřebujete?	Do jaké míry Vám bolest brání v tom, co potřebujete dělat?
4	How much do you need any medical treatment to function in your daily life?	Jak moc potřebujete nějakou léčbu, abyste fungoval/a v běžném životě?	Jak moc potřebujete lékařskou péči, abyste mohl/a fungovat v každodenním životě?
11	Are you able to accept your bodily appearance?	Jste schopeni/a přijmout svůj fyzický vzhled (to, jak vypadáte)?	Dokážete akceptovat svůj tělesný vzhled?
15	How well are you able to get around?	Jak velké potíže Vám dělá pohybovat se mimo domov?	Jak se dokážete pohybovat?
23	How satisfied are you with the conditions of your living place?	Jak spokojený/á jste se svým bydlením?	Jak jste spokojen/a s podmínkami v místě, kde žijete?
26	How often do you have negative feelings such as blue mood, despair, anxiety, depression?	Jak často jste měl/a negativní pocity jako špatná nálada, zoufalství, úzkost, deprese?	Jak často prožíváte negativní pocity, jako je např. rozmrzelost, beznaděj, úzkost nebo deprese?

Table 4. Comparison between the scales in the two versions of the Czech translation of the WHOQOL-BREF (Rogalewicz, Barták & Sihelníková, 2017).

Č. otázky	Originál (29)	Mravčík a Lajčková, 2004 (31)	Dragomirecká a Bartoňová, 2006 (28)
3-9	Not at all A little A moderate amount Very much An extreme amount	Vůbec ne Málo Středně Velmi V obrovské míře	Vůbec ne Trochu Středně Hodně Maximálně
10-14	Not at all A little Moderately Mostly Completely	Vůbec ne Málo Přiměřeně Většinou Naprosto	Vůbec ne Spíše ne Středně Většinou ano Zcela
26	Never Seldom Quite often Very often Always	Nikdy Zřídka Celkem často Velmi často Stále	Nikdy Někdy Středně Celkem často Neustále

#### 6.4 WHOQOL-BREF domains

The WHOQOL-BREF questionnaire included one item from each of the 24 facets in the WHOQOL-100 as shown in Table 5. Additionally, two items were included from the Overall Quality of Life and General Health facets – Overall Quality of Life and Overall Quality of Health. The WHOQOL-BREF therefore contains a total of 26 questions and fully

covers the four domains: physical health, psychological health, social relationships and environment (WHO, 1996).

Table 5. WHOQOL-BREF domains of quality of life (WHO, 1996).

<b>Domain</b>	<b>Facets incorporated within domains</b>
Physical health	Bodily image and appearance Negative feelings Positive feelings Self-esteem Spirituality/religion/personal beliefs Thinking, learning, memory and concentration
Psychological	Activities of daily living Dependence on medicinal substances and medical aids Energy and fatigue Mobility Pain and discomfort Sleep and rest Work capacity
Social relationships	Personal relationships Social support Sexual activity
Environment	Financial resources Freedom, physical safety and security Health and social care: accessibility and quality Home environment Opportunities for acquiring new information and skills Participation in and opportunities for recreation/ leisure activities Physical environment (pollution/noise/traffic/climate) Transport
Overall quality of life	Overall quality of life
General health	General health

The main dataset used in this work comes from the quality of life questionnaire put together by a team of researchers in the Czech Republic. The questionnaire also measures the quality of working life as well as perceived stress and many other qualities.

### **6.5 *Measuring subjective quality of working life***

The concept for measuring subjectively perceived quality of working life, which this work is based on, is built on three basic pillars (Vinopal, 2009):

- 1) The dual concept of quality of working life.
- 2) Conceptualisation of the subjective perception of quality of working life as a combination of two dimensions: importance and assessment.
- 3) The definition of structural, material domains, aspects of working life and their adequate coverage indicators.

The concept of duality is very common in the social sciences. The concept of working life quality incorporates two integral aspects: the objective/descriptive aspect and the subjective/evaluative aspect from the actor's perspective, in other words from the perspective of an employee himself. To be able to capture working life quality thoroughly, one should examine as well as specify the mutual relationship of both of these aspects.

This thesis follows Vinopal's view on the issue, wherein he recommends focusing on constructing indicators in separate aspects and creating different indices for measuring the objective and subjective working life qualities (2011). From this point forward, this thesis will build on only one index that measures the subjective aspects of the working life quality.

### **6.6 *Conceptualisation of the subjective perception of work- life quality***

Two dominant theoretical approaches frequently used in the study of working life quality can in general be applied to its subjective aspect: the concept of need satisfaction and the theory of side effects (Sirgy et al. 2001).

Approaches based on the **theory of need satisfaction** usually focus on the issue of work life and perceive the working life quality as the extent to which work activities and a job satisfies needs that a person is willing to satisfy through them. For example, Porter (1961) came up with a classical survey tool—The Porter Needs Satisfaction Questionnaire



(PNSQ)—to explore the difference between two poles: the requirements to satisfy the needs people have and the extent to which, based on their opinions, their current job fulfils them. In other words, it measures need satisfaction based on a slightly modified version of Abraham Maslow's need hierarchy theory.

The **theory of side effects** looks at the issue of working life quality in more complexity and builds on the fact that satisfaction in one life sphere can affect the satisfaction in other spheres of life. Traditionally the spheres/domains of work life and family life and their interconnection are of interest. (e.g., Leiter & Durup, 1996; Křížková et al. 2005).

To add a bit more explanation, Leiter and Durup (1996) state that the interaction of work and family presents challenging problems both conceptually and practically, as both domains are emotionally charged and have their own internal dynamics. In addition to the potential stress in both domains, the authors say that the interdependency proves that the strains experienced in one domain may have an impact on the other domain. Similarly, accomplishment or support in one domain may enhance a person's efficacy across both domains.

The SQWL measurement tool used in this work is based on the theory of need satisfaction where the dimension of the work satisfaction is complimented by the dimension of importance to ensure the balance, as different aspects are believed to be of different value for the individual (Vinopal, 2009).

### ***6.7 Instruments for measuring subjective quality of working life***

When choosing the research instrument for measuring the subjective perception of work and jobs, a survey is generally the favoured option. The instrument used to explore the subjective evaluation of working life quality usually takes the form of a standardised questionnaire. Although the specific form and number of questions may differ significantly, in principle, three basic forms of instruments can be observed (Vinopal, 2012):

- 1) a simple question (e.g., "How would you rate your job?").
- 2) a single set of items – the one-dimensional approach (e.g., a set of items for assessment based on a single criterion).
- 3) two or more sets of items – the multidimensional approach, e.g.:
  - a. DGB (Index Gute Arbeit).

b. SQWLi (subjective quality of working life index).

The former approach logically consists of multiple sets of items. This makes it possible to expand the field of vision through which working life quality is viewed and to observe its internal dynamics. SQWLi is the multidimensional approach developed by Vinopal (Vinopal, 2009) and will be presented in the next chapter.

### **6.8 SQWLi as a measurement tool**

SQWLi is the product of a joint project of the Czech Occupational Safety Research Institute and the Institute of Sociology of the Czech Academy of Sciences (Vinopal, 2009). The authors targeted a suitable instrument for measuring the quality of working life in the surveys conducted among the population.

The approach is in principle based on the theory of needs satisfaction mentioned earlier in section 6.5., meaning that the dimension of *importance* of individual aspects for the workers themselves is added to the dimension of job *assessment*. According to the authors (Vinopal, 2012), when measuring the subjective perception of working life, information about satisfaction with its individual aspects—such as salary, interpersonal relations in the workplace, security, independence, prospects, etc.—may not be sufficient. Each aspect may actually carry different weight for each individual worker and would therefore play a different role in each worker's overall job satisfaction, depending on the *importance* given by the workers themselves to individual aspects. Furthermore, different workers may rank the importance with different aspects to a different extent, and the measurement of their satisfaction may also be different. The combination of such dimensions may thus be highly specific for each person, and it is desirable to capture this at the individual level. Therefore, the authors have tried to cover the maximum number of dimensions of job quality from the worker's point of view and weigh each attribute according to the relevance given to it by each worker. It can be concluded that SQWLI is a purely subjective indicator (de Bustillo, 2009).

Respondents are asked to assess both *importance* and *assessment* within the individual aspects of their work. They obtain the information on the both the importance and the assesment given by each worker to each of the 18 variables included in the index, and all

six domains focus on the job: remuneration, self-realisation, relationships, time, conditions, and security. Eighteen variables are intended to cover those six domains.

Table 6. Domains and aspects of measuring the quality of life, scale 0-100 (Vinopal, 2009).

<b>Remuneration</b>	<b>Self-realization</b>	<b>Relationships</b>
salary level remuneration fairness non-financial benefits	self-activity education trainings  interest	with co-workers behaviour of superiors relationships overall
<b>Time</b>	<b>Confidence</b>	<b>Conditions</b>
flexibility amount of time work-life harmony	type of contract position stability chances of employment	equipment tidiness health and safety

The index seems to be worker-oriented, offering both a menu of indicators for several dimensions and allowing the reader access to a wider picture through the aggregate SQWLi.

## 7 Data

In 2018, the Institute of Sociology of the Czech Academy of Sciences in the Czech Republic organized a follow-up survey called “Quality of working life – indicators 2018”. This time it marked milestones in the development of the survey. This particular version of the questionnaire optimized the methods of data collecting in order to improve the quality and effectiveness of the SQWLi. The dataset from this survey is going to be used in this work.

Firstly, the region of residence (Czech: kraj), the size of the place of living, sex, age and education were the quotas provided by the Czech Statistical Office. A total number of

2029 respondents took part in the survey where trained interviewers conducted face-to-face interviews. The structure of the quota sampling is presented in the Appendix.

Secondly, there is a need to introduce the two different versions of the questionnaire used. The authors purposefully prepared two versions. Half of the respondents, the first 1018 to be precise, were given the version-2 questionnaire, while respondents 1019 to 2029 had version-1. Among other differences, version-1 should draw special attention moving forward as it influences the analysis itself. In version-2, the variables exploring the quality of life (variables QL.1x – QL.7x) are built on the original scales from the WHOQOL-BREF in the set of questions on the quality of life. Each individual item is scored from 1 to 5 on an ordinal response scale. Version-1 (variables QL.1y – QL.7y) represents the authors' attempt to further improve the data quality by changing the scales. Extracts from both version-1 and version-2 are available in the Appendix. A special variable is therefore introduced in the dataset—VerKod—which helps to distinguish the respondents and their answers according to the version of the questionnaire used.

## **8 Analysis**

### ***8.1 Confirmatory Factor Analysis of QOL and QWL***

Confirmatory Factor Analysis is a method used to test whether data fits a hypothetical model. Abbreviated CFA, it is a type of SEM, which stands for structural equation modelling. CFA confirms the factor structure extracted in the EFA for the particular dataset and measures the relationships between the observed variables (items) and the unobserved latent variables (Brown, 2006). Therefore, the model must be specified a priori, and CFA is said to be a theory-given technique.

Hot debates continue to be held as it is difficult to precisely indicate the guidelines for interpreting goodness-of-fit indices (Brown, 2006). The choice and values can, moreover, be complicated by the fact that the fit indices are often affected by other various aspects of the analytical situation such as sample size, model complexity, estimation method, normality of data, and type of data (Brown, 2006).

The SRMR is a measure of the mean absolute correlation residual, with smaller values suggesting good model fit (Kline, 2010). It is regarded as relatively independent of sample size (Browne & Cudeck, 1993; Kaplan, 2000). The RMSEA provides information about “badness of fit”, with lower RMSEA values indicating good model fit (Kline, 2010). The CFI and TLI are both incremental fit indexes that assess the improvement in the fit of a model over that of a baseline model with no relationship among the model variables; larger values indicate better model fit (Kline, 2010).

Based on the literature research, we will consider a model to be of adequate quality if the indices fit into the following ranges:

Table 7. CFA on QOL and SQWL indices (Hu and Hu and Bentler, 1999; Byrne, 2010; own calculations in STATA).

	Defined limit of values	SQWLi	QOL index
CFI index	> .90	0.776	0.790
RMSEA	up to .08	0.059	0.101
SRMR	up to .08	0.091	*not reported because of missing values

The results of the CFA analysis are mixed but do not completely reject the idea of the model.

## 8.2 *Quality of life index*

The quality of life index can also be calculated as the mean of all the variables that test the quality of life in the set of items in the questionnaire. As mentioned already, the data are interesting thanks to the fact that two versions of the same questionnaire were used. We split the variables QLy into two different groups according to the type of scale used. We then recoded the variables to the same scale for them to be consistent. The new variables are Q1-Q26 with a 0-100 scale. Before doing so, we made sure there was nothing missing in the dataset.

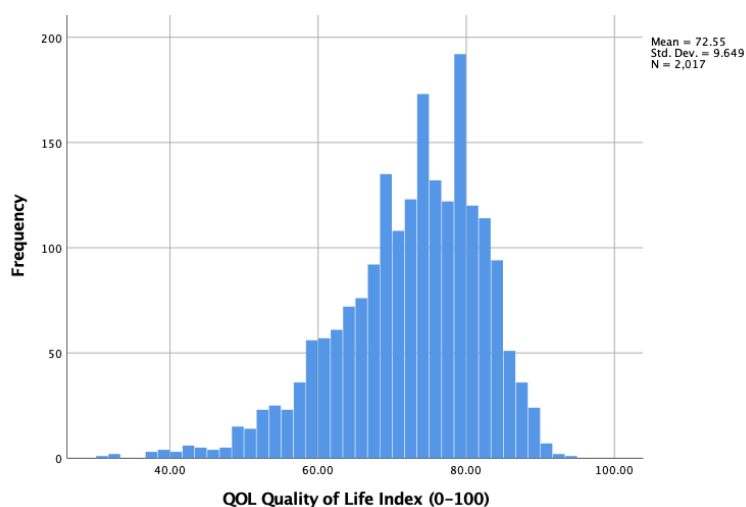
To be consistent with the SQWL index, we also decided to include the data of the respondents who answered at least 2/3rds of the questions. There were 26 items in a set of questions, however, we stated that answering 18 would be enough.

