

# YOUNG, BLUE AND HAPPY? CAREER SUCCESS AND LIFE SATISFACTION AMONG YOUNG BLUE COLLAR WORKERS AROUND THE GLOBE



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LOOKING FURTHER

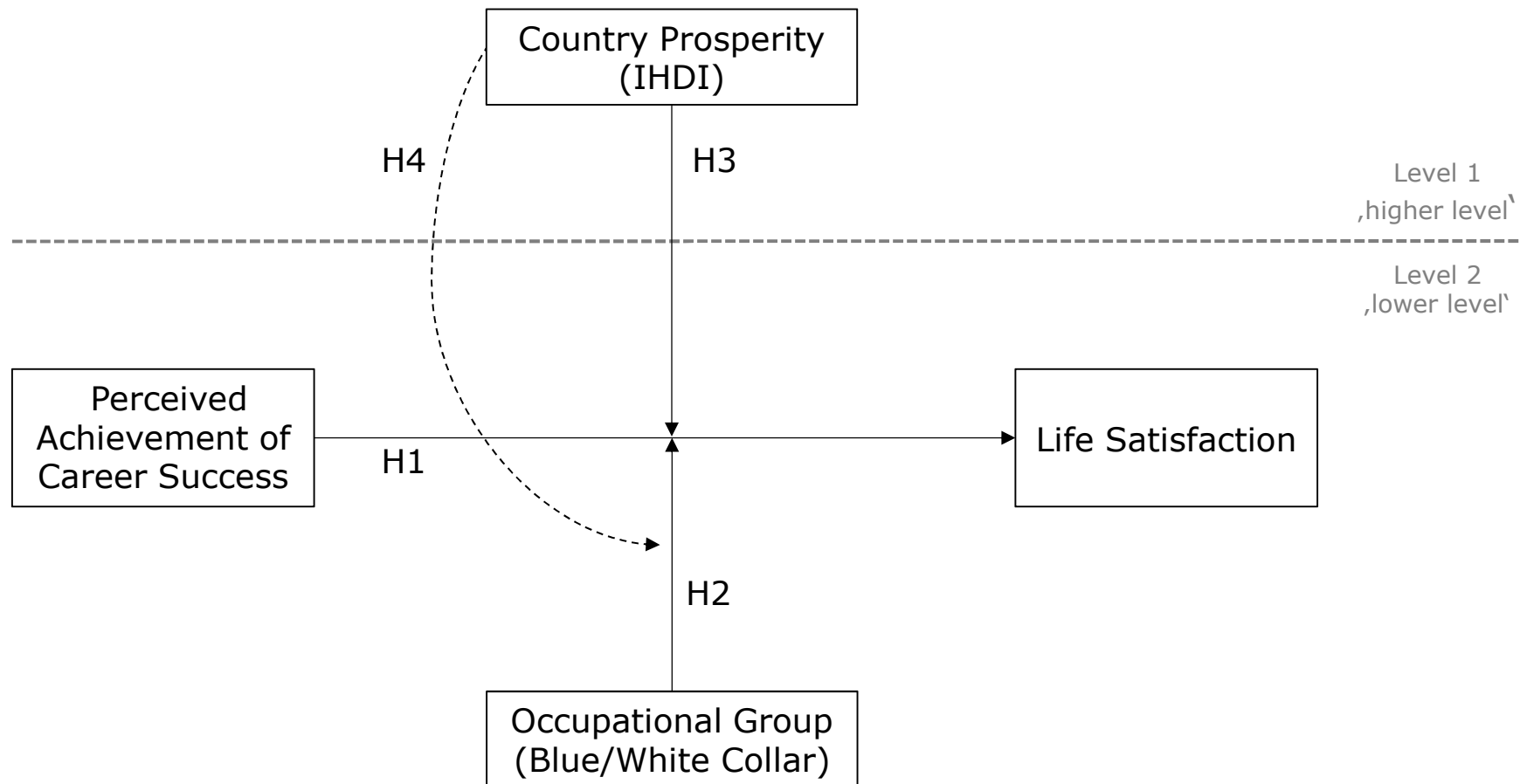


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- Career success as a multi-faceted concept: it's not all about the money and power!
- Career and overall life satisfaction: do all dimensions of career success improve lives?
- Context matters:
  - Early life and its challenges for younger workers (school/work transition, private life changes, ...)
  - Addressing "elitism" by focusing on blue collars and their differences from white collars
  - Country-comparative analyses largely missing
- Our study:
  - three crucial aspects of career success based on "5C" research
  - analyzes effects of career success on life satisfaction and potential moderating variables on macro and micro level
  - Focuses on young members of the workforce in different lines of work

# Model - Overview



# Career success dimensions

(Mayrhofer et al. 2016)

