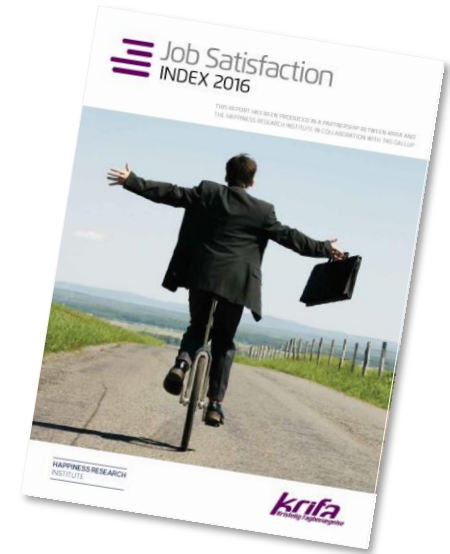




# Job Satisfaction INDEX 2016

CESI Symposium, Copenhagen, 3 June 2016  
by Mikkel Hundborg, Krifa



# WHAT IS JOB SATISFACTION?

AND HOW CAN  
YOU MEASURE IT?

# JOB SATISFACTION INDEX



*An in-depth study of job satisfaction among Danish employees to learn what drives job satisfaction and how we can improve.*

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HAPPINESS RESEARCH  
INSTITUTE

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***krifa***  
*Kristelig Fagbevægelse*



**TNS Gallup**

# 71%

of job satisfaction is explained by  
Job Satisfaction Index 2016

Source: TNS Gallup



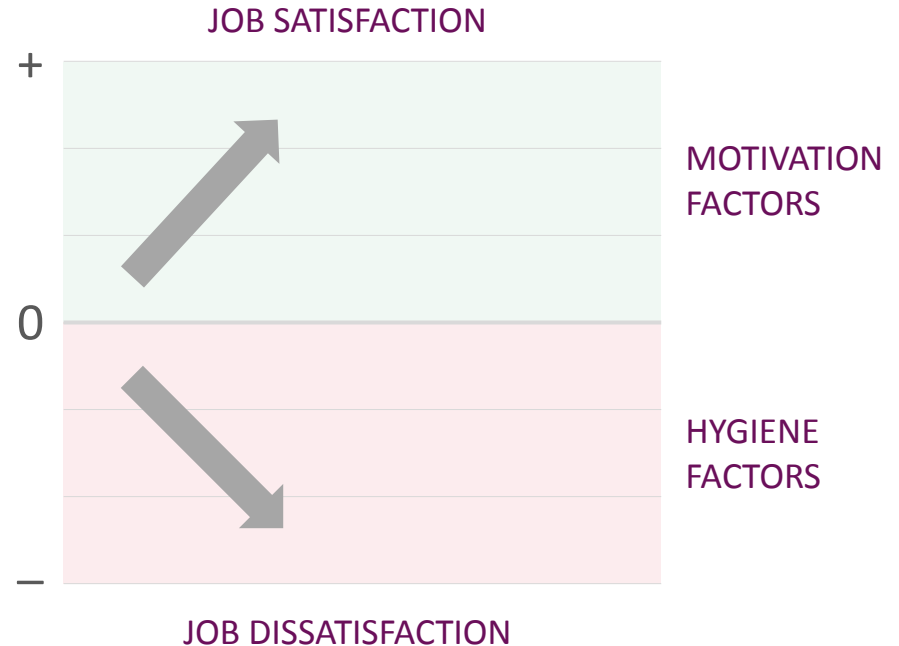
# Approach



# Factors in a Danish context

A labor market where certain factors are well regulated:

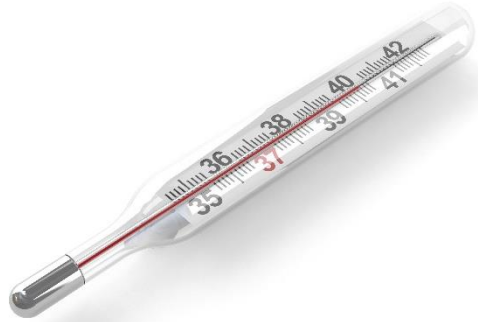
- Basic rights
- Safety
- Salaries
- Working environment



# Factors







## TEMPERATURE

HOW IS THE  
JOB SATISFACTION?