Due to their different scales, there were 3 formulas on changing the variables' scales. In order for the SPSS to eventually merge the results of the recoding into the same new variables, the variable VerKod was used. This variable was already included in the dataset to help to distinguish the differences between the two versions of the questionnaires.

As a result, a new variable of QOL was created, which enables us to proceed with the correlation analysis.

The histogram below graphically displays the distribution of the QOL index across the whole population, where the average level of satisfaction with the quality of life is equal to 73.

Figure 1. QOL histogram and mean value.



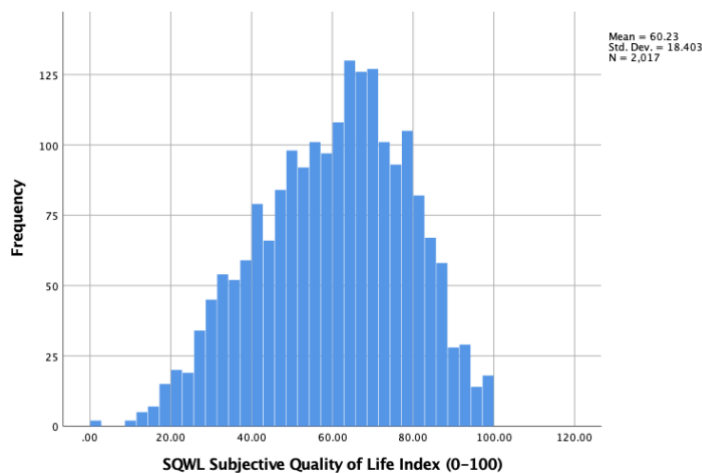
### 8.3 Subjective quality of working life index

The subjective quality of working life index tool was developed by consolidating all the variables used to measure specific aspects of the working life quality, which results in adding a new variable “SQWLi”. This index was calculated using the certified method of the long-term monitoring of the subjective quality of working life in the Czech Republic developed by Vinopal and the IT and research team (Vinopal et al., 2015), certified by the

Czech Ministry of Work and Social Affairs. To keep the consistency and to ease further analyses, both the QOL index and SQWL index have the same scale.

Frequency distributions are showed on the histogram below. The average level of quality of working life satisfaction which was measured subjectively is 60 on a scale 0-100.

Figure 2. SQWL index histogram and mean value.



Having prepared the two new variables representing the quality of life and the subjective quality of life indices, various correlation analyses can finally be performed to test the main question of the work.

#### **8.4 Correlation analysis: QOL and SQWL indices in subgroups**

In order to correlate the two variables and proceed with analyses in subcategories we first need to make sure that both new variables, QOL and SQWL indices, are of the same type and structure.

After the preparation of the two new variables representing the quality of life and the subjective quality of life indices, the correlation analysis can be performed. Both variables are cardinal, and the parametric correlation analysis should therefore be run in the SPSS software. To further investigate the relationship between the quality of life and the quality of working life, several correlations on different subgroups are to be performed in line with the theoretical part, we conduct the individual analyses in three groups: socio-demographical indicators, work organization and fields of work.

The overall correlation index for the whole population has the following values: X for the quality of life and Y for the quality of working life.

The first group focuses on socio-demographical indicators.

The correlation between the index of the quality of life and the index of the quality of working life with respect to **gender** proved to be of relatively high degree, confirming the main hypothesis of this work. The indices themselves are of moderately high values, whereas the difference in the indices for men and woman is minimal. Our expectation that woman will have a higher degree of spillover was not proved. It might be because both genders have their own reasons for the spillover. Females are usually more engaged with children and the household, while men tend to be driven by success at work. At the same time there is a trend of women who are focusing more on their career and are willing to be equally treated as men, whereas paternal leave is being introduced in European countries.

Table 8. QOL and SQWL indices for the variable Sex (ide1).

	Pearson Correlation	N	SQWL Mean	QOL Mean
Male	.604**	1085	59	72
Female	.556**	924	62	73

\*\* . Correlation is significant at the 0.01 level (2-tailed).

People aged between 30 and 40 are proven to have the strongest relationship between their age and the level of satisfaction with the quality of life and the quality of working life. This can possibly be explained by estimating that, at that age, people are more concerned about their current job and potential for future growth. It is also the time when they start thinking about family and having a stable household. Their level of working life satisfaction is very similar to the average number. The relationship at all age levels is proven to be quite strong.

Table 9. QOL and SQWL indices for the variable Age (t\_vek).



	Pearson Correlation	N	SQWL Mean	QOL Mean
18-29	.541**	408	58	74
30-39	.643**	571	62	74
40-49	.565**	502	61	72
50+	.579**	527	59	70

\*\* . Correlation is significant at the 0.01 level (2-tailed).

There was no similar research on the levels of association between the quality of life and the quality of working life at the level of **education**. We assumed that two groups of people, the ones with the incomplete basic and the ones with higher education, would have a higher level of association. The analysis did not prove that. It showed that only people with incomplete basic education tend to have the lowest level of association between the quality of life and the quality of working life. Interestingly enough, the populations within the other levels of education seem to have a similar correlation level.

Table 10. QOL and SQWL indices for the variable Education (t\_VZD).

	Pearson Correlation	N	SQWL Mean	QOL Mean
incomplete basic	.451**	152	49	68
vocational without Maturita exam	.567**	749	60	71
Maturita exam	.554**	674	59	70
higher education	.550**	429	59	70

\*\* . Correlation is significant at the 0.01 level (2-tailed).

When explored at the level of **the size of the region**, it is seen that the strength of the relationship between the QOL and QWL is relatively high. The highest value for regions with over 1 million inhabitants has the strongest level of association between the quality of life and the quality of working life, which in the case of the Czech Republic is a region like Prague.

Table 11. QOL and SQWL indices for the variable Size of the region (VSO).

	Pearson Correlation	N	SQWL Mean	QOL Mean
< 799	.512**	128	61	73
800 – 1 999	.567**	263	60	74
2 000 – 4 999	.554**	222	61	72
5 000 – 14 999	.559**	259	56	71
15 000 - 29 999	.505**	337	60	72
30 000 – 79 999	.571**	251	60	73
80 000 - 999 999	.605**	284	61	72
1 000 000	.670**	272	64	75

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The second group focuses on work-related factors.

The more **hours a person works**, the more it influences his or her satisfaction with work and life. This one-way correlation proves again the direct relationship between the number of working hours and satisfaction. People may perceive it as time taken away from their private life and hobbies, or they might perceive it as more work done for the same amount of money, which will inevitably affect the satisfaction with working life. This particular comparison might be especially interesting during the COVID and post-COVID times because, due to restrictions, people could not spend time on their hobbies, and the working and non-working hours blended together.

Table 12. QOL and SQWL indices for the variable Working hours (ide14).

	Pearson Correlation	N	SQWL Mean	QOL Mean
<35 hours/week	.513**	234	60	73
36-45 hours/week	.589**	1150	62	73
45< hours/week	.606**	408	57	72

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**Type of employment** might also have a certain impact on the level of association of quality of life and the quality of working life. The table below proves that the level of association is quite high. Self-employed people show a slightly higher level of association which proves that. It may partially be connected to the number of working hours and the desire to earn more money, or it could be connected to the feeling of freedom and the opportunity for not being disturbed by the potential tension in relationships with colleagues. The internet allows for more opportunities for self-employed people and freelancers to work from anywhere in the world, which may improve their feelings regarding the quality of life.

Table 13. QOL and SQWL indices for the variable Type of employment (ide9).

	Pearson Correlation	N	SQWL Mean	QOL Mean
Employed by an organization	.569**	1748	60	72
Self-employed	.630**	258	64	75

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The table below shows the categorization of respondents according to **the levels of their salaries**. The percentage shown in brackets is cumulative and shows the percentage of people in the dataset with the lowest to highest salaries. Out of all categories, the strongest relationship is between the highest paid employees and the level of their satisfaction with the quality of life and the quality of working life. This is proven and reflected in the individual indices. People with the lowest level of salary are the least satisfied with the quality of life and working life.

Higher salaries show a stronger correlation of the association between the quality of life and the quality of working life. As mentioned in the theoretical part, money can increase the level of life, and an individual will evaluate his or her quality of life as higher. On the other hand, it usually, especially for managers, implies higher number of working hours at the expense of time spent with family and friends. The lowest level of correlation is found at the level of people with under average level of salary and not the ones with the lowest income. This may be related to the fact that the population with the lowest income does not associate their quality of life from the money perspective, but rather from the perspective of health-related issues.

Table 14. QOL and SQWL indices for the variable Salary level (ide10).

	Pearson Correlation	N	SQWL Mean	QOL Mean
--	---------------------	---	-----------	----------

Lowest (15%)	.537**	171	50	67
Under average (20%)	.441**	248	55	70
Average (30%)	.568**	357	59	72
Above average (20%)	.564**	251	63	75
Highest (15%)	.618**	199	65	76

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Various companies with a differing **number of employees** might influence an individual's satisfaction with life and the quality of working life. The population that works in smaller companies comprised of 10-19 employees shows a higher degree of association between the quality of life and the quality of working life, which may be explained by the fact that, in smaller companies, it is easier to build closer relationships. This could then influence overall life, including life outside of work. Interestingly, the lowest level of the association is noticed for big companies.

Table 15. QOL and SQWL indices for the variable Size of the company (ide12).

	Pearson Correlation	N	SQWL Mean	QOL Mean
1-9 employees	.586**	606	60	72
10-19 employees	.603**	309	58	72
20-49 employees	.569**	375	61	73
50-249 employees	.558**	400	62	73
250+ employees	.541**	216	61	73

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The third group focuses on occupations and industry.

When examining the groups of people's **occupations**, we see that the qualified workers in agriculture, forestry, fishery, help & unqualified workers and machinery operations & assembly workers tend to have a lower level of association between the quality of life and the quality of the working life. In comparison, the strongest level of correlation between QOL and QWL is found in the categories of managers and high-ranking employees. Even though we already noticed this at the literature research stage, we would like to emphasize here that most of the works about the job position, the quality of life, or job satisfaction, and the overall quality of well-being focus on managers and directors. Of course, companies' centres of attention focus on the managers and executive directors who work alongside the company owners and the board of directors. They are to lead the rest of the staff, which is then divided into several levels from mid-senior to entry level. Managers also undergo many trainings to advance their skills and to lead companies' growth and teams better.

Table 16. QOL and SQWL indices for the variable Occupation (ide7).

	Pearson Correlation	N	SQWL Mean	QOL Mean
Manager position, high-ranking clerks	.635**	66	67	76
Specialists, professionals	.517**	259	67	75
Technical experts	.574**	339	65	75
Clerks, civil servants	.452**	232	62	72

Service and retail	.524**	407	58	71
Qualified workers in agriculture, forestry, fishery, manual labour and unqualified workers	.539**	167	50	68
Craftsmen and repairmen	.614**	276	58	72
Machinery operations and assembly	.517**	194	51	71

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The next interesting comparison is done on the level of the **industry** in which the employee is occupied. The table below shows that the correlation between QOL and QWL for different industries varies from moderate to quite strong. It means that for those working in the manufacturing and construction & mining industries, the level of QOL-QWL association is higher than for the employees from the hospitality sector. One of the explanations may be the seasonality of the work and the working conditions that consequently may have an impact on health. Workers in the mining industry experience higher physical activity during working hours, and moreover, they might have longer working hours during the warmer periods of the year, which may affect their level of tiredness and hours spent with family. It does not mean that either of the jobs is better or worse than the other one. We find this result very interesting and will address it in the discussion section. A further examination may connect this particular relationship with the compensation model of the QOL-QWL association.

Table 17. QOL and SQWL indices for the variable Field of work (ide8).

	Pearson Correlation	N	SQWL Mean	QOL Mean
Agriculture, hunting, forestry, fishing, fish farming	.583**	53	58	72
Manufacturing, production and distribution of electricity, gas and water	.628**	419	59	72
Construction, mining	.690**	169	57	71
Trade, repair of motor vehicles and consumer goods	.656**	282	57	72
Accommodation and meals	.485**	108	57	70
Transport, storage, post and telecommunications	.541**	148	57	72
Banking, insurance, financial intermediation, real estate, leasing offices, research and development	.553**	187	65	75



Public administration, defense, social security, international organizations and institutions	.515**	128	62	73
---	--------	-----	----	----

Education, schooling, health and social care, veterinary activities	.512**	304	68	74
---	--------	-----	----	----

Other community positions, social and personal services, household personnel	.568**	209	59	71
--	--------	-----	----	----

\*\* . Correlation is significant at the 0.01 level (2-tailed).

## 8.5 Discussion

We managed to verify the Dana & Griffin statement who back in 1999 said that the quality of life and the quality of working life are interrelated. Using the data from the survey on the Czech Republic, we also explored the degree of the spillover on selected subgroups. We expected woman to have higher degree of spillover, which was not confirmed. We expected so because woman spend more a lot of time taking care of the household and children, maybe for that reason they are a little bit less focused on work. The reality might be however that men differentiate the social and work life better.

The hypothesis that middles-aged population will have higher degree of the spillover was confirmed. It makes sense for us as at this particular age people start families and tend to settle down and the priorities are naturally changing.

We assumed that people with the lowest and the highest levels of education will have higher level of association between the QOL and QWL and it was not confirmed. Population with the lowest education level showed the lowest degree of the spillover whole the highest deefree was notices for the people who have not completed the maturita exam. Here we

should mention the fact that in the Czech Republic the fact whether an individual passed or did not take the matura exam is more important. It can be seen even on the job portals as the available filter for the applicants. Besides, the level of education is believed to have an impact on the level of salaries, therefore here in particular further segmentation might be more explanatory.

