

Do What You Like: Online Appendix (Supplementary Online Material)

Monday 8th December, 2025 10:59

[note: this section will NOT be a part of the final version of the manuscript, but will be available online instead]

Additional Descriptive Statistics

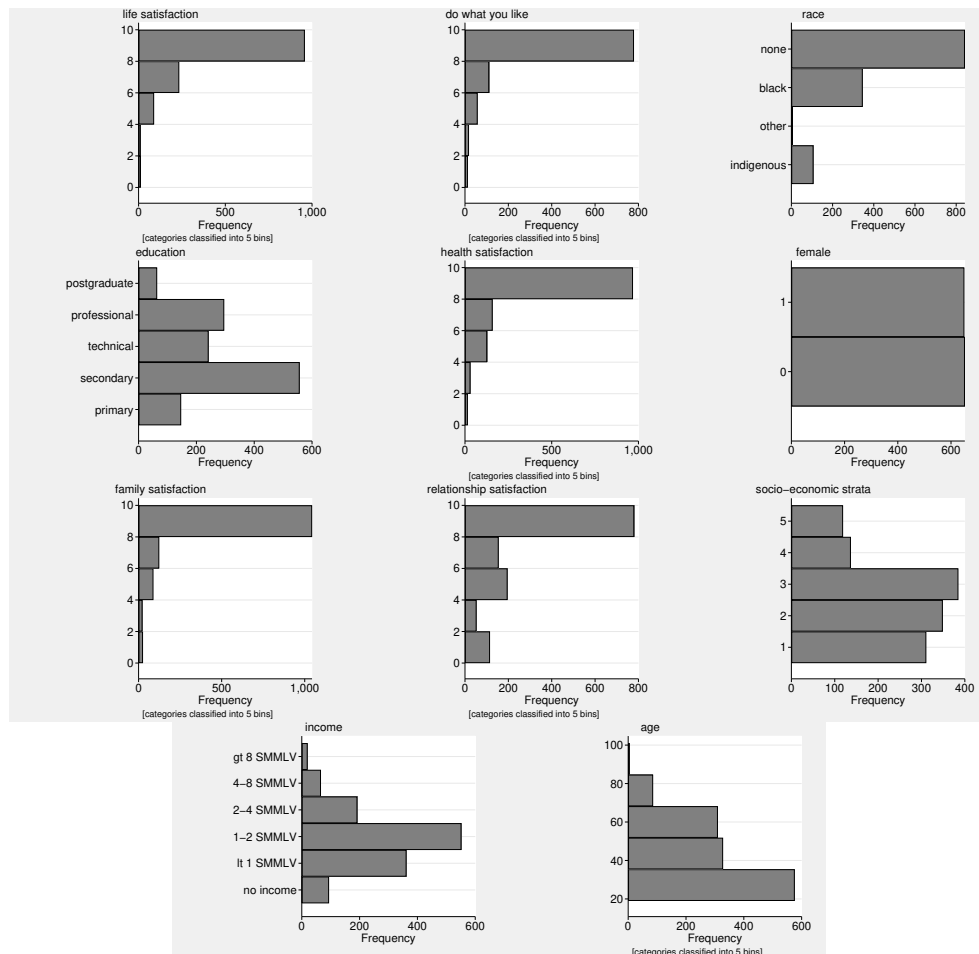


Figure 1: Variables' distribution.

1 Do What You Like Variable

The crosstab is useful—in the top do what you like category very low percentage of observations is below 5 on happiness, while in the first 5 categories of do what you like combined the low happiness is substantial.

```
. tabstat ls, by(lwd7) stat(mean sd) format(%9.1f)
```

Summary for variables: ls

Group variable: lwd7 (RECODE of lwd (do what you like))

lwd7	Mean	SD
0-4	5.6	2.7
2	7.6	2.3
3	7.6	1.8

4	8.0	1.5
5	7.8	1.9
6	8.2	1.5
7	8.9	1.5

Total	8.3	1.9

```
. ta ls lwd7, col nofreq
```

life	RECODE of lwd (do what you like)							
satisfacti	0-4	2	3	4	5	6	7	Total

0	6.98	4.35	0.00	0.00	1.23	0.00	0.58	1.02
1	4.65	0.00	0.00	0.00	0.00	0.00	0.00	0.20
2	4.65	0.00	0.00	0.00	0.61	0.00	0.19	0.41
3	2.33	0.00	3.23	0.00	0.61	0.00	0.00	0.31
4	4.65	0.00	0.00	0.00	1.84	1.98	0.39	0.92
5	25.58	8.70	12.90	8.75	5.52	2.97	1.94	4.90
6	16.28	13.04	9.68	6.25	6.75	8.91	2.72	5.62
7	9.30	17.39	16.13	18.75	19.63	10.89	9.51	12.67
8	13.95	19.57	25.81	32.50	28.83	32.67	18.64	22.98
9	2.33	10.87	16.13	11.25	11.66	14.85	10.68	11.13
10	9.30	26.09	16.13	22.50	23.31	27.72	55.34	39.84

Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

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.9
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mlogit

```
. mlogit ls7 LWD5-LWD11 i.etnia i.niveleducativo edad edad2 mujer //even stron
> ger than ols
```

Multinomial logistic regression

Number of obs = 972

LR chi2(108) = 315.51

Prob > chi2 = 0.0000

Log likelihood = -1420.2326

Pseudo R2 = 0.1000

ls7	Coefficient	Std. err.	z	P> z	[95% conf. interval]	
1						
LWD5	1.12	1.37	0.82	0.41	-1.56	3.79
LWD6	-2.40	1.08	-2.22	0.03	-4.53	-0.28
LWD7	-2.17	1.33	-1.64	0.10	-4.77	0.43
LWD8	-17.17	905.00	-0.02	0.98	-1790.93	1756.60
LWD9	-2.29	0.86	-2.66	0.01	-3.98	-0.60
LWD10	-3.22	1.06	-3.03	0.00	-5.30	-1.14
LWD11	-4.41	0.86	-5.14	0.00	-6.09	-2.73
etnia						
other	-15.82	17321.77	-0.00	1.00	-33965.86	33934.22
black	1.15	1.12	1.02	0.31	-1.05	3.34
none	0.59	1.09	0.54	0.59	-1.56	2.73
niveleduca~o						
primary	0.82	1.58	0.52	0.60	-2.27	3.91
secondary	0.13	1.59	0.08	0.94	-2.98	3.24
technical	-0.49	1.73	-0.29	0.78	-3.88	2.89
professio~l	0.71	1.63	0.44	0.66	-2.48	3.90
postgradu~e	-13.78	916.27	-0.02	0.99	-1809.65	1782.08
edad						
edad2	-0.04	0.09	-0.50	0.62	-0.22	0.13
mujer	0.00	0.00	0.50	0.62	-0.00	0.00
	0.70	0.44	1.57	0.12	-0.17	1.57
_cons	0.12	2.64	0.05	0.96	-5.05	5.29

2							
	LWD5	-0.37	1.41	-0.26	0.79	-3.14	2.40
	LWD6	-2.22	0.91	-2.44	0.01	-4.00	-0.44
	LWD7	-1.24	0.97	-1.29	0.20	-3.14	0.65
	LWD8	-2.15	0.82	-2.61	0.01	-3.76	-0.54
	LWD9	-2.53	0.79	-3.21	0.00	-4.07	-0.99
	LWD10	-3.44	0.93	-3.71	0.00	-5.25	-1.62
	LWD11	-4.51	0.77	-5.87	0.00	-6.01	-3.00
	etnia						
	other	-15.53	13605.13	-0.00	1.00	-26681.11	26650.04
	black	1.05	1.08	0.97	0.33	-1.07	3.16
	none	1.01	1.05	0.96	0.34	-1.05	3.08
niveleduca~o							
	primary	-0.55	1.26	-0.44	0.66	-3.01	1.91
	secondary	0.01	1.23	0.01	0.99	-2.40	2.42
	technical	0.33	1.27	0.26	0.79	-2.16	2.82
professio~l		-0.31	1.28	-0.24	0.81	-2.82	2.20
postgradu~e		-1.18	1.62	-0.73	0.47	-4.35	1.99
	edad	-0.06	0.05	-1.05	0.30	-0.16	0.05
	edad2	0.00	0.00	1.09	0.27	-0.00	0.00
	mujer	0.77	0.35	2.23	0.03	0.09	1.45
	_cons	0.94	1.98	0.47	0.64	-2.94	4.81

