

The Influence of an Occupation as a Calling on the Value of Job Security and Its Connection with Wage Levels

Authors : Malul Miki, Rafi Bar-El, Eithan Hourie

Abstract : In this article, we test the influence of an occupation as a calling on the value of job security and its connection with wage levels. Our sample consists of 495 workers in Israel from 10 occupations in the public sector, who are assumed to have a relatively high level of job security, and the private sector, who are assumed to have less job security or none at all. These 10 occupations are social workers, lecturers, lawyers, administration workers, accountants, high school teachers, bank workers, high-tech worker, nurses and psychologists. Using regression analysis, we find that those who have occupations that the literature has defined as a calling value job security less than those in ordinary employment. In addition, salary level has no effect on this relationship. Finally, those who work in occupations that are regarded as a calling have less status quo bias than those in ordinary employment.

Keywords : calling, loss aversion, job security, status quo bias

Conference Title : ICBEM 2022 : International Conference on Business and Economics Management

Conference Location : Rome, Italy

Conference Dates : September 15-16, 2022