We proved that the amount of working hours show a high degree of the association between the quality of life and the quality of working life and we confirmed our statement that it is especially visible for those working longer working hours. Working more than recommended and can on the other hand lead to the better results for the company, but on the other hand may affect one's well-being, concentration and productivity which in the long-term perspective may bring more harm than benefits. Here again, it will be interesting to continue with further segmentation and add the variable of salary levels. In our research we proved that the population with the higher salaries have a higher degree of spillover.

Self-employed indeed have higher degree of the association between the quality of life and the quality of working life. It almost becomes a cliché that people who work for themselves, or often also called freelancers, are happier than the ones employed by an organization. While it can be true, it should not be forgotten that working as a freelancer may imply, for example, working longer hours which, in turn, can have an impact on health in the long-term perspective. Longitudinal studies must be of high interest among the researchers.

People with higher salaries proved to have a higher degree of correlation between the QOL and QWL. Money is believed to be able to buy happiness and on the one hand we can say that money gives more opportunities and the feeling of satisfaction. However, different groups of population see money differently. For the youngest it is often a motivator to learn, to try and to test, for the older people money is usually not a priority.

Our prognose that the managers and high-ranking people will have a higher level of association between the QOL and QWL was proved which might be associated with the higher amount of working hours and responsibility.

In terms of the industries, our hypothesis was not correct. Employees working in the hospitality sector actually showed the lowest degree of spillover, while on the other hand workers from the manufacturing and construction & mining industries have the highest level of association between the index of the quality of life and the index of the quality of the working life. More physical activities and the seasonality of work may affect their lifestyles and the lifestyles of their families as well as the time spent with the relatives and friends.

As for the limitations of this work, there are some, and we are aware of them. One of the disadvantages of the indices used in this work is the fact that the SQWL index consists of mainly subjective indicators, which automatically implies that the measurement is not unbiased. It was stated at the beginning, and the point of confirming the existence of association was to try and do this using this particular attempt. Were we to use other measurement tools, the results could have been different.

The fact that the confirmatory analysis did not provide an ideal good fit can also potentially affect the reliability of the analyses.

We mainly focus on the correlation analyses while for the more advanced findings might be reported by using the structural modelling and exploring regression. Multidimensional analysis could be more appropriate since some of the variables are correlated. For example, multivariate regression could help have the impact of the third variables under control.

Despite this limiting factor that could have potentially affected the results of the research, we do believe that the results achieved are of interest for several reasons. It was shown in practice how the two indices could work together and together they can be used to confirm the spillover theory formulated at the end of the century.

As for the further potential research, one of the options is to examine the relationship between the quality of life, the subjective quality of life and perceived stress. This item is already included in the dataset used in the work. Interestingly, the stress value is also presented in version-1 and version-2 of the questionnaires. This would then allow us to better understand how stress affects the lifestyle and how stress potentially influences the overall quality of life and quality of working life. Another interesting direction would be to create further segmentation, for example, comparing the level of associations between men aged 30-39 and women of the same age, or to check the level of association between the quality of life and the quality of the working life for the younger and middle-aged people who live in Prague. With respect to the highest level of association between the quality of life and the quality of working life, it might also be interesting to add the variable of age and explore the degree of spillover within the younger, middle-aged and older populations.

## 9 Conclusion

Having performed the particular analyses, we can conclude that the theory postulated by Dana and Griffin in 1999, which said that the quality of life and the quality of working life are correlated, proved to be true. It also proved to be true in the context of the Czech Republic and the survey on the quality of life that took place in 2018.

Overall, we succeeded in proving the statement made by Dana and Griffin in 1999, which said that the quality of life and the quality of working life are interrelated domains within the Czech population. It shows that society evolves with time, but some sociological statements are still valid. Moreover, we managed to enrich the proof with various examples and comparisons made from the population subgroups. More particularly, we found out that men have higher degree of spillover than female, people in their 30s also have higher degree of spillover in comparison with the younger group of population aged between 18 and 29. Prague inhabitants show higher level of the association between the quality of life and the quality of working life. On the level of the work-related factors, people who work longer hours report higher degree of spillover, as well as people with the highest salaries in the dataset. Self-employed have stronger correlation between the quality of life and the quality of working life. In terms of the occupation, managers and high-ranking clerks and craftsmen and repairmen experience higher degree of the spillover. Among the industries, employees from the hospitality sector show the lowest level of correlation between the quality of life and the quality of life.

## 10 References

- Abreu, M., Oner, O., Brouwer, A., van Leeuwen, E., (2019). Well-being effects of self-employment: A spatial inquiry. *Journal of Business Venturing*, 2019, vol. 34(4), 589-607  
<https://doi.org/10.1016/j.jbusvent.2018.11.001>
- Allardt, E. (1993). Having, Loving, Being: An Alternative to the Swedish Model of Welfare Research. *The Quality of Life*, 88-94. <https://doi.org/10.1093/0198287976.003.0008>
- Andrews, F. M. (Ed.). (1986). *Research on the quality of life*. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan.  
*Applied Psychology* 63, pp. 513–517.
- Archard, D., & Sen, A. (1995). Inequality Re-examined. *The Philosophical Quarterly*, 45(181), 553. <https://doi.org/10.2307/2220331>
- Ashing-Giwa, K.T. (2005). The contextual model of HRQoL: A paradigm for expanding the HRQoL framework. *Quality of Life Research*, 14(2), 297-307.  
<https://doi.org/10.1007/s11136-004-0729-7>
- Bilan, Y., Simionescu, M., Vojtovič, S., & Zapototskyi, S. (2019). The Impact of Religiosity on Individual Perception of Wellbeing and Living Standards: A Cross-cultural Study on Selected Developing Economies. *Journal of Population and Social Studies [JPSS]*, 27(4), 347 - 358. Retrieved from <https://so03.tci-thaijo.org/index.php/jpss/article/view/178640>
- Blood, R. O., & Wolfe, M. (1965). *Husbands & wives: The dynamics of married living*. New York: Free Press.
- Bowling, A. (1995). What things are important in people's lives? A survey of the public's judgements to inform scales of health related quality of life. *Social Science & Medicine*, 41(10), 1447–1462. [https://doi.org/10.1016/0277-9536\(95\)00113-L](https://doi.org/10.1016/0277-9536(95)00113-L)

Bratu, M. L., & Cioca, L. (2018). Adaptation Of Managerial Style To The Personality Of Engineers, In Order To Increase Performance In The Workplace. *Polish Journal of Management Studies*, 17(1), 67-77. <https://doi.org/10.17512/pjms.2018.17.1.06>

Brown, Jackie, Bowling, Ann and Flynn, Terry (2004). *Models of quality of life: a taxonomy, overview and systematic review of the literature*. (Project Report) European Forum on Population Ageing Research.

By M. Rapley, Sage Publications, London, 2003, 286 pp, ISBN: 0-7619-5457-0 £25 (paperback),/ 0-7619-5456-2 £60 (hardback)

Calman, K. C. (1984). Quality of life in cancer patients--an hypothesis. *Journal of Medical Ethics*, 10(3), 124-127. <https://doi.org/10.1136/jme.10.3.124>

Cannas, M., Sergi, B. S., Sironi, E., & Mentel, U. (2019). *Job satisfaction and subjective well-being in Europe*. *Economics & Sociology*, 12(4), 183-196.

Carr, A. (2003). Adult Measures of Quality of Life. *Arthritis & Rheumatism*, 49(S5). <https://doi.org/10.1002/art.11414>

Cella, D. F. (1992). Quality of Life: The Concept. *Journal of Palliative Care*, 8(3), 8-13. <https://doi.org/10.1177/082585979200800303>

Chandler, G. (1982). International and national library and information services: a review of some recent developments 1970-80. Oxford: Pergamon Press.

*Conserline: newsletter of the CONSER Program* [online]. Washington (D.C.): Library of Congress, Serial Record Division, 1994- [cit. 2011-10-10]. Retrived from <http://www.loc.gov/acq/conser/conserline/conserline-home.html>.

Danna, K., Griffin, R. (1999). 'Health and well-being in the workplace: A review and synthesis of the literature', *Journal of Management* 25(3). <https://doi.org/10.1177/014920639902500305>

Das, D. (2007). Urban Quality of Life: A Case Study of Guwahati. *Social Indicators Research*, 88(2), 297-310. <https://doi.org/10.1007/s11205-007-9191-6>

De Bustillo, R. M., Fernandez-Macias, E., Anton, J. I., Estere, F., 2009: Indicators of Job Quality in the European Union. Brussels: Directorate General for Internal Policie. Retrived from <https://www.ilo.org/legacy/english/protection/travail/pdf/rdwpaper28a.pdf>

Deaton, A. (2008). Income, Health, and Well-Being around the World: Evidence from the Gallup World Poll. *Journal of Economic Perspectives*, 22(2), 53-72. <https://doi.org/10.1257/jep.22.2.53>

Diener, E. (2006). Guidelines for National Indicators of Subjective Well-Being and Ill-Being. *Journal of Happiness Studies*, 7(4), 397-404. <https://doi.org/10.1007/s10902-006-9000-y>

Diener, E. (2012). New findings and future directions for subjective well-being research. *The American psychologist*, 67(8), 590–597. <https://doi.org/10.1037/a0029541>

Diener, E., Pressman, S. D., Hunter, J., & Delgado-Chase, D. (2017). If, Why, and When Subjective Well-Being Influences Health, and Future Needed Research. *Applied psychology. Health and well-being*, 9(2), 133–167. <https://doi.org/10.1111/aphw.12090>

Dragomirecká, E. & Bartoňová, J. (2006). Dotazník kvality života Světové zdravotnické organizace WHOQOL-BREF. Psychometrické vlastnosti a první zkušenosti s českou verzí [WHOQOL-BREF Questionnaire: Psychometrical characteristics and first experience with the Czech version]. *Psychiatrie*, 10(3), 144-149.

Džuka, J. (ed.). 2004. Psychologické dimenzie kvality života [Psychological Dimensions of Life Quality]. Prešov: Prešovská univerzita, ISBN 80-8068-282-8.

Economics; 2011. Retrived from <https://www.researchgate.net/publication/48911503>

Edwards, J. R., & Rothbard, N. P. (2000). Mechanisms linking work and family: Clarifying the relationship between work and family constructs. *The Academy of Management Review*, 25(1), 178–199. <https://doi.org/10.2307/259269>

El-Aouar, W. A., Vasconcelos, C. R., & Neto, A. R. (2016). Quality of working life and music in the manufacturing workplace. *Organizações & Sociedade*, 23(79), 656-674. <https://doi.org/10.1590/1984-9230712>

Fayers, P. M., & Machin, D. (2016). *Quality of life: The assessment, analysis, and reporting of patient-reported outcomes* [2 ed.]. Chichester, West Sussex, UK: John Wiley & Sons. Retrieved July 10, 2021, from <https://cutt.ly/tQwEg5O>

Ferriss, A.L. (2004). The quality of life concept in sociology. *The American Sociology* 35(3), 37–51. <https://doi.org/10.1007/s12108-004-1016-3>

Gadon, H. (1984). Making sense of quality of work life programs. *Business Horizons*, 27(1), 42-46. [https://doi.org/10.1016/0007-6813\(84\)90074-0](https://doi.org/10.1016/0007-6813(84)90074-0)

George, J. M., & Brief, A. P. (1989). The Economic Instrumentality of Work: An Examination of the Moderating Effects of Financial Requirements and Sex on the Pay-Life Satisfaction Relationship. *Academy of Management Proceedings*, 1989(1), 209-213. <https://doi.org/10.5465/ambpp.1989.4980879>

Gilgeous, V. (1998). Manufacturing managers: Their quality of working life. *Integrated Manufacturing Systems*, 9(3), 173-181. <https://doi.org/10.1108/09576069810210466>

Glaeser, E., Kolko, J., & Saiz, A. (2000). Consumer City. *Journal of Economic Geography*, Oxford University Press, 1(1), pages 27-50. <https://doi.org/10.3386/w7790>

Guest, D. (2002). Human resource management, corporate performance and employee wellbeing: Building the worker into HRM. *The journal of industrial relations*, 44(3), 335-358. <https://doi.org/10.1111/1472-9296.00053>

Hagerty, M. R., Cummins, R., Ferriss, A. L., Land, K., Michalos, A. C., Peterson, M., ... Vogel, J. (2001). Quality of Life Indexes for National Policy: Review and Agenda for Research. *Bulletin of Sociological Methodology/Bulletin De Méthodologie Sociologique*, 71(1), 58-78. <https://doi.org/10.1177/075910630107100104>



Havasi, V. (2013). Financial Situation and Its Consequences on the Quality of Life in the EU Countries. *Social Indicators Research*, 113(1), 17-35. <https://doi.org/10.1007/s11205-011-9901-y>

Headey, B., & Wooden, M. (2004). The effects of wealth and income on subjective well-being and ill-being. *Economic Record*, 80, S24–S33.

Heřmanová, E. (2012). Kvalita života a její modely v současném sociálním výzkumu [Quality of Life and its Models in Contemporary Social Research]. *Sociologie*, (44)4, 407-415. Retrived from <https://www.sav.sk/journals/uploads/09101219Hermanova%20-%20OK%20upravena%20studia.pdf>

Herzberg, F. (1987). One more time: How do you motivate employees? *Harvard Business Review*. Retrived from [https://kyleshulfermba530.weebly.com/uploads/2/3/4/5/23454770/one\\_more\\_time\\_-\\_how\\_do\\_you\\_motivate\\_employees.pdf](https://kyleshulfermba530.weebly.com/uploads/2/3/4/5/23454770/one_more_time_-_how_do_you_motivate_employees.pdf)

Huppert, F. A., & So, T. T. (2013). Flourishing Across Europe: Application of a New Conceptual Framework for Defining Well-Being. *Social indicators research*, 110(3), 837–861. <https://doi.org/10.1007/s11205-011-9966-7>

Ira, V. & Andráško, I. (2007) Kvalita života z pohľadu humánnej geografie [Quality of life from the viewpoint of human geography]. *Geografický časopis*, 59(2), 159-179.