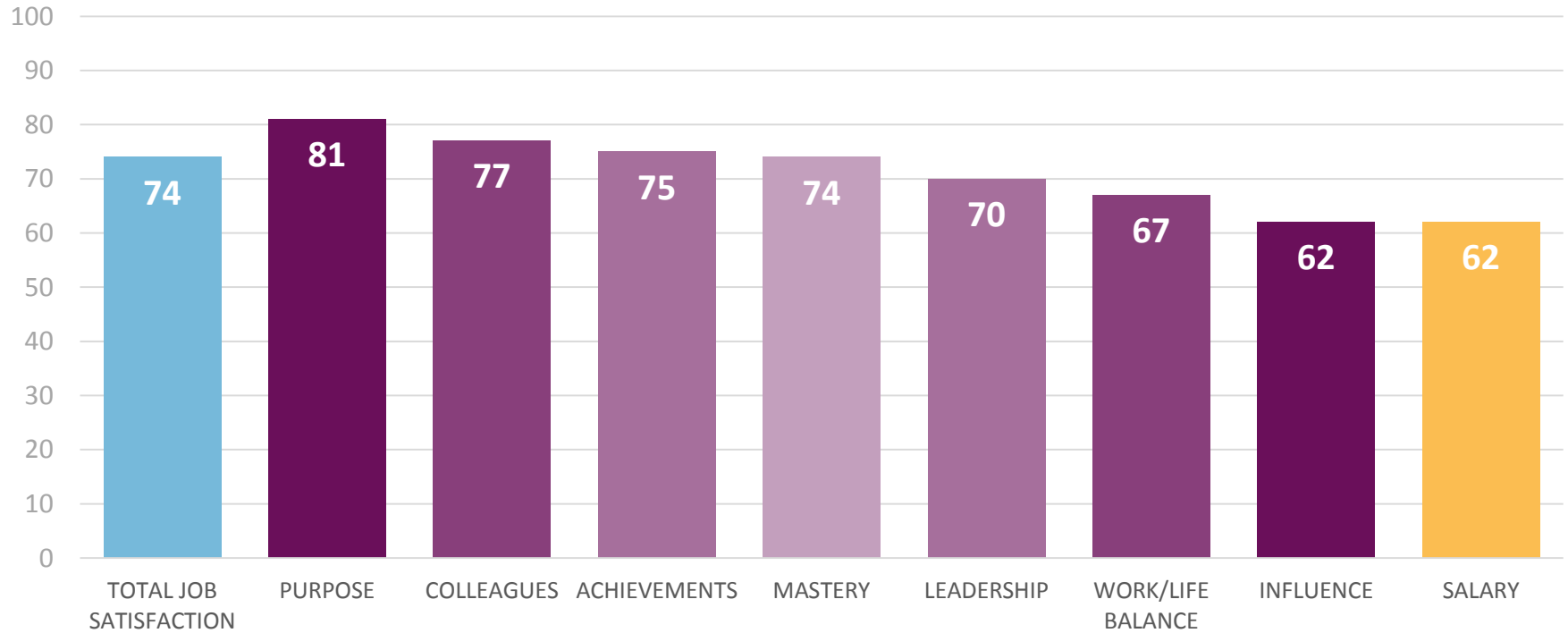


## EFFECTS

WHICH FACTORS DRIVES THE JOB  
SATISFACTION THE MOST?