3							
	LWD5	-0.19	1.48	-0.13	0.90	-3.09	2.71
	LWD6	-1.50	0.92	-1.64	0.10	-3.30	0.30
	LWD7	-1.32	1.07	-1.24	0.21	-3.41	0.77
	LWD8	-1.92	0.92	-2.10	0.04	-3.72	-0.13
	LWD9	-2.01	0.84	-2.40	0.02	-3.65	-0.37
	LWD10	-2.00	0.86	-2.33	0.02	-3.68	-0.32
	LWD11	-3.92	0.82	-4.81	0.00	-5.52	-2.32
	etnia						
	other	2.06	1.37	1.50	0.13	-0.63	4.75
	black	-1.13	0.64	-1.77	0.08	-2.38	0.12
	none	-0.41	0.55	-0.74	0.46	-1.48	0.66
niveleduca~o							
	primary	14.69	2091.68	0.01	0.99	-4084.92	4114.31
	secondary	15.55	2091.68	0.01	0.99	-4084.07	4115.17
	technical	15.87	2091.68	0.01	0.99	-4083.75	4115.49
professio~l		15.20	2091.68	0.01	0.99	-4084.42	4114.82
postgradu~e		15.17	2091.68	0.01	0.99	-4084.45	4114.78
	edad	-0.09	0.06	-1.64	0.10	-0.20	0.02
	edad2	0.00	0.00	1.21	0.22	-0.00	0.00
	mujer	-0.17	0.31	-0.53	0.60	-0.78	0.45
	_cons	-11.78	2091.68	-0.01	1.00	-4111.40	4087.83

4							
	LWD5	1.01	1.56	0.65	0.52	-2.05	4.08
	LWD6	-0.20	1.04	-0.19	0.85	-2.24	1.84
	LWD7	0.29	1.13	0.26	0.80	-1.92	2.51
	LWD8	0.09	0.99	0.09	0.93	-1.86	2.04
	LWD9	-0.14	0.96	-0.14	0.88	-2.02	1.75
	LWD10	-0.86	1.00	-0.86	0.39	-2.81	1.10
	LWD11	-1.72	0.94	-1.82	0.07	-3.57	0.13
	etnia						
	other	-18.09	8379.36	-0.00	1.00	-16441.34	16405.17
	black	-0.99	0.36	-2.73	0.01	-1.70	-0.28
	none	-1.32	0.33	-3.97	0.00	-1.97	-0.67
niveleduca~o							
	primary	13.70	983.17	0.01	0.99	-1913.27	1940.67
	secondary	14.58	983.17	0.01	0.99	-1912.39	1941.55
	technical	14.94	983.17	0.02	0.99	-1912.03	1941.91
professio~l		14.60	983.17	0.01	0.99	-1912.38	1941.57
postgradu~e		14.70	983.17	0.01	0.99	-1912.27	1941.67
	edad	0.01	0.04	0.22	0.82	-0.08	0.10

	edad2	-0.00	0.00	-0.06	0.95	-0.00	0.00
	mujer	0.06	0.22	0.26	0.80	-0.38	0.49
	_cons	-13.97	983.17	-0.01	0.99	-1940.94	1913.01

5							
	LWD5	-0.41	1.62	-0.25	0.80	-3.59	2.77
	LWD6	-0.87	0.87	-1.00	0.32	-2.58	0.84
	LWD7	-0.15	0.95	-0.16	0.87	-2.01	1.70
	LWD8	-0.21	0.81	-0.26	0.79	-1.80	1.38
	LWD9	-0.46	0.78	-0.59	0.56	-1.99	1.07
	LWD10	-0.58	0.79	-0.73	0.47	-2.14	0.98
	LWD11	-1.77	0.76	-2.32	0.02	-3.26	-0.28
	etnia						
	other	-17.50	6117.44	-0.00	1.00	-12007.47	11972.46
	black	-0.56	0.35	-1.63	0.10	-1.24	0.11
	none	-0.49	0.32	-1.55	0.12	-1.11	0.13
	niveleduca~o						
	primary	15.69	2024.88	0.01	0.99	-3952.99	3984.38
	secondary	16.03	2024.88	0.01	0.99	-3952.66	3984.71
	technical	16.48	2024.88	0.01	0.99	-3952.20	3985.17
	professio~l	16.50	2024.88	0.01	0.99	-3952.19	3985.19
	postgradu~e	16.67	2024.88	0.01	0.99	-3952.02	3985.36
	edad	-0.02	0.04	-0.46	0.65	-0.08	0.05
	edad2	0.00	0.00	0.32	0.75	-0.00	0.00
	mujer	0.08	0.18	0.48	0.63	-0.26	0.43
	_cons	-14.68	2024.88	-0.01	0.99	-3983.37	3954.01

