

Abstract

Title: Jobbet – för lön, lust eller andra värden (Attitudes to work)

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This dissertation illustrates the attitudes of employees to work by pinpointing three different phenomena. Two of these are related to the bond between a person and a work situation, i.e. what is important as far as a person's readiness to commence or terminate a position of employment is concerned. The third phenomenon deals with what people feel is important as regards satisfaction with their work situation, and this may also be an important factor in wanting to commence or terminate a position of employment. This dissertation studies the way in which the above mentioned phenomena are affected by a number of background variables on the one hand, and the way a person views his or her own work situation on the other. The basis is a survey which covers several places of work within the industry, health treatment and care, and public administration sectors.

One of the central issues in this dissertation is whether people have an instrumental attitude to work, i.e. if work is regarded mainly as a source of income. The results indicate that an instrumental attitude is most common among certain categories of blue-collar workers. This applies principally to unqualified, older and less well-educated male blue-collar workers within the industrial sector. An instrumental attitude is less common, on the other hand, not only among white-collar workers but also among women working in the public sector, younger male industrial workers without children and male industrial workers with a slightly higher level of education.

At the same time, it should be pointed out that the factor that is usually considered one of the most important indicators of an instrumental attitude - the pay - stands out as an important factor in many of the categories in the survey. Not only does this apply to blue-collar workers but also to white-collar workers, and then chiefly to male white-collar workers. One explanation for this is that instrumental activities are essential for employment activities in a society such as ours.

Keywords: Attitudes to work, job satisfaction, job mobility, working conditions, work environment, attachment to work.