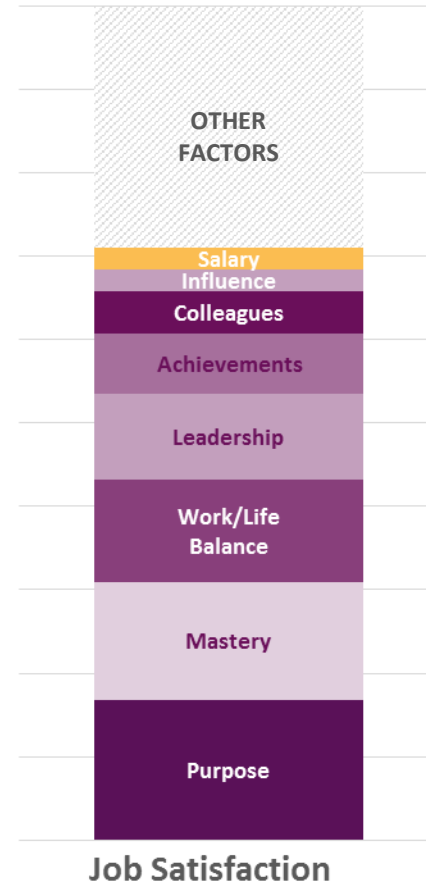
# Temperature

## Job Satisfaction in Denmark



# Effects

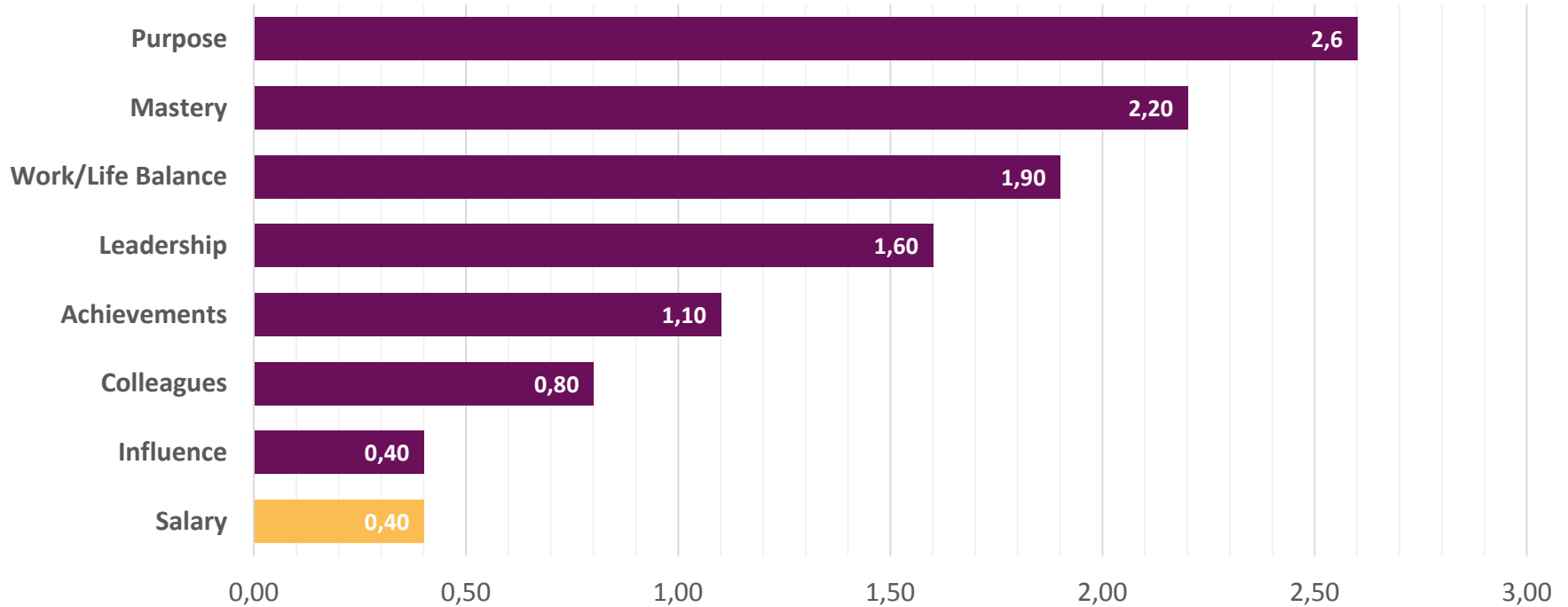
The factors affect the job satisfaction differently.