6							
	LWD5	-24.12	331085.54	-0.00	1.00	-6.49e+05	648891.62
	LWD6	0.47	1.29	0.36	0.72	-2.06	3.00
	LWD7	1.30	1.33	0.98	0.33	-1.31	3.90
	LWD8	0.51	1.24	0.41	0.68	-1.92	2.94
	LWD9	0.46	1.21	0.38	0.70	-1.90	2.83
	LWD10	0.48	1.22	0.39	0.69	-1.91	2.87
	LWD11	-0.47	1.18	-0.40	0.69	-2.79	1.85
	etnia						
	other	-17.26	8749.99	-0.00	1.00	-17166.93	17132.41
	black	0.31	0.45	0.68	0.50	-0.58	1.19
	none	-0.31	0.44	-0.71	0.48	-1.16	0.55
	niveleduca~o						
	primary	-0.78	1.30	-0.60	0.55	-3.32	1.76
	secondary	-0.40	1.27	-0.32	0.75	-2.89	2.08
	technical	0.33	1.28	0.26	0.80	-2.18	2.84
	professio~l	-0.04	1.28	-0.03	0.98	-2.54	2.46
	postgradu~e	0.50	1.31	0.38	0.70	-2.07	3.08
	edad	0.06	0.05	1.18	0.24	-0.04	0.15
	edad2	-0.00	0.00	-1.03	0.30	-0.00	0.00
	mujer	0.24	0.23	1.08	0.28	-0.20	0.69
	_cons	-2.35	1.87	-1.25	0.21	-6.02	1.32

7 (base outcome)

```
. mlogit ls7 LWD5-LWD11 i.etnia i.niveleducativo edad edad2 mujer promedioingr
> esos estrato health
```

Multinomial logistic regression

Number of obs = 953

LR chi2(126) = 404.41

Prob > chi2 = 0.0000

Log likelihood = -1344.9392

Pseudo R2 = 0.1307

	ls7	Coefficient	Std. err.	z	P> z	[95% conf. interval]
1						
	LWD5	0.18	1.46	0.12	0.90	-2.68 3.04
	LWD6	-3.31	1.18	-2.81	0.00	-5.62 -1.00
	LWD7	-2.92	1.43	-2.04	0.04	-5.72 -0.12

