

# The Impact of Labor Market Outcome on Job Dissatisfaction

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This paper examines the role of labor market outcome in the determination of job dissatisfaction by focusing on the impact of occupational incongruity on job dissatisfaction. It tests the hypothesis that "bad" labor market outcome, i.e., occupational incongruity, has a significant effect on job dissatisfaction by using the data from a labor utilization survey conducted in Taiwan. Job dissatisfaction in this study is measured from an indirect approach by examining workers' intentions to change jobs. This approach is based on the assumption that a worker is dissatisfied with his current job for some reasons when he intends to change his job. The evidence supports the hypothesis. That is, all of the work hours, low income, and educationally mismatched types of occupational incongruity have significant effects on job dissatisfaction. Workers are more likely to experience job dissatisfaction if they are incongruent in low hours, low income, and educational mismatch. However, workers are less likely to be dissatisfied if they are experiencing excess hours of incongruity.

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2. Theories of Job Dissatisfaction
3. Labor Market Outcome
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## 勞動市場的不良結果對勞動者 工作不滿意的影響

謝雨生

### 摘要

本研究的主要目的是要檢驗勞動市場的不良結果(“bad” labor market outcome)對勞動者工作不滿意的影響。而以改換工作的傾向來測量工作不滿意，這是基於一個假定：有改換工作傾向的勞動者，通常是對其目前的工作有所不滿意。本研究之研究假設為：不良的勞動市場結果對工作不滿意有顯著的正影響效果。研究結果支持這個研究假設。非志願性的部份時間、超長工時、低所得、以及教育職業不配合等工作，都對勞動者的工作不滿意有顯著的影響。除了超長工時的工作對工作不滿意有顯著的負影響效果外，其餘三種類型的職業不協調，對工作不滿意都有顯著的正影響效果。換句話說，如果一個勞動者經驗到非志願性部份時間、低所得、或教育職業不配合等工作，比較會不滿意他或她目前的工作；而超長工時的勞動者則比較不會不滿意他或她目前的工作。報告中對於這個領域未來的研究方向亦有所討論。