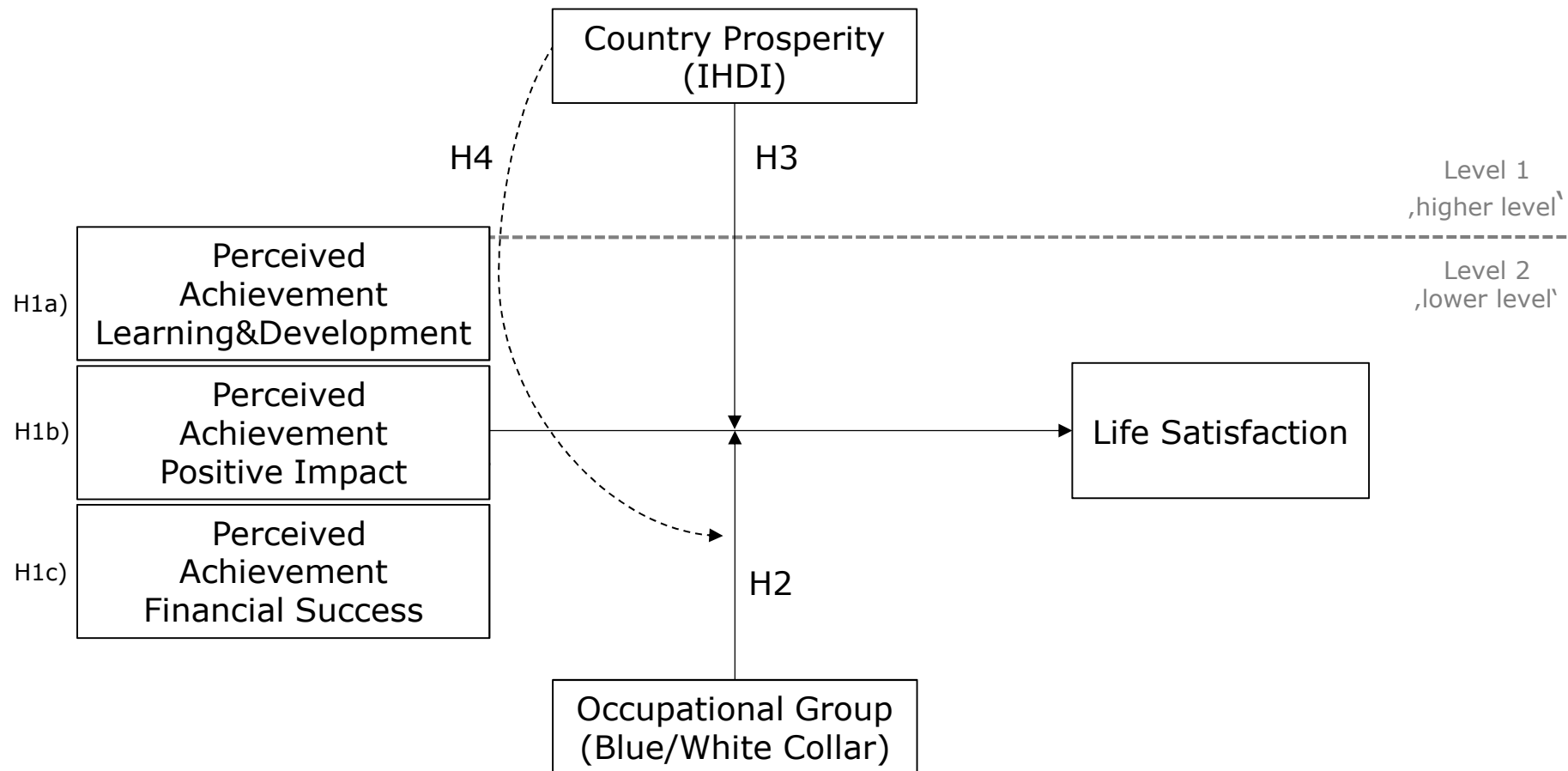


# Career success dimensions

(Mayrhofer et al. 2016)



# Model - Overview



# Sample of our study (5C data)

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- 25 countries (N per country ranges from 105 to 479)
- 4,902 workers younger than 35 years
  - 47.8% female
  - mean age as of 2015 29.4 years  $\pm$  3.8
- Two groups
  - White collar (73.3%, 29.8 years, 52.6% female)
  - Blue collar (26.7%, 28.1 years, 34.8% female)