LWD8	-17.99	1034.79	-0.02	0.99	-2046.13	2010.16
LWD9	-2.85	0.96	-2.97	0.00	-4.73	-0.97
LWD10	-3.30	1.13	-2.93	0.00	-5.50	-1.09
LWD11	-4.69	0.95	-4.96	0.00	-6.54	-2.84
etnia						
other	-15.11	20218.79	-0.00	1.00	-39643.21	39612.99
black	1.18	1.18	1.00	0.32	-1.14	3.50
none	0.58	1.15	0.50	0.61	-1.67	2.83
niveleduca~o						
primary	2.56	1.95	1.31	0.19	-1.27	6.39
secondary	2.22	1.95	1.14	0.26	-1.61	6.05
technical	2.20	2.10	1.05	0.29	-1.92	6.32
professio~l	3.36	2.04	1.64	0.10	-0.65	7.36
postgradu~e	-12.35	967.81	-0.01	0.99	-1909.22	1884.52
edad	0.00	0.10	0.05	0.96	-0.19	0.20
edad2	-0.00	0.00	-0.06	0.95	-0.00	0.00
mujer	0.33	0.50	0.66	0.51	-0.65	1.31
promedioin~s	-0.19	0.40	-0.46	0.64	-0.97	0.60
estrato	-0.75	0.29	-2.56	0.01	-1.33	-0.18
health	-0.58	0.10	-5.97	0.00	-0.78	-0.39
_cons	3.85	3.11	1.24	0.22	-2.24	9.94
2						
LWD5	-0.70	1.49	-0.47	0.64	-3.62	2.22
LWD6	-2.63	0.98	-2.69	0.01	-4.54	-0.71
LWD7	-1.55	1.03	-1.50	0.13	-3.58	0.47
LWD8	-2.25	0.89	-2.52	0.01	-3.99	-0.50
LWD9	-2.55	0.84	-3.03	0.00	-4.20	-0.90
LWD10	-3.33	0.97	-3.43	0.00	-5.24	-1.43
LWD11	-4.53	0.83	-5.46	0.00	-6.16	-2.90
etnia						
other	-15.30	16055.54	-0.00	1.00	-31483.58	31452.97
black	0.88	1.09	0.81	0.42	-1.26	3.02
none	0.95	1.06	0.89	0.37	-1.14	3.03
niveleduca~o						
primary	0.53	1.61	0.33	0.74	-2.62	3.68
secondary	1.28	1.57	0.81	0.42	-1.80	4.36
technical	1.81	1.61	1.12	0.26	-1.35	4.97
professio~l	1.30	1.65	0.79	0.43	-1.93	4.53
postgradu~e	0.17	1.97	0.08	0.93	-3.70	4.04
edad	-0.05	0.06	-0.97	0.33	-0.16	0.05
edad2	0.00	0.00	0.95	0.34	-0.00	0.00
mujer	0.51	0.37	1.39	0.17	-0.21	1.24
promedioin~s	0.17	0.26	0.65	0.52	-0.34	0.69
estrato	-0.31	0.19	-1.67	0.10	-0.68	0.05
health	-0.45	0.08	-5.74	0.00	-0.61	-0.30
_cons	3.95	2.33	1.69	0.09	-0.62	8.52
3						
LWD5	-0.63	1.49	-0.42	0.67	-3.55	2.29
LWD6	-1.67	0.95	-1.77	0.08	-3.53	0.18
LWD7	-1.60	1.10	-1.45	0.15	-3.76	0.56
LWD8	-2.07	0.95	-2.18	0.03	-3.93	-0.21
LWD9	-1.99	0.86	-2.32	0.02	-3.68	-0.31
LWD10	-1.97	0.88	-2.24	0.03	-3.69	-0.24
LWD11	-3.87	0.84	-4.60	0.00	-5.52	-2.22
etnia						
other	2.34	1.47	1.60	0.11	-0.53	5.21
black	-1.20	0.65	-1.86	0.06	-2.47	0.07
none	-0.48	0.56	-0.86	0.39	-1.57	0.61
niveleduca~o						
primary	14.06	1766.99	0.01	0.99	-3449.17	3477.29
secondary	14.99	1766.99	0.01	0.99	-3448.24	3478.22
technical	15.36	1766.99	0.01	0.99	-3447.87	3478.59
professio~l	14.49	1766.99	0.01	0.99	-3448.74	3477.72
postgradu~e	14.54	1766.99	0.01	0.99	-3448.69	3477.77

	edad	-0.07	0.06	-1.21	0.23	-0.19	0.05
	edad2	0.00	0.00	0.72	0.47	-0.00	0.00
	mujer	-0.36	0.33	-1.08	0.28	-1.01	0.29
	promedioin~s	-0.19	0.24	-0.80	0.43	-0.66	0.28
	estrato	0.25	0.16	1.57	0.12	-0.06	0.57
	health	-0.38	0.08	-5.07	0.00	-0.53	-0.23
	_cons	-8.41	1766.99	-0.00	1.00	-3471.64	3454.82

4							
	LWD5	0.61	1.57	0.39	0.70	-2.46	3.68
	LWD6	-0.60	1.07	-0.56	0.57	-2.69	1.49
	LWD7	-0.00	1.15	-0.00	1.00	-2.25	2.25
	LWD8	-0.14	1.01	-0.14	0.89	-2.13	1.85
	LWD9	-0.21	0.97	-0.21	0.83	-2.11	1.70
	LWD10	-0.87	1.01	-0.86	0.39	-2.85	1.11
	LWD11	-1.73	0.96	-1.81	0.07	-3.61	0.15
	etnia						
	other	-17.99	9814.00	-0.00	1.00	-19253.06	19217.09
	black	-0.98	0.38	-2.60	0.01	-1.72	-0.24
	none	-1.30	0.35	-3.75	0.00	-1.97	-0.62
	niveleduca~o						
	primary	15.81	2835.03	0.01	1.00	-5540.74	5572.36
	secondary	16.69	2835.03	0.01	1.00	-5539.86	5573.24
	technical	17.07	2835.03	0.01	1.00	-5539.48	5573.61
	professio~l	16.64	2835.03	0.01	1.00	-5539.91	5573.19
	postgradu~e	16.71	2835.03	0.01	1.00	-5539.84	5573.26
	edad	0.02	0.05	0.42	0.67	-0.07	0.11
	edad2	-0.00	0.00	-0.42	0.67	-0.00	0.00
	mujer	-0.08	0.24	-0.33	0.74	-0.54	0.39
	promedioin~s	-0.01	0.16	-0.08	0.94	-0.34	0.31
	estrato	0.07	0.12	0.62	0.54	-0.16	0.31
	health	-0.34	0.06	-5.80	0.00	-0.45	-0.22
	_cons	-13.32	2835.03	-0.00	1.00	-5569.86	5543.23