Jarvis, H. (April, 2001). *How urban dwellers live and work the social-environment interface*. Housing Studies Association Spring Conference, University of York. Retrived from <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.201.5859&rep=rep1&type=pdf>

Javanmardnejad, S., Bandari, R., Heravi-Karimooi, M. et al. Happiness, quality of working life, and job satisfaction among nurses working in emergency departments in Iran. *Health Qual Life Outcomes* 19, 112 (2021). <https://doi.org/10.1186/s12955-021-01755-3>

Kain, P. (2009). Nietzsche, Virtue and the Horror of Existence. *British Journal for the History of Philosophy*, 17(1), 153-167. <https://doi.org/10.1080/09608780802548416>

Kahneman, D., & Deaton, A. (2010). High income improves evaluation of life but not emotional well-being. *Proceedings of the National Academy of Sciences of the United States of America*, 107(38), 16489–16493. <https://doi.org/10.1073/pnas.1011492107>

Kavanagh, M. J., & Halpern, M. (1977). The impact of job level and sex differences on the relationship between life and job satisfaction. *Academy of Management Journal*, 20(1), 66–73. <https://doi.org/10.2307/255462>

Knapp M, McDaid D, Parsonage M. Mental health promotion and mental illness prevention: the economic case. London: London School of Economics.

Křivohlavý, J. (2004). *Kvalita života*. Konference Kvalita života, Třeboň, Czech Republic. Retrived from: <https://www.ipvz.cz/seznam-souboru/515-kvalita-zivota-sbornik-prispevku-z-konference-konane-25-10-2004vtreboni.pdf>

Lambert, S. J. (1990). Processes Linking Work and Family: A Critical Review and Research Agenda. *Human Relations*, 43(3), 239-257. <https://doi.org/10.1177/001872679004300303>

Leby, J. L., & Hashim, A. H. (2010). Liveability dimensions and attributes: Their relative importance in the eyes of neighbourhood residents. *Journal of Construction in Developing Countries*, 15(1), 67-91. Retrieved July 10, 2021, from [https://www.researchgate.net/publication/46817848\\_Liveability\\_dimensions\\_and\\_attributes\\_Their\\_relative\\_importance\\_in\\_the\\_eyes\\_of\\_neighbourhood\\_residents/link/00b49529542b239870000000/download](https://www.researchgate.net/publication/46817848_Liveability_dimensions_and_attributes_Their_relative_importance_in_the_eyes_of_neighbourhood_residents/link/00b49529542b239870000000/download).

Leiter, M. P., & Durup, M. J. (1996). Work, Home, and In-Between: A Longitudinal Study of Spillover. *The Journal of Applied Behavioral Science*, 32(1), 29–47. <https://doi.org/10.1177/0021886396321002>

Loew, F., & Rapin, C. H. (1994). The paradoxes of quality of life and its phenomenological approach. *Journal of palliative care*, 10(1), 37–41. <https://doi.org/10.1177/082585979401000109>

Loscocco, K. A. and A. R. Roschelle: 1991, 'Influences on the quality of work and nonwork life: Two decades in review', *Journal of Vocational Behavior* 39, pp. 182–225.

Maříková, H., Petrušek, M., Vodáková, A. (1996). Velký sociologický slovník [Big sociological dictionary]. (1 ed., Vol. 1). Prague: Karolinum. ISBN 8071843113

Maslow, A. (1968). *Toward a psychology of being*. New York: D. Van Nostrand Company.

Martel, JP., Dupuis, G. (2006). Quality of Work Life: Theoretical and Methodological Problems, and Presentation of a New Model and Measuring Instrument. *Soc Indic Res* 77, 333–368. <https://doi.org/10.1007/s11205-004-5368-4>

McCartney, W.W. (1978). The effect of organization structure on job satisfaction among employees of retail firms in the southeastern United States. Retrieved from [https://digitalcommons.lsu.edu/cgi/viewcontent.cgi?article=4288&context=gradschool\\_disstheses](https://digitalcommons.lsu.edu/cgi/viewcontent.cgi?article=4288&context=gradschool_disstheses)

McGinnity F., Russell H., Smyth E. (2008) Gender, Work–Life Balance and Quality of Life. *Social Indicators Research Series, Vol.32*. Springer, Dordrecht. [https://doi.org/10.1007/978-1-4020-6981-9\\_12](https://doi.org/10.1007/978-1-4020-6981-9_12)

Murphy, B., Herrman, H., Hawthorne, G., Pinzone, T., Evert, H. (2000, April). Australian WHOQOL-100, WHOQOL-BREF and CA-WHOQOL Instruments: User's manual and interpretation guide. Retrieved from [https://worlddatabaseofhappiness-archive.eur.nl/hap\\_bib/freetexts/~WHOQOL\\_2000.pdf](https://worlddatabaseofhappiness-archive.eur.nl/hap_bib/freetexts/~WHOQOL_2000.pdf)

Muskat, B., & Reitsamer, B.F. (2020), "Quality of work life and Generation Y: How gender and organizational type moderate job satisfaction", *Personnel review*, Vol. 49 No. 1, pp. 265-283. <https://doi.org/10.1108/PR-11-2018-0448>

Mußmann, F. (2009): "The German 'Good-Work' Index (DGB-Index Gute Arbeit)", paper presented at the ETUI Conference 2009, 18-19 March, Brussels.

Narehan, H. , Hairunnisa, M. , Norfadzillah, R. , & Freziamella, L. (2014). The Effect of Quality of Work Life (QWL) Programs on Quality of Life (QOL) among Employees at Multinational Companies in Malaysia. *Procedia – Social and Behavioral Sciences*, 112. [https://doi.org/ 10.1016/j.sbspro.2014.01.1136](https://doi.org/10.1016/j.sbspro.2014.01.1136)

Noll, H. (2000). *Konzepte der Wohlfahrtsentwicklung: Lebensqualität und "neue" Wohlfahrtskonzepte* [Concepts of welfare development: quality of life and "new" welfare concepts] (WZB Discussion Paper, No. P 00-505). Wissenschaftszentrum Berlin für Sozialforschung. Retrived from <http://hdl.handle.net/10419/50283>

Noll, H. (2004). Social Indicators and Quality of Life Research: Background, Achievements and Current Trends. *Advances in Sociological Knowledge*, 151-181. [https://doi.org/10.1007/978-3-663-09215-5\\_7](https://doi.org/10.1007/978-3-663-09215-5_7)

Nováková, B., Šoltés, V. (2016), Quality of Life Research: Material Living Conditions in the Visegrad Group Countries, *Economics and Sociology*, Vol. 9, No 1, pp. 282-294. [HTTPS://DOI.ORG/ 10.14254/2071-789X.2016/9-1/19](https://doi.org/10.14254/2071-789X.2016/9-1/19)

Nussbaum, M. C. (1988). The Fragility of Goodness: Luck and Ethics in Greek Tragedy and Philosophy. *The Philosophical Review*, 97(4), 543. <https://doi.org/10.2307/2185415>

Nanjundeswaraswamy, T. S., & Swamy, D. R. (2014). Relationship between quality of work life and demographical characteristics of SMEs employees. *Pakistan Journal of Engineering*, 4(2) <http://dx.doi.org/10.22555/pjets.v4i2.261>

O'Boyle, C. A. (1997). Measuring the quality of later life. *Philosophical Transactions of the Royal Society of London. Series B: Biological Sciences*, 352(1363), 1871-1879. <https://doi.org/10.1098/rstb.1997.0173>

Oishi, S., Diener, E., & Lucas, R. E. (2007). The Optimum Level of Well-Being: Can People Be Too Happy?. *Perspectives on psychological science : a journal of the Association for Psychological Science*, 2(4), 346–360. <https://doi.org/10.1111/j.1745-6916.2007.00048.x>

Patrick D.L., Wild D.J., Johnson E.S., Wagner T.H., Martin M.A. (1994) Cross-Cultural Validation of Quality of Life Measures. In: Orley J., Kuyken W. (eds) *Quality of Life Assessment: International Perspectives*. Springer, Berlin, Heidelberg. [https://doi.org/10.1007/978-3-642-79123-9\\_2](https://doi.org/10.1007/978-3-642-79123-9_2)

Pearlman, R. A., & Uhlmann, R. F. (1988). Quality of life in chronic diseases: perceptions of elderly patients. *Journal of gerontology*, 43(2), M25–M30. <https://doi.org/10.1093/geronj/43.2.m25>

Pierson, D., Archambault, F.X., & Iwanicki, E.F. (1985). A Cross Validation of the Porter Needs Satisfaction Questionnaire for Educators. *Educational and Psychological Measurement*, 45, 683 – 688.

Porter, L. W. (1961). A study of perceived need satisfactions in bottom and middle management jobs. *Journal of Applied Psychology*, 45(1). <https://doi.org/10.1037/h0043121>

Rice, R. W., McFarlin, D. B., Hunt, R. G., & Near, J. P. (1985). Organizational Work and the Perceived Quality of Life: Toward a Conceptual Model. *The Academy of Management Review*, 10(2), 296. <https://doi.org/10.2307/257971>

Richards, M., & Huppert, F. A. (2011). Do positive children become positive adults? Evidence from a longitudinal birth cohort study. *The journal of positive psychology*, 6(1), 75–87. <https://doi.org/10.1080/17439760.2011.536655>

Rogalewicz, V., Barták, M., E. Sihelníková, M. (2017). Poznámka k použití dotazníků kvality života WHOQOL-BREF v českém prostředí [A note on application of the WHOQOL-BREF questionnaire on quality of life in the Czech Republic]. *Časopis lékařů českých*, 156, 88-92.

Rose, R. C., Beh, L., Uli, J. & Idris, K. (2006). Quality Of Work Life: Implications Of Career Dimensions. *Journal of Social Sciences*, 2(2), 61-67. <https://doi.org/10.3844/jssp.2006.61.67>

Rosenberg, R. (1992). Quality of life, ethics, and philosophy of science. *Nordic Journal of Psychiatry*, 46(2), 75-77. <https://doi.org/10.3109/08039489209103304>

Rousseau, D. M. (1978). Relationship of work to nonwork. *Journal of Applied Psychology*, 63(4), 513–517. <https://doi.org/10.1037/0021-9010.63.4.513>

Royuela, V., Moreno, R., & Vayá, E. (2009). Influence of Quality of Life on Urban Growth: A Case Study of Barcelona, Spain. *Regional Studies*, 44(5), 551-567. <https://doi.org/10.1080/00343400802662682>

Ruzevicius, J. (2014). Quality of Life and of Working Life: Conceptions and Research. Retrieved from <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.829.6991&rep=rep1&type=pdf>

Sartorius, N., & Kuyken, W. (1994). Translation of Health Status Instruments. *Quality of Life Assessment: International Perspectives*, 3-18. [https://doi.org/10.1007/978-3-642-79123-9\\_1](https://doi.org/10.1007/978-3-642-79123-9_1)

Schaie, K. W. et al. (2003). *Aging independently: Living arrangements and mobility*. New York, NY: Springer. ISBN 0826118542

Schmitt, N. & Bedian, A. G. (1982). A Comparison of LISREL and Two-Stage Least Squares analysis of a hypothesized life-job satisfaction reciprocal relationship. *Journal of Applied Psychology*, 67(6), 806-817. <https://doi.org/10.1037/0021-9010.67.6.806>

Sheppard, H. L.: 1975, 'Some indicators of quality of working life: A simplified approach to measurement', in L. E. Davis and A. B. Cherns (eds.), *The Quality of Working Life* (Free Press, New York), pp. 119–122.

Skevington, S., Lotfy, M. & O'Connell, K. The World Health Organization's WHOQOL-BREF quality of life assessment: Psychometric properties and results of the international field trial. A Report from the WHOQOL Group. *Qual Life Res* **13**, 299–310 (2004). <https://doi.org/10.1023/B:QURE.0000018486.91360.00>

Skevington S. M. (2010). Qualities of life, educational level and human development: an international investigation of health. *Social psychiatry and psychiatric epidemiology*, *45*(10), 999–1009. <https://doi.org/10.1007/s00127-009-0138-x>

Staines, G. L.: 1980, "Spillover Versus Compensation: A Review of the Literature on the Relationship Between Work and Nonwork." *Human Relations* *33*(2). 111-129. <<http://hdl.handle.net/2027.42/67317>>

Stefanovska–Petkovska, M., Petrovska, I., Bojadziev, M., Schaeffer, I., & Tomovska-Misoska, A. (2019). The Effects of Organizational Culture and Dimensions on Job Satisfaction and Work-Life Balance. *Montenegrin Journal of Economics*, *15*(1), 99-112. <https://doi.org/10.14254/1800-5845/2019.15-1.8>

Stiglitz, J. E., Sen, A. & Fittoussi, J-P. (2009). Report of the commission on the measurement of economic performance at social progress. Retrieved from <https://ec.europa.eu/eurostat/documents/8131721/8131772/Stiglitz-Sen-Fitoussi-Commission-report.pdf>

The WHOQOL Group (1994) The Development of the World Health Organization Quality of Life Assessment Instrument (the WHOQOL). In: Orley J., Kuyken W. (eds) *Quality of Life Assessment: International Perspectives*. Springer, Berlin, Heidelberg. [https://doi.org/10.1007/978-3-642-79123-9\\_4](https://doi.org/10.1007/978-3-642-79123-9_4)

Trist, E. and W. A. Westley: 1981, *La qualite de la vie au travail dans la fonction publique federale*. Ottawa: Travail Canada.