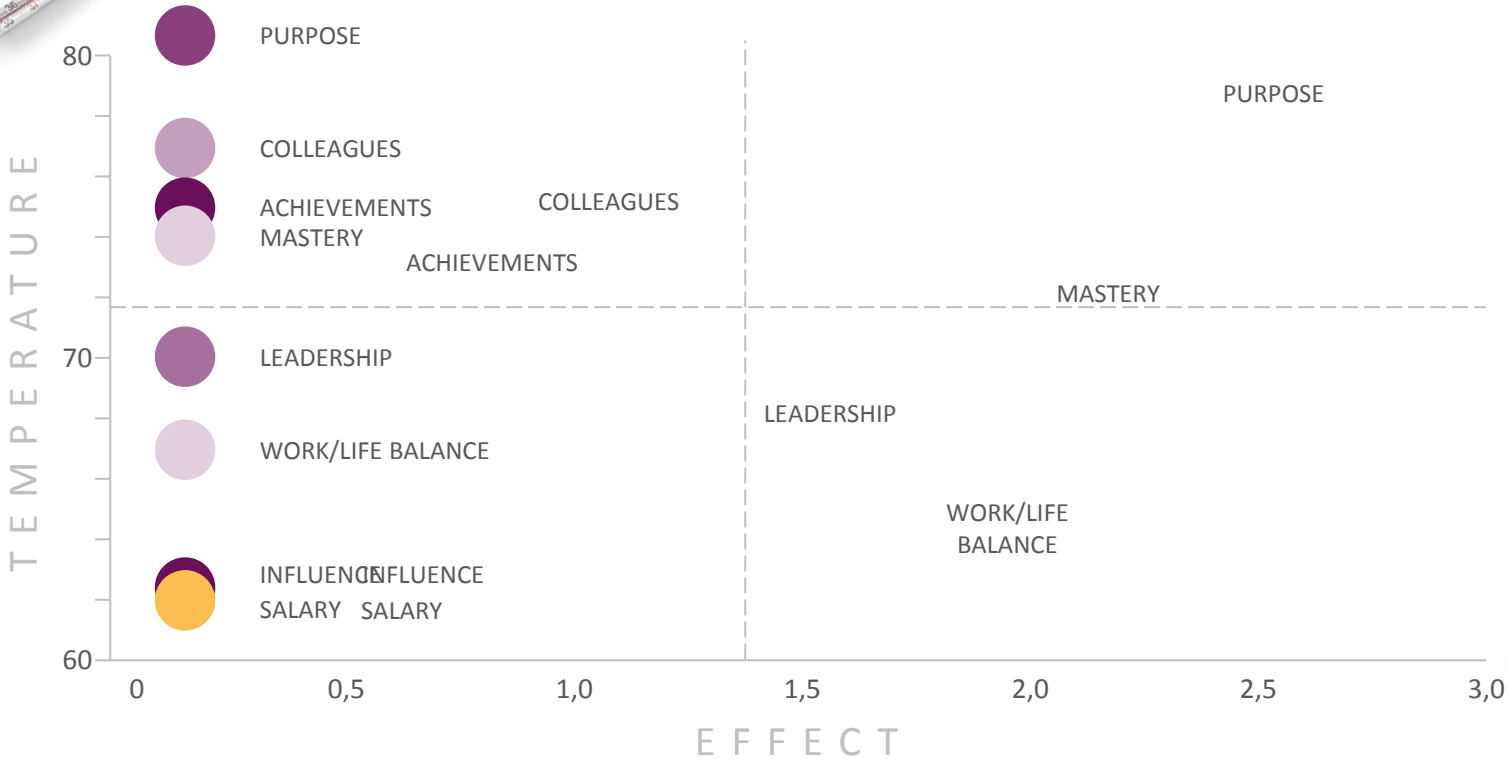
# Effects explained

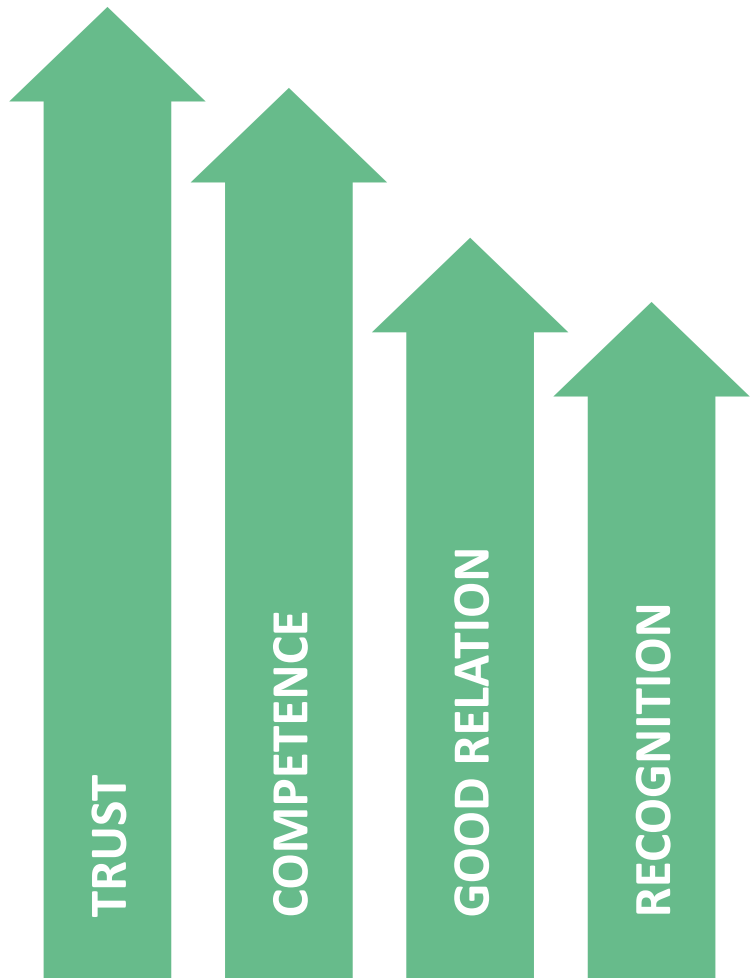


