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**SPOŁECZNO-EKONOMICZNE UWARUNKOWANIA SATYSFAKCJI Z PRACY
OSÓB MŁODYCH W POLSCE**

ABSTRAKT

Job satisfaction is an essential factor influencing employees as well as employers. The overall life satisfaction of individuals, activity in the labor market, productivity, and turnover are examples of effects of job satisfaction. The young adults' perspective, i.e., considering two generations (GenY and GenZ) entering the labor market, enables the formulation of practical implications for increasing job satisfaction for both employers and employees in Poland. Moreover, given that material conditions are an important determinant of job satisfaction, we explore the role wage satisfaction plays in job satisfaction. On the other hand, not only individual income is taken into analysis but also disposable household income per person is considered, which allows answering another research question that is of particular importance for young adults' job satisfaction: How important is the family material status for job satisfaction for young at the beginning of their professional career? Another important issue that we raise in the study is how educational determinants, both levels of education (primary, secondary, vocational, high), and kind of education (economic, medical, etc.), affect job satisfaction. The study aims to identify and compare overall job satisfaction determinants among young adults in Poland. The identification is based on the ordered logit model. The model was built upon the data collected in 2021 in a survey using the CAWI technique on a sample of 402 respondents in Poland. The initial results of the logit model estimation indicate that job satisfaction in Poland is determined by various sets of factors considered in three dimensions, i.e., economic, educational, and socio-demographic. The greatest impact on job satisfaction among young adults in Poland is wage satisfaction. The results demonstrated that the impact of economic factors is much stronger than that of socio-demographic or educational. Individual income increases the probability of high job satisfaction to a higher extent than disposable income per person. Moreover, financial and medical education increases the probability of high job satisfaction. The results allow the formulation of practical implications that help create favorable conditions for young adults entering the labor market in Poland.