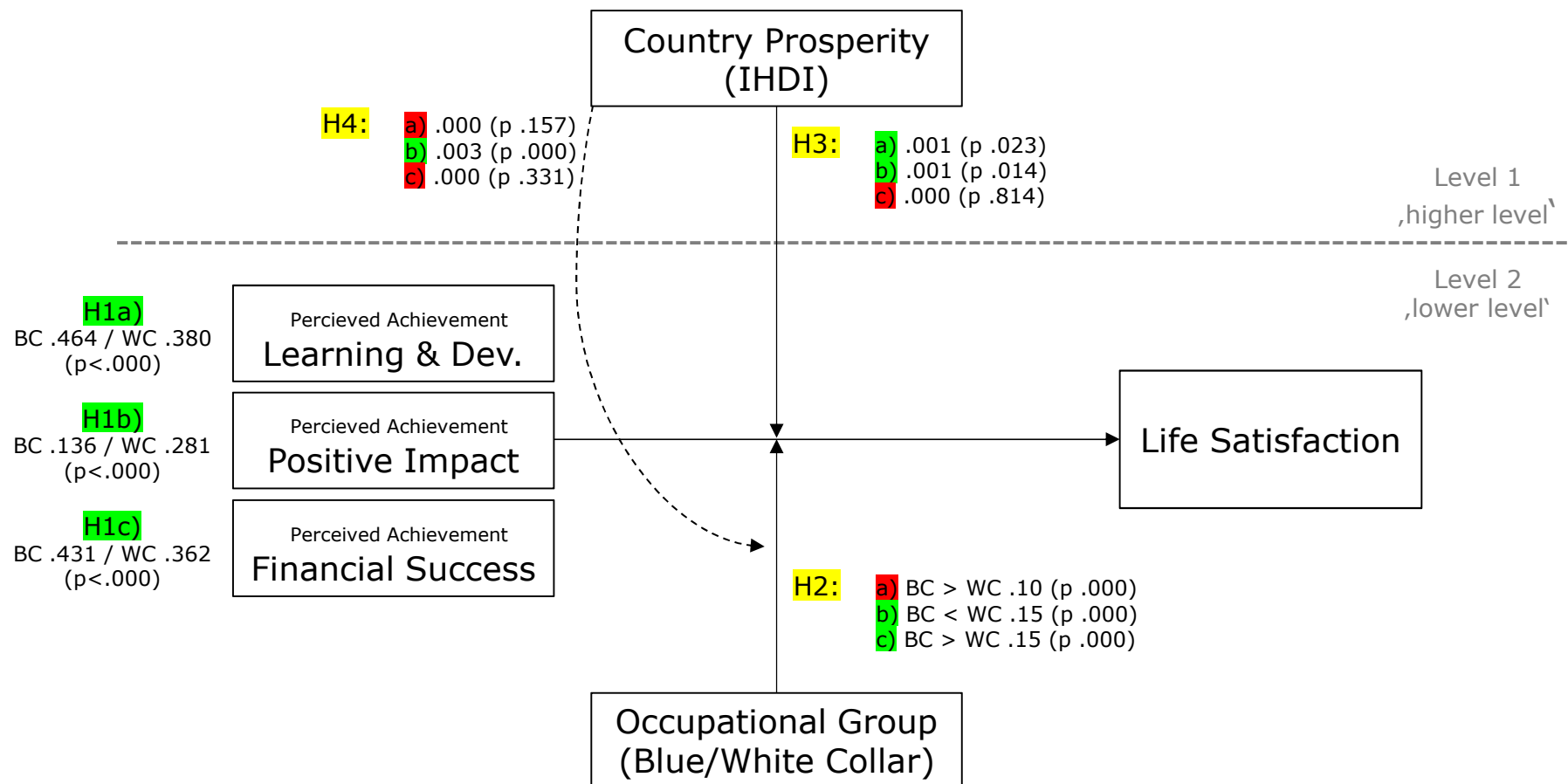
# Measurement

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- Career success measures from 5C
  - 5-point Likert scale (strongly dis/agree)
- Life satisfaction
  - 5 items of the Satisfaction With Life Scale (Diener et al., 1985)
- Economic prosperity
  - Inequality-adjusted Human Development Index (IHDI, [hdr.undp.org](http://hdr.undp.org))
- Control variables
  - Socio-economic status of parents, sex, age



# Results



# Discussion

- Clear differences between young blue and white collar workers in terms of career success – life satisfaction relationship
  - “Micro hypotheses” supported
  - Contrary to our expectation, growth more important for blue collar workers (H2a)
- Certain aspects of this relationship are influenced by country prosperity
  - Growth and design for life have stronger impact on life satisfaction in more prosperous countries
  - Material output always important, regardless of prosperity
- Growth, design for life and material output are positively related to life satisfaction, but
  - Relations differ based on type of occupation and economic prosperity
  - In high-prosperity countries, positive impact even more important for white collar than for blue collar

# Conclusions

- Career success – life satisfaction link confirmed for our dimensions of all three themes: growth, design for life and material output
- Contextualization of research in terms of occupation differences required, focus on blue collar workers worthwhile
- Country specifics, e.g. prosperity, matter, though findings need more investigation through country-comparative research
  - Material output is always important, “luxury goals” dependent on prosperity
- HR practices/policies may have to account for different career success aspects of occupational groups and consider economic context of the country