# Effects of the factors



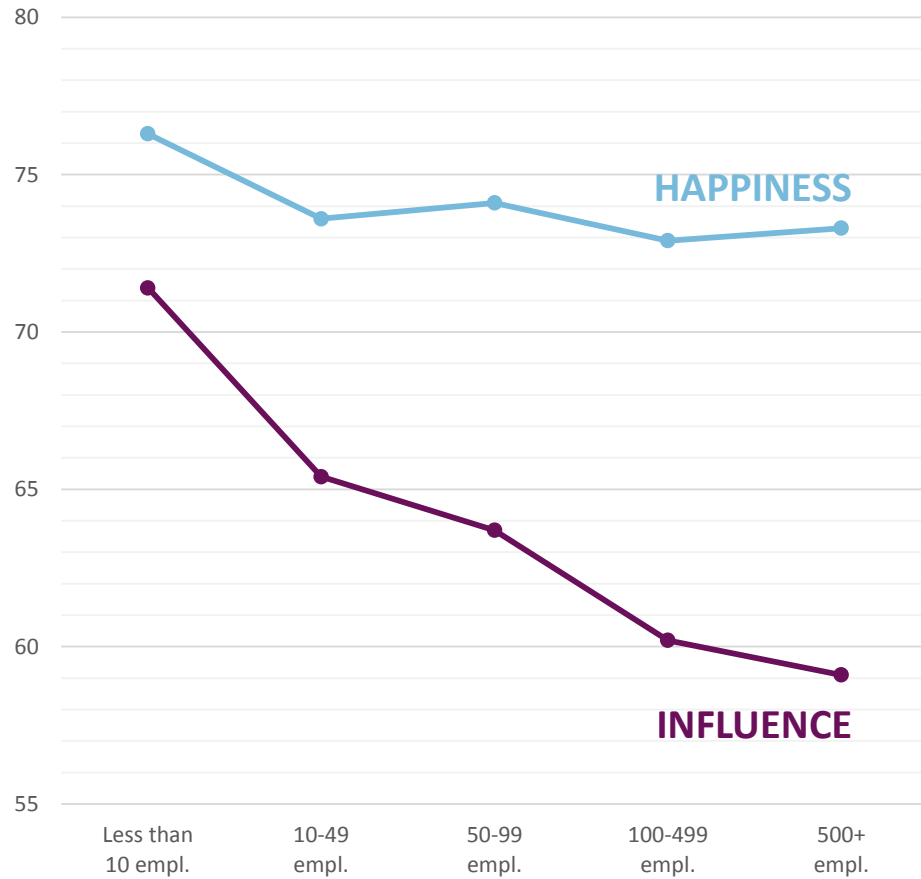
# Priority map





THE GREAT WORKPLACE  
IS DEFINED BY