Veenhoven, R. (2009). The Four Qualities of Life. *Journal of Happiness Studies* **1**, 1–39. <https://doi.org/10.1023/A:1010072010360>

Vinopal, J. (2009). The discussion of Subjective Quality or working Life Inficators. *Sociológia* **44**, 2012, No.3. Retrived from <https://www.sav.sk/journals/uploads/06251222Vinopal%203-2012.pdf>

Vinopal, J., (2012). Indikátor subjektivní kvality pracovního života. *Sociologický časopis/Czech Sociological Review*, **47** (5): 937-965. ISSN 0038-0288.

Walton, R. E. (1975). Criteria for quality of work life. In L. E. Davis, & A. B. Cherns (Eds.). *Quality of working life*. The Free Press, NY, 1: 91-104.

Wentworth, W. M., & Johnson, A. G. (1998). The Blackwell Dictionary of Sociology: A Users Guide to Sociological Language. *Contemporary Sociology*, **27**(1), 112. <https://doi.org/10.2307/2654763>

World Health Organization. (1996). WHOQOL-BREF: Introduction, administration, scoring and generic version of the assessment: field trial version. Resource Document. Retrived from <https://www.who.int/publications/i/item/WHOQOL-BREF>

Worrall, L. and Cooper, C.L. (2007) ‘Managers’ work-life balance and health: the case of UK managers’, *European J. International Management* **1**(2), [HTTPS://DOI.ORG/10.1504/EJIM.2007.012921](https://doi.org/10.1504/EJIM.2007.012921)

Wyatt, T. A. & Wah, C. Y. (2001). Perceptions of QWL: A study of Singaporean Employees. *Development, Research and Practice in Human Resource Management*, **9**(2), 59-76. Retrived from <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.730.424&rep=rep1&type=pdf>

Zapf, W. (1984). Individuelle Wohlfahrt: Lebensbedingungen und wahrgenommene Lebensqualität in der Bundesrepublik, In Rapley, M. (2003). *Quality of life research: A critical introduction*. London: Sage Publications. Retrived from <https://dnb.info/1187183067/34>



## 11 Abbreviations

QOL	Quality of Life
QWL	Quality of work life
WHOQOL	World Health Organization Quality of Life
PSNQ	Porter Needs Satisfaction Questionnaire
SQWL	Subjective Quality of Working Life
DGB	Index Gute Arbeit
CFA	Confirmatory Factor Analysis



SOCIOLOGICKÝ ÚSTAV AV ČR, v.v.i.  
Jilská 1  
110 00 Praha 1

**INDIKÁTORY KPŽ 2018** **22. 9. – 8. 10. 2018** **VERZE: 2**

KÓDÉR:   SUPERKONTROLOR:   POŘIZOVAČ:

**IDE.71 ČAS ZAČÁTKU ROZHOVORU:**    :

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU PZ.2**

**PZ.2 „Kdybyste měl zhodnotit svou celkovou životní spokojenost v této době, kam byste se umístil na škále v rozmezí od -5, což znamená naprosto nespokojen, po +5, což je naprosto spokojen?“**

NAPROSTO NESPOKOJEN												NAPROSTO SPOKOJEN	NEVÍ	
	-5	-4	-3	-2	-1	0	+1	+2	+3	+4	+5		99	

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU PZ.10**

**PZ.10 „Jak byste zhodnotil životní úroveň Vaší domácnosti? Je podle Vás špatná, nebo dobrá?“**

VELMI ŠPATNÁ												VELMI DOBŘÁ	NEVÍ	
	-5	-4	-3	-2	-1	0	+1	+2	+3	+4	+5		99	

**POKYN: PODEJTE DOTÁZANÉMU KARTU PZ.100**

**PZ.100 „Jaký je v současné době Váš zdravotní stav?“**

VELMI ŠPATNÝ												VELMI DOBŘÝ	NEVÍ	
	-5	-4	-3	-2	-1	0	+1	+2	+3	+4	+5		99	

**POKYN: PODEJTE DOTÁZANÉMU KARTU PZ.2**

**PZ.3 „Do jaké míry jste nespokojen, nebo spokojen se svým celkovým pracovním životem? Použijte rozmezí od 0 do 10, kde 0 znamená NAPROSTO NESPOKOJEN, 10 NAPROSTO SPOKOJEN a hodnota 5 je uprostřed ve smyslu ANI NESPOKOJEN, ANI SPOKOJEN.“**

NAPROSTO NESPOKOJEN												NAPROSTO SPOKOJEN	NEVÍ	
	0	1	2	3	4	5	6	7	8	9	10		99	

**„V následujících otázkách už se budeme věnovat práci, zaměstnání a pracovnímu životu vůbec.“**



**PZ.15 „Jste zaměstnancem v nějaké organizaci?”**

- Ano, máte jeden zaměstnanecký poměr, ..... 1
- ano, máte více zaměstnaneckých poměrů, ..... 2
- ne, nepracujete nikde v zaměstnaneckém poměru.“ ..... 3

**PZ.17 „Máte živnost, soukromě podnikáte, nebo si jinak vyděláváte aniž byste na to měl uzavřený zaměstnanecký poměr?”**

- Ano, máte jednu takovou aktivitu, ..... 1
- ano, máte takových aktivit více, ..... 2
- ne, žádnou takovou ekonomickou aktivitu nemáte.“ ..... 3

**FILTR: NÁSLEDUJÍCÍ OTÁZKU PZ.20 POLOŽTE POUZE TĚM, KTEŘÍ JSOU ZAMĚSTNANCI A ZÁROVEŇ SOUKROMĚ PODNIKAJÍ, TZN. V OTÁZCE PZ.15 ODPOVĚDĚLI „ANO“ (VARIANTA 1 NEBO 2) A SOUČASNĚ V OTÁZCE PZ.17 ODPOVĚDĚLI TAKÉ „ANO“ (VARIANTA 1 NEBO 2).**

**PZ.20 „Která z těchto pracovních aktivit je pro Vás osobně hlavní, nejdůležitější. Je to pro Vás:**

- zaměstnání, ..... 1
- nebo podnikání?“ ..... 2

**„V dalších otázkách budeme mluvit o Vaší hlavní, nejdůležitější ekonomické aktivitě. Pro usnadnění ji budeme označovat jako hlavní zaměstnání.”**

**PZ.21 „Popište, prosím, podrobně, jakou práci vykonáváte ve svém hlavním zaměstnání. Řekněte mi, kde pracujete, v čem podnikáte, co konkrétně v práci děláte atp.”**

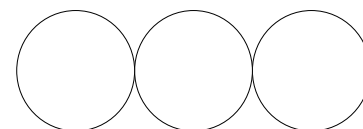
**POKYN: ODPOVEĎ ZAZNAMENEJTE CO NEJPODROBNĚJI - NÁZEV POVOLÁNÍ, POPIS PRACOVNÍ POZICE A ČINNOSTI, PŘÍPADNĚ S JAKÝM ZAŘÍZENÍM RESPONDENT PRACUJE NEBO V ČEM PODNIKÁ, NAPŘ. „DĚLNÍK U BEŽÍCÍHO PÁSU VE VÝROBĚ MOTORŮ, NÁVRHÁŘ WEBOVÉ DATABÁZE, VEDOUČÍ PRODEJNY POTRAVIN, OSVĚ-INSTALATÉR”.**

**ZAPIŠTE PODROBNĚ:**

.....

.....

.....

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU PZ.22****PZ.22 „Do jakého odvětví Vaše hlavní zaměstnání patří?”**

NEVÍ=99

PŘEPIŠTE POUZE ČÍSELNÝ KÓD:  
(1-17)

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU PZ.28**

**PZ.28 „Nyní Vám budu ještě jednou předčítat aspekty pracovního života, jako před chvílí. Tentokrát ale zhodnotte, zda je Vaše současné hlavní zaměstnání v daném ohledu špatné nebo dobré. Použijte rozmezí od 0 do 10, kde 0 znamená VELMI ŠPATNÉ, 10 VELMI DOBRÉ a hodnota 5 je uprostřed ve smyslu ANI DOBRÉ, ANI ŠPATNÉ.**

	VELMI ŠPATNÉ										VELMI DOBRÉ										NETÝKÁ SE	NEVÍ
	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	10	88
h) Rozložení pracovní doby hlavního zaměstnání během dne či týdne.	0	1	2	3	4	5	6	7	8	9	10	-	99									
g) Celková časová náročnost Vašeho hlavního zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	-	99									
i) Jak Vám práce zasahuje do osobního času, tj. do času na rodinu, zájmy nebo odpočinek.	0	1	2	3	4	5	6	7	8	9	10	-	99									
n) Jistota, že o tuto práci nepřijdete.	0	1	2	3	4	5	6	7	8	9	10	-	99									
o) Jakou Vám tato práce dává jistotu dalšího možného uplatnění na trhu práce.	0	1	2	3	4	5	6	7	8	9	10	-	99									
m) Charakter Vašeho pracovního poměru, tedy zda máte smlouvu na dobu určitou či neurčitou, plný nebo částečný úvazek, zda jste zaměstnanec nebo soukromník, atp.	0	1	2	3	4	5	6	7	8	9	10	-	99									
c) Stabilita výdělků, tedy jak je Vaše mzda pravidelná a stálá.	0	1	2	3	4	5	6	7	8	9	10	-	99									
a) Výše výdělků, tj. platu nebo mzdy.	0	1	2	3	4	5	6	7	8	9	10	-	99									
b) Spravedlivost finančního odměňování Vašich pracovních výsledků.	0	1	2	3	4	5	6	7	8	9	10	-	99									
p) Úroveň bezpečnosti a ochrany zdraví při výkonu práce ve Vašem hlavním zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	-	99									
r) Čistota, pořádek a hygiena při výkonu Vaší práce.	0	1	2	3	4	5	6	7	8	9	10	-	99									
q) Technické vybavení při výkonu Vaší práce.	0	1	2	3	4	5	6	7	8	9	10	-	99									
d) Vztahy s kolegy v rámci Vaší práce.	0	1	2	3	4	5	6	7	8	9	10	88	99									
e) Chování osob ve vyšším postavení (nadřízení, zákazníci atp.), k těm s nižším postavením.	0	1	2	3	4	5	6	7	8	9	10	88	99									
f) Celkové mezilidské vztahy v prostředí Vaší práce.	0	1	2	3	4	5	6	7	8	9	10	-	99									
l) Jak si můžete sám rozhodovat o pracovních úkolech, samostatně organizovat práci.	0	1	2	3	4	5	6	7	8	9	10	-	99									
k) Jaké Vám tato práce dává možnosti dalšího vzdělávání a osobního rozvoje.	0	1	2	3	4	5	6	7	8	9	10	-	99									
j) Jak je práce ve Vašem hlavním zaměstnání zajímavá.	0	1	2	3	4	5	6	7	8	9	10	-	99									
s) Vaše sounáležitost s organizací, v níž pracujete.	0	1	2	3	4	5	6	7	8	9	10	-	99									
t) Jak můžete být hrdý na organizaci, v níž pracujete.	0	1	2	3	4	5	6	7	8	9	10	-	99									
u) Soulad cílů a aktivit organizace s Vašimi hodnotami a přesvědčením.	0	1	2	3	4	5	6	7	8	9	10	-	99									
v) Jak si sám sebe vážíte za to, jakou děláte práci.	0	1	2	3	4	5	6	7	8	9	10	-	99									
w) Jak je Vaše práce společensky uznávána.	0	1	2	3	4	5	6	7	8	9	10	-	99									
x) Jak si Vaší práce váží lidé, na kterých Vám záleží."	0	1	2	3	4	5	6	7	8	9	10	-	99									

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU PZ.71**

**PZ.71 „Prožíváte v souvislosti s Vaším hlavním zaměstnáním pocity stresu? Pokud ano, jak byste je zhodnotil na škále od 0 do 10, když 0 znamená ŽÁDNÝ a 10 znamená NESNESITELNÝ STRES?“**

ŽÁDNÝ STRES												NESNESITELNÝ STRES	NEVÍ	
	0	1	2	3	4	5	6	7	8	9	10		99	

**PZ.27 „Jaký je celkový počet pracovníků v organizaci, kde pracujete? (Pokud jde o firmu s více pobočkami, započítejte jen tu pobočku, v níž pracujete.)**

Méně než 10 zaměstnanců, .....	1	
10 až 19 zaměstnanců, .....	2	
20 až 49 zaměstnanců, .....	3	
50 až 249 zaměstnanců, .....	4	
250 a více zaměstnanců.“ .....	5	<input type="text"/>
NEVÍ .....	9	<input type="text"/>

**PZ.102 „Máte pravidelnou, nebo proměnlivou pracovní dobu?**

Pravidelnou, prakticky každý den stejně. ....	1	
Proměnlivou, pracujete na směny nebo turnusy, .....	2	
Proměnlivou, pracujete převážně podle potřeb zaměstnavatele nebo klientů,.....	3	
Proměnlivou, pracujete převážně tak, jak si sám určíte.“ .....	4	<input type="text"/>
NEVÍ .....	9	<input type="text"/>

**PZ.35d „Kolik hodin denně v průměru trávíte ve svém hlavním zaměstnání?, tj. když nepočítáte cesty tam a zpět, přestávky na oběd atp.“**

VEPIŠTE POČET HODIN ZA DEN:

**PZ.36 „Kolik minut denně v průměru strávíte na cestě do a z hlavního zaměstnání. Zkuste započítat jen čistý čas na cestu tam a zpět, nikoli čas věnovaný po cestě například nakupování atp.“**

PRACUJE Z DOMOVA = 998

NEVÍ = 999

VEPIŠTE POČET MINUT:

**PZ.37 „Máte v této práci podřízené? Pokud ano, kolik jich je? Započítejte podřízené na všech organizačních stupních, které jsou pod Vámi.“**

NEMÁ PODŘÍZENÉ=998

VEPIŠTE POČET:

**PZ.38 „Spolupracujete při výkonu své práce s dalšími kolegy, kteří jsou na stejné organizační úrovni jako Vy? (práce v týmu, ve skupině, partě, v kanceláři, na páse, lince atp.) Pokud ano, s kolika?“**

NEMÁ KOLEGY = 998

VEPIŠTE POČET:

**PZ.39 „Je v této práci někdo Vaším přímým nadřízeným?**

Ano, je to muž, .....	1	
ano, je to žena, .....	2	<input type="text"/>
ne, nemáte nadřízené.“ .....	3	<input type="text"/>

**PZ.101 „V jaké míře během výkonu Vaší práce jednáte s dalšími lidmi kromě Vašich kolegů, tzn. se zákazníky, klienty, pacienty, žáky atp.?”**

- Nikdy,..... 1  
 téměř nikdy,..... 2  
 menšinu času,..... 3  
 asi polovinu času,..... 4  
 většinu času,..... 5  
 téměř stále,..... 6  
 stále.“ ..... 7  
 NEVÍ..... 9

**PZ.40 „Jaký je Váš průměrný čistý měsíční příjem z hlavního zaměstnání?”**

ODMÍTL ODPOVĚDĚT = 7  
 NEVÍ = 9

VEPIŠTE ČÁSTKU  
 ČISTÉHO PŘÍJMU:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------

Kč

**PZ.68 „Byl jste někdy nedobrovolně nezaměstnaný, tj. že jste pracovat chtěl, ale nemohl jste najít vhodnou práci?”**

- Ano, ..... 1 => PZ.110  
 ne.“ ..... 2 => PZ.25

**FILTR: NÁSLEDUJÍCÍ OTÁZKY POLOŽTE POUZE TĚM, KTEŘÍ BYLI V MINULOSTI NEDOBROVOLNĚ NEZAMĚSTNANÍ, TZN. V PŘEDCHOZÍ OTÁZCE PZ.68 ODPOVĚĎELI „ANO“ (VARIANTA 1)**

**PZ.110 „Jak dlouhou dobu jste v úhrnu byl nezaměstnaný? Když to všechno sečtete, kolik to dá dohromady roků?”**

NEVÍ = 99  
 MÉNĚ NEŽ 1 ROK = 88

VEPIŠTE POČET LET:

<input type="text"/>	<input type="text"/>
----------------------	----------------------

**PZ.111 „Ve kterém roce skončilo Vaše (poslední) období nezaměstnanosti?”**

NEVÍ = 9999

VEPIŠTE ROK:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------	----------------------

**EU.179 „Byl jste nezaměstnaný déle než 6 měsíců?”**

	ANO	NE	NEVÍ	
	1	2	9	
a) kdykoliv v minulosti,	1	2	9	<input type="text"/>
b) během posledních 5 let?”	1	2	9	<input type="text"/>

**!!! POZOR JINÝ FILTR !!!**

**FILTR: NÁSLEDUJÍCÍ OTÁZKY POLOŽTE POUZE TĚM, JEJICHŽ HLAVNÍ PRACOVNÍ AKTIVITA JE ZAMĚSTNÁNÍ, TZN. ŽE BUĎ NEMAJÍ ŽÁDNÉ SOUKROMÉ PODNIKÁNÍ (PZ.17=3, na straně 3), NEBO V OTÁZCE PZ.20 NA STRANĚ 3 UVEDLI „ZAMĚSTNÁNÍ“ (VARIANTA 1)**

**PZ.25 „Pokud jde o Vašeho zaměstnavatele, je to:**

- Státní úřad, úřad místní správy nebo samosprávy, ..... 1  
 podnik vlastněný státem, ..... 2  
 soukromá firma, podnik, ..... 3  
 veřejná instituce (škola, veřejné zdrav. zařízení, státní ústav atp.), ..... 4  
 nadace nebo obecně prospěšná společnost, ..... 5  
 jiná organizace.“ ..... 6  
 NEVÍ. .... 9

**PZ.75 „Ve kterém roce jste uzavřel současnou pracovní smlouvu?”**

NEVÍ = 9

VEPIŠTE LETOPOČET:

**PZ.76 „A do kterého roku ji máte uzavřenou? Nebo máte smlouvu na dobu neurčitou?“**

MÁ SMLOUVU NA DOBU NEURČITOU = 1  
NEVÍ = 9

VEPIŠTE LETOPOČET:

**PZ.77 „Jaký pracovní úvazek máte stanovený ve smlouvě? Na kolik hodin týdně?“**

VEPIŠTE POČET HODIN TÝDNĚ (PLNÝ ÚVAZEK = 40 HODIN):

**PZ.41 „Působí na tomto pracovišti odborová organizace?“**

Ano, ..... 1  
ne." ..... 2  
NEVÍ ..... 9

**PZ.42 „Jste členem odborů?“**

Ano, ..... 1  
ne." ..... 2  
NEVÍ ..... 9

### !!! POKLÁDEJTE VŠEM!!!

**PZ.103 „V kterém roce jste nastoupil do svého prvního „stálého“ zaměstnání? Pokud Vaší první stálou prací bylo podnikání, uveďte rok, kdy jste začal podnikat.“**

NEVÍ = 9999

VEPIŠTE ROK:

**PZ.104 „Kolikrát jste za svoji pracovní dráhu změnil zaměstnání, tzn. že jste změnil zaměstnavatele, začal pracovat jako soukromník, nebo naopak, i když jste třeba nadále dělal tu samou práci?“**

NEVÍ = 99

ANI JEDNOU = 88

VEPIŠTE POČET:

**FILTR: NÁSLEDUJÍCÍ OTÁZKU POLOŽTE TĚM, KTEŘÍ V PŘEDCHOZÍ OTÁZCE PZ.104 UDPOVĚĎELI, ŽE ALESPŇ JEDNOU ZMĚNILI ZAMĚSTNÁNÍ.**

**PZ.105 „V kterém roce jste nastoupil do svého současného zaměstnání? Pokud v současnosti podnikáte, uveďte rok, kdy se toto podnikání stalo Vaší hlavní pracovní činností.“**

NEVÍ = 9999

VEPIŠTE ROK:

### !!!POKLÁDEJTE VŠEM!!!

**PZ.106 „A kolikrát jste za svoji pracovní dráhu změnil profesi, tj. že jste začal vykonávat úplně jiný typ pracovní činnosti než předtím. Je jedno, zda jste zároveň s tím změnil zaměstnavatele, nebo nikoli a jen jste přešel na jinou práci u téhož. Jde nám o celkový počet změn profese během Vaší pracovní dráhy.“**

NEVÍ = 99

ANI JEDNOU = 88

VEPIŠTE POČET:

**FILTR: NÁSLEDUJÍCÍ OTÁZKU POLOŽTE TĚM, KTEŘÍ V PŘEDCHOZÍ OTÁZCE PZ.106 UDPOVĚĎELI, ŽE ALESPŇ JEDNOU ZMĚNILI PROFESI.**

**PZ.107 „V kterém roce jste začal pracovat v profesi, oboru, ve kterém pracujete nyní?“**

NEVÍ = 9999

VEPIŠTE ROK:



**!!!POKLÁDEJTE VŠEM!!!**

**PZ.108 „Pracujete nyní v oboru, který jste vystudoval ve škole v rámci denního studia (nepočítejte dálkové, večerní, distanční, kombinované atp. studium)?**

Ano,..... 1   
 ne.“..... 2

**PZ.109 „Prošel jste nějakou dodatečnou výukou proto, abyste mohl vykonávat práci v současném oboru?**

ANO	NE	
1	2	
a) Dálkové, večerní, distanční, kombinované atp. studium na střední škole.	1 2	<input type="checkbox"/>
b) Dálkové, večerní, distanční, kombinované atp. studium na vysoké škole.	1 2	<input type="checkbox"/>
c) Dlouhodobější rekvalifikační kurs	1 2	<input type="checkbox"/>
d) Jednorázové školení.“	1 2	<input type="checkbox"/>

**„Následující část dotazníku se nezaměřuje pouze na Vaši práci, ale zjišťuje, jak v současné době vnímáte kvalitu svého života celkově, v různých životních oblastech. Jedná se o to, jak se cítíte za poslední dva týdny. Odpovězte laskavě na všechny otázky. Pokud si nejste jist, jak na nějakou otázku odpovědět, vyberte prosím odpověď, která se Vám zdá nejvhodnější. Často to bývá to, co Vás napadne jako první.“**

**QL.1x „Jak byste hodnotil kvalitu svého života?**

Velmi špatná, ..... 1   
 špatná, ..... 2   
 ani špatná, ani dobrá, ..... 3   
 dobrá, ..... 4   
 velmi dobrá.“ ..... 5   
 NEVÍ..... 9

**QL. 2x „Jak jste spokojen se svým zdravím?**

Velmi nespokojen, ..... 1   
 nespokojen, ..... 2   
 ani spokojen, ani nespokojen, ..... 3   
 spokojen, ..... 4   
 velmi spokojen.“ ..... 5   
 NEVÍ..... 9

**POKYN: PODEJTE DOTÁZANÉMU KARTU QL.3x****QL.3x „Následující otázky zjišťují, jak moc jste během posledních dvou týdnů prožíval určité věci.**

VŮBEC NE	TROCHU	STŘEDNĚ	HODNĚ	MAXIMÁLNĚ	NEVÍ		
1	2	3	4	5	9		
a) Do jaké míry Vám bolest brání v tom, co potřebujete dělat?	1	2	3	4	5	9	
b) Jak moc potřebujete lékařskou péči, abyste mohl fungovat v každodenním životě?	1	2	3	4	5	9	
c) Jak moc Vás těší život?	1	2	3	4	5	9	
d) Nakolik se Vám zdá, že Váš život má smysl?	1	2	3	4	5	9	
e) Jak se dokážete soustředit?	1	2	3	4	5	9	
f) Jak bezpečně se cítíte ve svém každodenním životě?	1	2	3	4	5	9	
g) Jak zdravé je prostředí, ve kterém žijete?"	1	2	3	4	5	9	

**OKYN: PODEJTE DOTÁZANÉMU KARTU QL.4x****QL.4x „Následující otázky zjišťují, v jakém rozsahu jste dělal nebo mohl provádět určité činnosti v posledních dvou týdnech.**

VŮBEC NE	SPÍŠE NE	STŘEDNĚ	VĚTŠINOU ANO	ZCELA	NEVÍ		
1	2	3	4	5	9		
a) Máte dost energie pro každodenní život?	1	2	3	4	5	9	
b) Dokážete akceptovat svůj tělesný vzhled?	1	2	3	4	5	9	
c) Máte dost peněz k uspokojení svých potřeb?	1	2	3	4	5	9	
d) Máte přístup k informacím, které potřebujete pro svůj každodenní život?	1	2	3	4	5	9	
e) Máte možnost věnovat se svým zálibám?"	1	2	3	4	5	9	

**QL.5x „Jak se dokážete pohybovat?"**

Velmi špatně, .....	1	
špatně, .....	2	
ani špatně, ani dobře, .....	3	
dobře, .....	4	
velmi dobře.".....	5	<input type="text"/>
NEVÍ.....	9	

**POKYN: PODEJTE DOTÁZANÉMU KARTU QL.6x**

**QL.6x „Další otázky se zaměřují na to, jak jste byl šťastný nebo spokojený s různými oblastmi svého života v posledních dvou týdnech.“**

VELMI NESPOKOJEN	NESPOKOJEN	ANI SPOKOJEN ANI NESPOKOJEN	SPOKOJEN	VELMI SPOKOJEN	NEVÍ					
1	2	3	4	5	9					
a) Jak jste spokojen se svým spánkem?				1	2	3	4	5	9	
b) Jak jste spokojen se svou schopností provádět každodenní činnosti?				1	2	3	4	5	9	
c) Jak jste spokojen se svým pracovním výkonem?				1	2	3	4	5	9	
d) Jak jste spokojen sám se sebou?				1	2	3	4	5	9	
e) Jak jste spokojen se svými osobními vztahy?				1	2	3	4	5	9	
f) Jak jste spokojen se svým sexuálním životem?				1	2	3	4	5	9	
g) Jak jste spokojen s podporou, kterou Vám poskytují přátelé?				1	2	3	4	5	9	
h) Jak jste spokojen s podmínkami v místě, kde žijete?				1	2	3	4	5	9	
i) Jak jste spokojen s dostupností zdravotní péče?				1	2	3	4	5	9	
j) Jak jste spokojen s dopravou?"				1	2	3	4	5	9	

**QL.7x „Jak často prožíváte negativní pocity jako je např. rozmrzelost, beznaděj, úzkost nebo deprese?**

Nikdy, .....	1	
někdy, .....	2	
středně, .....	3	
celkem často, .....	4	
neustále." .....	5	<input type="text"/>
NEVÍ.....	9	<input type="text"/>

**„Nyní se vrátíme k Vašemu současnému hlavnímu zaměstnání.“**

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU RU.1**

**RU.1 Postupně Vám přečtu několik výroků týkajících se Vašich možných pocitů v souvislosti s Vaším hlavním zaměstnáním a práce v něm; u každého mi, prosím, řekněte, do jaké míry pro Vás platí? Použijte stupnici od 0 do 10, kde 0 znamená, že to pro Vás **VŮBEC NEPLATÍ** a 10 že to **PLATÍ NAPROSTO**.**

