

The Impact of Job Meaningfulness on the Relationships between Job Autonomy, Supportive Organizational Climate, and Job Satisfaction

Authors : Sashank Nyapati, Laura Lorente-Prieto, Maria Peiro

Abstract : The general objective of this study is to analyse the mediating role of meaningfulness in the relationships between job autonomy and job satisfaction and supportive organizational climate and job satisfaction. Theories such as the Job Characteristics Model, Conservation of Resources theory, as well as the Job Demands-Resources theory were used as theoretical framework. Data was obtained from the 5th European Working Conditions Survey (EWCS), and sample was composed of 1005 and 1000 workers from Spain and Portugal respectively. The analysis was conducted using the SOBEL Macro for SPSS (A multiple regression mediation model) developed by Preacher and Hayes in 2003. Results indicated that Meaningfulness partially mediates both the Job Autonomy-Job Satisfaction as well as the Supportive Organizational Climate-Job Satisfaction relationships. However, the percentages are large enough to draw substantial conclusions, especially that Job Meaningfulness plays an essential - if indirect - role in the amount of Satisfaction that one experiences at work. Some theoretical and practical implications are discussed.

Keywords : meaningfulness, job autonomy, supportive organizational climate, job satisfaction

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