# GREAT LEADERSHIP



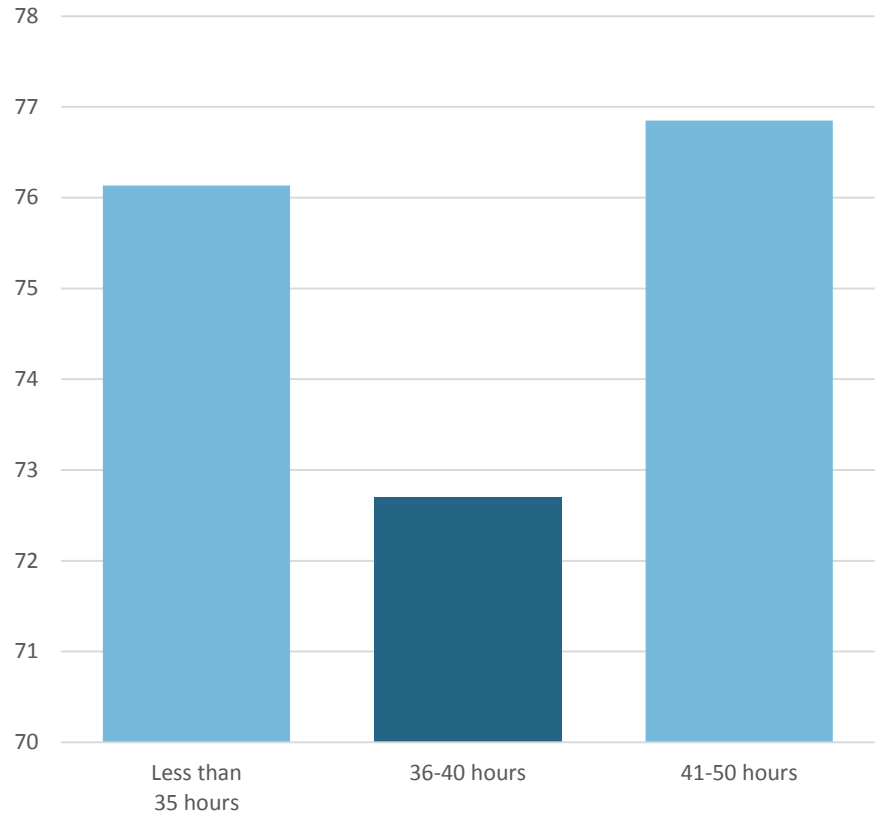
LARGE WORKPLACES HAVE THE  
LOWEST JOB SATISFACTION