VŮBEC NEPLATÍ	NAPROSTO PLATÍ										NEVÍ		
0 1 2 3 4 5 6 7 8 9 10											99		
aa) Se svým současným hlavním zaměstnáním jsem spokojen.	0	1	2	3	4	5	6	7	8	9	10	99	
ab) Má současná práce mne naplňuje.	0	1	2	3	4	5	6	7	8	9	10	99	
ac) Do práce se těším.	0	1	2	3	4	5	6	7	8	9	10	99	
ad) Stává se, že zůstávám v práci déle, i když nemusím.	0	1	2	3	4	5	6	7	8	9	10	99	
ae) To, co v práci dělám, má smysl.	0	1	2	3	4	5	6	7	8	9	10	99	
af) Pociťuji pro svou práci nadšení.	0	1	2	3	4	5	6	7	8	9	10	99	
ba) Mám v úmyslu změnit zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	99	
bb) Stává se, že i když to není zdravotně nutné, jdu raději k lékaři nebo na neschopenku, než abych šel do práce.	0	1	2	3	4	5	6	7	8	9	10	99	
bc) Sleduji nabídky na jiná zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	99	

VŮBEC NEPLATÍ	NAPROSTO PLATÍ										NEVÍ	
	0	1	2	3	4	5	6	7	8	9	10	99
bd) Kdyby to bylo jednoduché, hned bych změnil své zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	99
ag) Žádná jiná práce by pro mě nebyla výrazně lepší, než ta, kterou mám teď.	0	1	2	3	4	5	6	7	8	9	10	99
ah) Ve své práci pro sebe vidím dobrou perspektivu.	0	1	2	3	4	5	6	7	8	9	10	99
ai) Je pro mě důležité mít tuto práci, dělal bych ji i za méně peněz.	0	1	2	3	4	5	6	7	8	9	10	99
aj) Rád bych v současné práci, zaměstnání zůstal až do důchodu.	0	1	2	3	4	5	6	7	8	9	10	99
ak) Je pro mě osobně důležité udržet si současné zaměstnání, práci.	0	1	2	3	4	5	6	7	8	9	10	99
al) Má současná práce, zaměstnání je důležitou součástí mého života.	0	1	2	3	4	5	6	7	8	9	10	99
am) Mám zájem v současné práci rozvíjet své schopnosti a dovednosti, učit se novým věcem.	0	1	2	3	4	5	6	7	8	9	10	99
an) Mám zájem ve své práci postupovat, dělat kariéru.	0	1	2	3	4	5	6	7	8	9	10	99
ao) Má současná práce, zaměstnání, naplňuje očekávání, která od ní mám.	0	1	2	3	4	5	6	7	8	9	10	99
ap) Ve svém současném zaměstnání dělám právě to, co mi jde a co umím nejlépe.	0	1	2	3	4	5	6	7	8	9	10	99
be) Do dvou let z této práce odejdu a najdu si jinou.	0	1	2	3	4	5	6	7	8	9	10	99
bf) V práci udělám, co je potřeba, a o nic víc se nezajímám.	0	1	2	3	4	5	6	7	8	9	10	99
aq) Mám lepší práci, než většina lidí, které znám.	0	1	2	3	4	5	6	7	8	9	10	99
ar) Když vezmu v úvahu, jaký jsem a co v životě potřebuji, tak mám dobrou práci.	0	1	2	3	4	5	6	7	8	9	10	99
as) Má práce mě baví.	0	1	2	3	4	5	6	7	8	9	10	99
at) Do své současné práce chodím rád.	0	1	2	3	4	5	6	7	8	9	10	99
au) Když vezmu v úvahu celkovou situaci na pracovním trhu u nás, tak mám dobrou práci.	0	1	2	3	4	5	6	7	8	9	10	99
av) O své práci mluvím většinou pozitivně.	0	1	2	3	4	5	6	7	8	9	10	99
aw) Když jdu domů, mívám dobrý pocit z udělané práce.	0	1	2	3	4	5	6	7	8	9	10	99
ax) Mám nejlepší práci, jakou můžu mít."	0	1	2	3	4	5	6	7	8	9	10	99

**„Nyní opět na chvíli odbočíme od tématu Vaší práce.“**

**POKYN: PODEJTE DOTÁZANÉMU KARTU PZ.11**

**PZ.11 „Jak byste zhodnotil současnou ekonomickou situaci v naší zemi? Je podle Vás špatná, nebo dobrá?“**

VELMI ŠPATNÁ											VELMI DOBRÁ	NEVÍ
-5	-4	-3	-2	-1	0	+1	+2	+3	+4	+5		99

**POKYN: PONECHEJTE DOTÁZANÉMU KARTU PZ.11**

**PZ.12 „Jak byste zhodnotil současnou politickou situaci v naší zemi? Je podle Vás špatná, nebo dobrá?“**

VELMI ŠPATNÁ											VELMI DOBRÁ	NEVÍ
-5	-4	-3	-2	-1	0	+1	+2	+3	+4	+5		99

**POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU PO.2****DO VYZNAČENÉHO OKÉNKA ZAPISUJTE POUZE ČÍSELNÝ KÓD!****PO.2 „V politice lidé někdy hovoří o pravici a levici. Kam byste se sám zařadil na této stupnici?“**

NEVÍ = 99

LEVICE

PRAVICE

L	L	L	L	L	0	P	P	P	P	P	
a	b	c	d	e	f	g	h	i	j	k	
1	2	3	4	5	6	7	8	9	10	11	

**POKYN: PODEJTE DOTÁZANÉMU KARTU PS.1****PS.1 „Následující sada otázek se týká Vašich pocitů a myšlenek v posledním měsíci. U každého výroku, prosím řekněte, jak často jste se v posledním měsíci takto cítil.“**

NIKDY	NEUSTÁLE										NEVÍ		
	0	1	2	3	4	5	6	7	8	9	10	99	
a) Jak často jste se rozrušil kvůli něčemu, co se stalo neočekávaně?	0	1	2	3	4	5	6	7	8	9	10	99	
b) Jak často jste cítil, že nemáte pod kontrolou důležité věci ve svém životě?	0	1	2	3	4	5	6	7	8	9	10	99	
c) Jak často jste se cítil nervózní nebo ve stresu?	0	1	2	3	4	5	6	7	8	9	10	99	
d) Jak často jste byl přesvědčen o své schopnosti zvládat osobní problémy?	0	1	2	3	4	5	6	7	8	9	10	99	
e) Jak často jste měl pocit, že se věci ubírají tak, jak chcete?	0	1	2	3	4	5	6	7	8	9	10	99	
f) Jak často jste si uvědomoval, že si nedokážete poradit se všemi věcmi, které musíte udělat?	0	1	2	3	4	5	6	7	8	9	10	99	
g) Jak často jste byl schopen ovládat rozčilení a podrážděnost?	0	1	2	3	4	5	6	7	8	9	10	99	
h) Jak často jste měl pocit, že máte nad věcmi nadhled?	0	1	2	3	4	5	6	7	8	9	10	99	
i) Jak často jste se rozčílil kvůli věcem, které jste nemohl ovlivnit?	0	1	2	3	4	5	6	7	8	9	10	99	
j) Jak často jste cítil, že se problémy nahromadily do té míry, že je nemůžete překonat?	0	1	2	3	4	5	6	7	8	9	10	99	

**„Na závěr dovolte už jen pár otázek nezbytných pro možnost statistického zpracování výsledků výzkumu.“**

**IDE.2 „Kolik je Vám let?“****POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU IDE.6****IDE.6 „Jaké je Vaše nejvyšší ukončené vzdělání?“**PŘEPIŠTE POUZE ČÍSELNÝ KÓD:  
(1-11)**PZ.112 „Kolik knih jste přibližně měli doma, když Vám bylo 14 let? Pokud nevíte, zkuste, prosím, jejich počet odhadnout podle toho, že jeden metr obsahuje asi tak 40 knih.**

Žádnou, .....	1
1 – 2, .....	2
asi 10, .....	3
asi 20, .....	4
asi 50, .....	5
asi 100, .....	6
asi 200, .....	7
asi 500, .....	8
více než 1000.“ .....	9
NEVÍ, NEUMÍ POSOUDIT .....	99

**PZ.113 „A kolik knih přibližně máte doma nyní, v současné domácnosti? Pokud nevíte, zkuste, prosím, jejich počet odhadnout podle toho, že jeden metr obsahuje asi tak 40 knih.**

Žádnou, .....	1
1 – 2, .....	2
asi 10, .....	3
asi 20, .....	4
asi 50, .....	5
asi 100, .....	6
asi 200, .....	7
asi 500, .....	8
více než 1000.“ .....	9
NEVÍ, NEUMÍ POSOUDIT .....	99

**IDE.3a „Jste**

svobodný, svobodná, .....	1
ženatý, vdaná (příp. žijete v registrovaném partnerství), .....	2
rozvedený, rozvedená, .....	3
vdovec, vdova.“ .....	4
NEVÍ .....	9

**IDE.3b „Žijete ve Vaší domácnosti s manželem/kou nebo se stálým partnerem/kou?“**

ANO ..... 1   
NE ..... 2

**PZ.67 „Máte nezaopatřené děti? Pokud ano, kolik? (Neptáme se pouze na děti v domácnosti ale na Vaše děti.)“**

NEMÁ ŽÁDNÉ NEZAOPATŘENÉ DÍTĚ = 98

VEPIŠTE POČET DĚTÍ:

**PZ.69 „Máte v současné době nějaké zdravotní potíže nebo omezení, ať už jde o nemoc nebo úraz?“**

Ano, krátkodobé, ..... 1  
ano, dlouhodobé, ..... 2  
ne, momentálně nemáte žádné zdravotní potíže.“ ..... 3   
NEVÍ ..... 9

**IDE.13 „Kolik členů včetně Vás má Vaše domácnost? Nezapomeňte započítat do celkového počtu také sebe.“**

VEPIŠTE POČET OSOB:

**POKYN: PODEJTE DOTÁZANÉMU KARTU PE.77 A ZAPIŠTE KÓD Z KARTY.**

**PE.77 „Jaké je složení Vaší domácnosti, ve které žijete?“**

PŘEPIŠTE POUZE ČÍSELNÝ KÓD (1-9):

**IDE.57 „Kolik členů Vaší domácnosti je v současnosti ekonomicky aktivních (tzn., že vykonává placené zaměstnání, je podnikatel, živnostník atp.)? Pokud jste Vy sám ekonomicky aktivní, započítejte do celkového počtu také sebe.“**

VEPIŠTE POČET OSOB:

**IDE.10a „Jaký je Váš celkový čistý měsíční příjem, tj. příjem pouze Vaší osoby ze všech ekonomických aktivit? Pozor nyní už nemáme na mysli pouze Vaše hlavní zaměstnání, nýbrž všechny zdroje příjmů, které máte. Pokud nevíte přesně, odhadněte prosím alespoň přibližnou částku.“**

ODMÍTL ODPOVĚDĚT = 8

VEPIŠTE ČÁSTKU  
ČISTÉHO PŘÍJMU:

								Kč
--	--	--	--	--	--	--	--	----

**IDE.10 „A jaký je obvyklý čistý měsíční příjem celé Vaší domácnosti, tj. když sečtete příjem všech členů domácnosti ze všech výdělečných aktivit? Pokud nevíte přesně, odhadněte prosím alespoň přibližnou částku.“**

ODMÍTL ODPOVĚDĚT = 8

NEVÍ = 9

VEPIŠTE ČÁSTKU  
ČISTÉHO PŘÍJMU:

								Kč
--	--	--	--	--	--	--	--	----

**PZ.114 „Jak snadno, nebo obtížně by mohla Vaše domácnost z vlastních zdrojů okamžitě zaplatit neočekávaný výdaj ve výši 10 000 Kč?“**

Zcela bez problémů, .....	1	
snadno, .....	2	
spíše snadno, .....	3	
spíše obtížně, .....	4	
obtížně .....	5	
z vlastních zdrojů by nemohla.“ .....	6	<input type="text"/>
NEVÍ .....	9	<input type="text"/>

**PZ.115 „Kolik máte známých, na které víte, že se můžete obrátit, pokud byste potřeboval něco zařídit, půjčit, nebo s něčím poradit či pomoci? Při počítání si postupně vybavte lidi z práce, ze školy, místa bydliště i odjinud.“**

NEVÍ = 99

NIKOHO = 98

VEPIŠTE POČET:

**PZ. 116 „A kolik máte známých, kterým byste určitě pomohl Vy, kdyby se na Vás s něčím takovým obrátili?“**

NEVÍ = 99

NIKOHO = 98

VEPIŠTE POČET:

**PZ. 117 „Kolik lidí je Vám tak blízkých, že s nimi můžete probrat důležité věci ve Vašem životě nebo se poradit v případě osobních problémů? Při počítání si postupně vybavte lidi z práce, ze školy, místa bydliště i odjinud.“**

NEVÍ = 99

NIKOHO = 98

VEPIŠTE POČET:

**„Tak to je jménem CVVM Sociologického ústavu AV ČR vše a já Vám děkuji za rozhovor.“**



**OTÁZKY PRO TAZATELE (VYPLŇTE IHED PO SKONČENÍ ROZHOVORU)**

IDE.8 DOTÁZANÝ JE:

MUŽ = 1  
ŽENA = 2

IDE.9 DOTÁZANÝ BYDLÍ V OKRESE ČÍSLO:

IDE.72 ČAS KONCE ROZHOVORU:

 : IDE.55 KOLIK OSOB VÁM ODMÍTLO TENTO KONKRÉTNÍ ROZHOVOR?  
(ZAPOČÍTEJTE POUZE TY, KTERÉ PRAVDĚPODOBĚ VYHOVOVALY  
POTŘEBNÝM KVÓTÁM)

NIKDO NEODMÍTTL = 98

IDE.56 MÍSTO PROVEDENÍ ROZHOVORU:

- Domácnost respondenta, ..... 1
- Domácnost tazatele, ..... 2
- Pracoviště (tazatele nebo respondenta), ..... 3
- Veřejné prostranství (ulice, park, před školou, parkoviště) ..... 4
- Čekárna (na nádraží, u lékaře, apod.), ..... 5
- Restaurační zařízení, ..... 6

Jiné místo. Vypište prosím konkrétně: ..... 7

IDE.70 RESPONDENT ŽIJE V OBCI/MĚSTĚ:.....

EVIDENČNÍ ČÍSLO TAZATELE:

KRAJ

VSO

OSOBNÍ ČÍSLO

PŘÍJMENÍ TAZATELE: .....

Potvrzuji, že jsem výběr dotázaného a výzkumný rozhovor provedl přesně podle pokynů CVVM a že jsem dodržel pravidla Etického kodexu tazatele.

PODPIS: .....

DNE: .....

**PROSÍM, UJISTĚTE SE NA ZÁVĚR, ŽE:****1. U VŠECH OTÁZEK JE VYZNAČENA ODPOVĚĚ RESPONDENTA – JE UDĚLÁN KROUŽEK KOLEM PŘÍSLUŠNÉHO KÓDU ODPOVĚDI.****2. VŠECHNA HRANATÁ OKÉNKA V DOTAZNÍKU JSOU VYPLNĚNÁ ČÍSLEM.****3. POKUD RESPONDENT NA NĚKTERÉ OTÁZKY NEODPOVĚDĚL (NAPŘ. FILTR), V OKÉNKU JE VYPLNĚNO ČÍSLO „0“.**

HODNOCENÍ VYPLNĚNÍ DOTAZNÍKU (DOPLNÍ CVVM):

**„Následující část dotazníku se nezaměřuje pouze na Vaši práci, ale zjišťuje, jak v současné době vnímáte kvalitu svého života celkově, v různých životních oblastech. Jedná se o to, jak se cítíte za poslední dva týdny. Odpovězte laskavě na všechny otázky. Pokud si nejste jist, jak na nějakou otázku odpovědět, vyberte prosím odpověď, která se Vám zdá nejvhodnější. Často to bývá to, co Vás napadne jako první.“**

**QL.1x „Jak byste hodnotil kvalitu svého života?**

Velmi špatná, .....	1	
špatná, .....	2	
ani špatná, ani dobrá, .....	3	
dobrá, .....	4	
velmi dobrá.“ .....	5	<input type="text"/>
NEVÍ.....	9	<input type="text"/>

**QL. 2x „Jak jste spokojen se svým zdravím?**

Velmi nespokojen, .....	1	
nespokojen, .....	2	
ani spokojen, ani nespokojen, .....	3	
spokojen, .....	4	
velmi spokojen.“ .....	5	<input type="text"/>
NEVÍ.....	9	<input type="text"/>

**POKYN: PODEJTE DOTÁZANÉMU KARTU QL.3x**

**QL.3x „Následující otázky zjišťují, jak moc jste během posledních dvou týdnů prožíval určité věci.**

VŮBEC NE	TROCHU	STŘEDNĚ	HODNĚ	MAXIMÁLNĚ	NEVÍ		
1	2	3	4	5	9		
a) Do jaké míry Vám bolest brání v tom, co potřebujete dělat?						1 2 3 4 5 9	<input type="text"/>
b) Jak moc potřebujete lékařskou péči, abyste mohl fungovat v každodenním životě?						1 2 3 4 5 9	<input type="text"/>
c) Jak moc Vás těší život?						1 2 3 4 5 9	<input type="text"/>
d) Nakolik se Vám zdá, že Váš život má smysl?						1 2 3 4 5 9	<input type="text"/>
e) Jak se dokážete soustředit?						1 2 3 4 5 9	<input type="text"/>
f) Jak bezpečně se cítíte ve svém každodenním životě?						1 2 3 4 5 9	<input type="text"/>
g) Jak zdravé je prostředí, ve kterém žijete?“						1 2 3 4 5 9	<input type="text"/>

**OKYN: PODEJTE DOTÁZANÉMU KARTU QL.4x**

**QL.4x „Následující otázky zjišťují, v jakém rozsahu jste dělal nebo mohl provádět určité činnosti v posledních dvou týdnech.**

VŮBEC NE	SPÍŠE NE	STŘEDNĚ	VĚTŠINOU ANO	ZCELA	NEVÍ		
1	2	3	4	5	9		
a) Máte dost energie pro každodenní život?						1 2 3 4 5 9	<input type="text"/>
b) Dokážete akceptovat svůj tělesný vzhled?						1 2 3 4 5 9	<input type="text"/>
c) Máte dost peněz k uspokojení svých potřeb?						1 2 3 4 5 9	<input type="text"/>
d) Máte přístup k informacím, které potřebujete pro svůj každodenní život?						1 2 3 4 5 9	<input type="text"/>

e) Máte možnost věnovat se svým zálibám?"

1 2 3 4 5 9

**QL.5x „Jak se dokážete pohybovat?“**

Velmi špatně, ..... 1  
 špatně, ..... 2  
 ani špatně, ani dobře, ..... 3  
 dobře, ..... 4  
 velmi dobře." ..... 5  
 NEVÍ..... 9

**POKYN: PODEJTE DOTÁZANÉMU KARTU QL.6x****QL.6x „Další otázky se zaměřují na to, jak jste byl šťastný nebo spokojený s různými oblastmi svého života v posledních dvou týdnech.**

VELMI NESPOKOJEN	NESPOKOJEN	ANI SPOKOJEN ANI NESPOKOJEN	SPOKOJEN	VELMI SPOKOJEN	NEVÍ
1	2	3	4	5	9
a) Jak jste spokojen se svým spánkem?				1 2 3 4 5 9	<input type="text"/>
b) Jak jste spokojen se svou schopností provádět každodenní činnosti?				1 2 3 4 5 9	<input type="text"/>
c) Jak jste spokojen se svým pracovním výkonem?				1 2 3 4 5 9	<input type="text"/>
d) Jak jste spokojen sám se sebou?				1 2 3 4 5 9	<input type="text"/>
e) Jak jste spokojen se svými osobními vztahy?				1 2 3 4 5 9	<input type="text"/>
f) Jak jste spokojen se svým sexuálním životem?				1 2 3 4 5 9	<input type="text"/>
g) Jak jste spokojen s podporou, kterou Vám poskytují přátelé?				1 2 3 4 5 9	<input type="text"/>
h) Jak jste spokojen s podmínkami v místě, kde žijete?				1 2 3 4 5 9	<input type="text"/>
i) Jak jste spokojen s dostupností zdravotní péče?				1 2 3 4 5 9	<input type="text"/>
j) Jak jste spokojen s dopravou?"				1 2 3 4 5 9	<input type="text"/>

**QL.7x „Jak často prožíváte negativní pocity jako je např. rozmrzelost, beznaděj, úzkost nebo deprese?**

Nikdy, ..... 1  
 někdy, ..... 2  
 středně, ..... 3  
 celkem často, ..... 4  
 neustále." ..... 5  
 NEVÍ..... 9

**„Nyní se vrátíme k Vašemu současnému hlavnímu zaměstnání.“****POKYN: PŘEDLOŽTE DOTÁZANÉMU KARTU RU.1**

**RU.1 Postupně Vám přečtu několik výroků týkajících se Vašich možných pocitů v souvislosti s Vaším hlavním zaměstnáním a práce v něm; u každého mi, prosím, řekněte, do jaké míry pro Vás platí? Použijte stupnici od 0 do 10, kde 0 znamená, že to pro Vás **VŮBEC NEPLATÍ** a 10 že to **PLATÍ NAPROSTO**.**

VŮBEC NEPLATÍ	NAPROSTO PLATÍ										NEVÍ		
0	1	2	3	4	5	6	7	8	9	10	99		
aa) Se svým současným hlavním zaměstnáním jsem spokojen.	0	1	2	3	4	5	6	7	8	9	10	99	<input type="text"/>
ab) Má současná práce mne naplňuje.	0	1	2	3	4	5	6	7	8	9	10	99	<input type="text"/>

ac) Do práce se těším.	0	1	2	3	4	5	6	7	8	9	10	99	
ad) Stává se, že zůstávám v práci déle, i když nemusím.	0	1	2	3	4	5	6	7	8	9	10	99	
ae) To, co v práci dělám, má smysl.	0	1	2	3	4	5	6	7	8	9	10	99	
af) Pociťuji pro svou práci nadšení.	0	1	2	3	4	5	6	7	8	9	10	99	
ba) Mám v úmyslu změnit zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	99	
bb) Stává se, že i když to není zdravotně nutné, jdu raději k lékaři nebo na neschopenku, než abych šel do práce.	0	1	2	3	4	5	6	7	8	9	10	99	
bc) Sleduji nabídky na jiná zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	99	

VŮBEC NEPLATÍ	NAPROSTO PLATÍ										NEVÍ		
	0	1	2	3	4	5	6	7	8	9	10	99	
bd) Kdyby to bylo jednoduché, hned bych změnil své zaměstnání.	0	1	2	3	4	5	6	7	8	9	10	99	
ag) Žádná jiná práce by pro mě nebyla výrazně lepší, než ta, kterou mám teď.	0	1	2	3	4	5	6	7	8	9	10	99	
ah) Ve své práci pro sebe vidím dobrou perspektivu.	0	1	2	3	4	5	6	7	8	9	10	99	
ai) Je pro mě důležité mít tuto práci, dělal bych ji i za méně peněz.	0	1	2	3	4	5	6	7	8	9	10	99	
aj) Rád bych v současné práci, zaměstnání zůstal až do důchodu.	0	1	2	3	4	5	6	7	8	9	10	99	
ak) Je pro mě osobně důležité udržet si současné zaměstnání, práci.	0	1	2	3	4	5	6	7	8	9	10	99	
al) Má současná práce, zaměstnání je důležitou součástí mého života.	0	1	2	3	4	5	6	7	8	9	10	99	
am) Mám zájem v současné práci rozvíjet své schopnosti a dovednosti, učit se novým věcem.	0	1	2	3	4	5	6	7	8	9	10	99	
an) Mám zájem ve své práci postupovat, dělat kariéru.	0	1	2	3	4	5	6	7	8	9	10	99	
ao) Má současná práce, zaměstnání, naplňuje očekávání, která od ní mám.	0	1	2	3	4	5	6	7	8	9	10	99	
ap) Ve svém současném zaměstnání dělám právě to, co mi jde a co umím nejlépe.	0	1	2	3	4	5	6	7	8	9	10	99	
be) Do dvou let z této práce odejdu a najdu si jinou.	0	1	2	3	4	5	6	7	8	9	10	99	
bf) V práci udělám, co je potřeba, a o nic víc se nezajímám.	0	1	2	3	4	5	6	7	8	9	10	99	
aq) Mám lepší práci, než většina lidí, které znám.	0	1	2	3	4	5	6	7	8	9	10	99	
ar) Když vezmu v úvahu, jaký jsem a co v životě potřebuji, tak mám dobrou práci.	0	1	2	3	4	5	6	7	8	9	10	99	
as) Má práce mě baví.	0	1	2	3	4	5	6	7	8	9	10	99	
at) Do své současné práce chodím rád.	0	1	2	3	4	5	6	7	8	9	10	99	
au) Když vezmu v úvahu celkovou situaci na pracovním trhu u nás, tak mám dobrou práci.	0	1	2	3	4	5	6	7	8	9	10	99	
av) O své práci mluvím většinou pozitivně.	0	1	2	3	4	5	6	7	8	9	10	99	
aw) Když jdu domů, mívám dobrý pocit z udělané práce.	0	1	2	3	4	5	6	7	8	9	10	99	
ax) Mám nejlepší práci, jakou můžu mít."	0	1	2	3	4	5	6	7	8	9	10	99	

**STRUKTURA VÝBĚROVÉHO SOUBORU**

	Rozložení obyvatelstva ČR		Výběrový soubor	
	rel.	abs.	rel.	
<b>CELÝ SOUBOR</b>	100,0	2029	100,0	
<b>POHLAVÍ</b>				
Muži	54,1	1096	54,0	
Ženy	45,9	933	46,0	
<b>VĚK</b>				
18 – 29 let	20,3	413	20,4	
30 – 39 let	28,9	575	28,3	
40 – 49 let	24,5	509	25,1	
50 a více let	26,3	531	26,2	
<b>VZDĚLÁNÍ</b>				
Základní	7,8	153	7,6	
Střední bez maturity	38,7	758	37,6	
Střední s maturitou	32,9	676	33,5	
Vysokoškolské	20,6	429	21,3	
<b>VELIKOST MÍSTA BYDLIŠTĚ</b>				
do 799 obyvatel	13,6	128	6,3	
800 - 1999 obyvatel	12,7	265	13,1	
2000 - 4999 obyvatel	11,7	226	11,1	
5000 - 14999 obyvatel	13,8	261	12,9	
15000 - 29999 obyvatel	10,4	338	16,7	
30000 - 79999 obyvatel	11,3	254	12,5	
80000 - 999999 obyvatel	13,8	285	14,0	
1000000 a více obyvatel	12,7	272	13,4	
<b>KRAJE</b>				
Praha	12,6	272	13,5	
Středočeský	12,5	211	10,4	
Jihočeský	6,1	198	9,8	
Plzeňský	5,5	56	2,8	
Karlovarský	2,8	87	4,3	
Ústecký	7,4	199	9,8	
Liberecký	4,1	81	4,0	
Královehradecký	5,1	74	3,6	
Pardubický	4,9	73	3,6	
Vysočina	4,8	70	3,4	
Jihomoravský	11,3	223	11,0	
Olomoucký	5,6	78	3,8	
Zlínský	6,0	157	7,7	
Moravskoslezský	11,3	250	12,3	

*Pozn.: Možný rozdíl mezi celkovým počtem dotázaných a součtem dotazníků v jednotlivých kvótních znacích je způsoben nezodpovězením otázky.*