**SMALL**  
IS GOOD



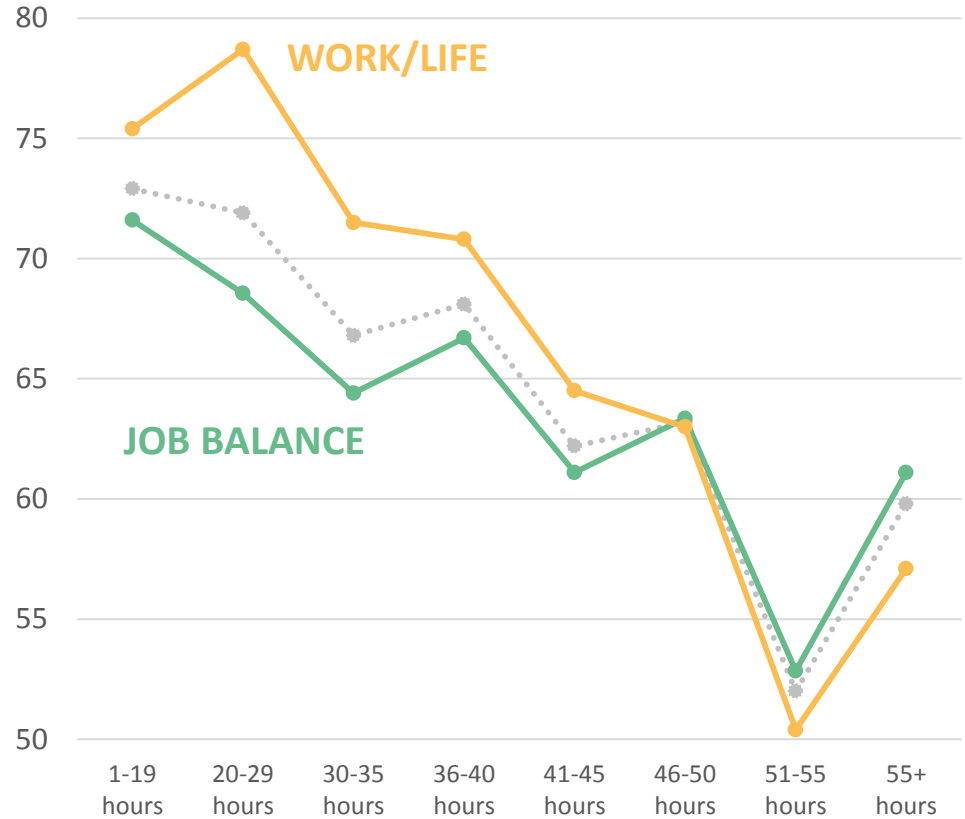
WORKING HOURS AND  
JOB SATISFACTION

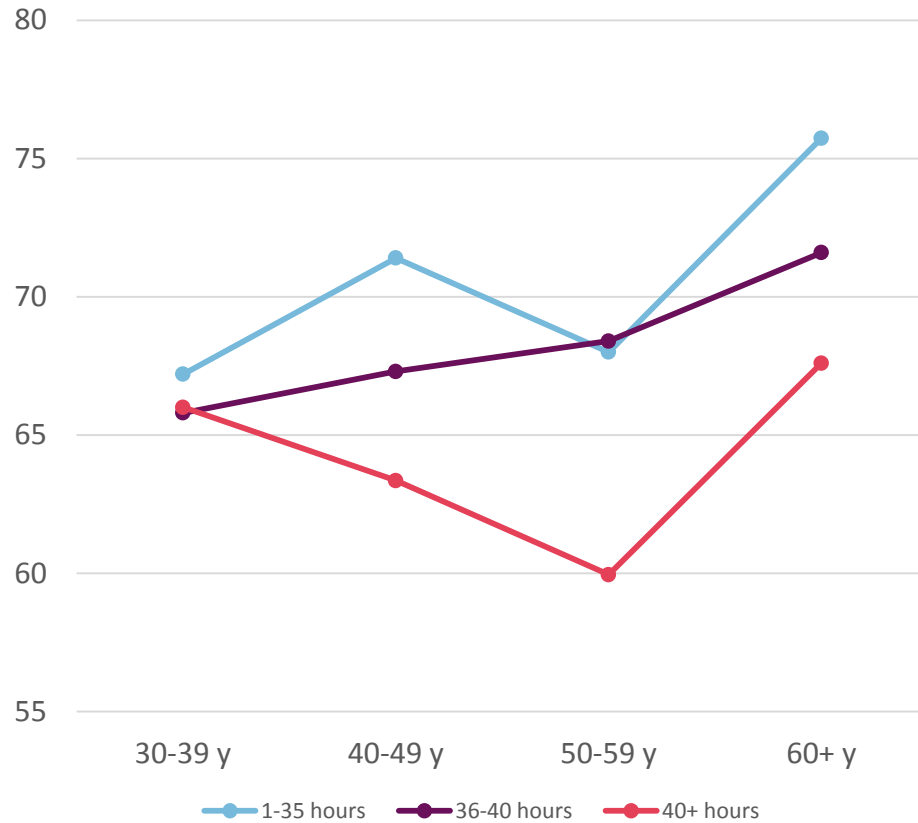
**37 hours**  
doesn't make you happy



## WORKING HOURS AND WORK/LIFE BALANCE

Many  
hours  
ruins  
balance



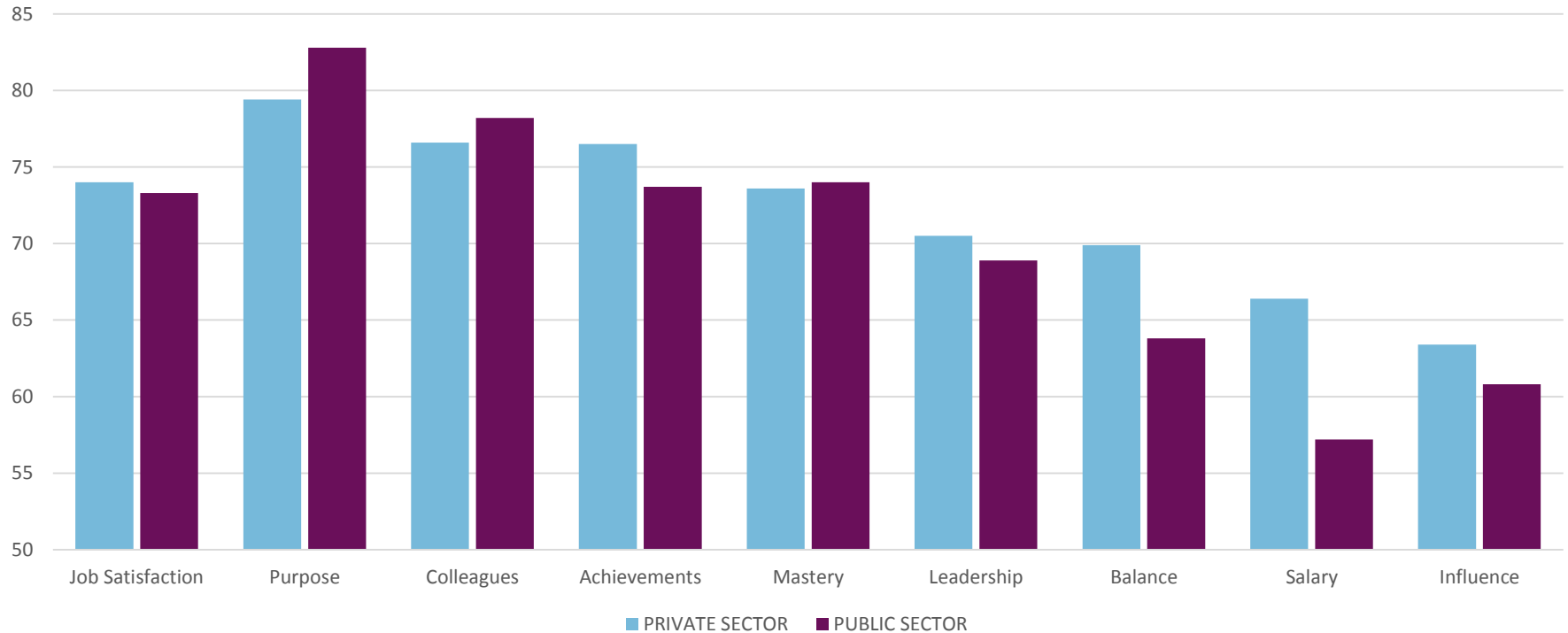


WORKING HOURS AND  
WORK/LIFE BALANCE

# SENIORS

HAVE THE  
BEST BALANCE

# Private Sector vs. Public Sector



# THANK YOU FOR LISTENING

Find more at [krifa.dk/indeks](https://krifa.dk/indeks)