5							
	LWD5	-0.70	1.61	-0.43	0.67	-3.86	2.47
	LWD6	-0.94	0.88	-1.07	0.29	-2.66	0.79
	LWD7	-0.22	0.96	-0.22	0.82	-2.09	1.66
	LWD8	-0.20	0.82	-0.24	0.81	-1.80	1.41
	LWD9	-0.48	0.79	-0.60	0.55	-2.02	1.07
	LWD10	-0.59	0.80	-0.74	0.46	-2.16	0.97
	LWD11	-1.73	0.77	-2.26	0.02	-3.23	-0.23
	etnia						
	other	-17.58	6852.55	-0.00	1.00	-13448.33	13413.18
	black	-0.53	0.35	-1.51	0.13	-1.22	0.16
	none	-0.45	0.32	-1.40	0.16	-1.08	0.18
	niveleduca~o						
	primary	15.62	1875.25	0.01	0.99	-3659.80	3691.04
	secondary	15.87	1875.25	0.01	0.99	-3659.54	3691.29
	technical	16.34	1875.25	0.01	0.99	-3659.07	3691.76
	professio~l	16.31	1875.25	0.01	0.99	-3659.10	3691.73
	postgradu~e	16.39	1875.25	0.01	0.99	-3659.03	3691.81
	edad	-0.02	0.04	-0.46	0.65	-0.09	0.05
	edad2	0.00	0.00	0.25	0.80	-0.00	0.00
	mujer	0.02	0.19	0.11	0.92	-0.35	0.39
	promedioin~s	-0.02	0.13	-0.14	0.89	-0.27	0.23
	estrato	0.08	0.09	0.92	0.36	-0.10	0.27
	health	-0.13	0.05	-2.43	0.02	-0.24	-0.03
	_cons	-13.51	1875.25	-0.01	0.99	-3688.93	3661.91

6							
	LWD5	-36.08	1.34e+08	-0.00	1.00	-2.63e+08	2.63e+08
	LWD6	0.47	1.29	0.37	0.71	-2.06	3.01
	LWD7	1.30	1.33	0.97	0.33	-1.31	3.91
	LWD8	0.60	1.24	0.48	0.63	-1.84	3.03
	LWD9	0.50	1.21	0.42	0.68	-1.86	2.87
	LWD10	0.47	1.22	0.39	0.70	-1.91	2.86

LWD11		-0.46	1.18	-0.39	0.70	-2.77	1.86
etnia							
other		-17.47	9456.46	-0.00	1.00	-18551.79	18516.86
black		0.29	0.45	0.64	0.52	-0.60	1.18
none		-0.30	0.44	-0.70	0.49	-1.16	0.55
niveleduca~o							
primary		-0.54	1.31	-0.41	0.68	-3.11	2.04
secondary		-0.16	1.29	-0.13	0.90	-2.69	2.37
technical		0.58	1.31	0.44	0.66	-2.00	3.15
professio~l		0.27	1.32	0.21	0.84	-2.32	2.86
postgradu~e		0.84	1.40	0.60	0.55	-1.90	3.58
edad		0.06	0.05	1.22	0.22	-0.04	0.16
edad2		-0.00	0.00	-1.07	0.29	-0.00	0.00
mujer		0.22	0.24	0.95	0.34	-0.24	0.69
promedioin~s		-0.05	0.16	-0.28	0.78	-0.36	0.27
estrato		-0.02	0.12	-0.15	0.88	-0.25	0.22
health		-0.02	0.07	-0.23	0.81	-0.16	0.13
_cons		-2.39	2.01	-1.18	0.24	-6.33	1.56

7		(base outcome)					

.9

Domain Satisfactions

We can frame it like whats most important for happiness? health? family? No. Do what you like is.

The domains—stronger than family and relationships—makes sense becasue you spend more time on work than family or relationship.

Here we essentially repeat paper regressions from table ?? but instead of usual controls include domain satisfactions in the spirit of Campbell et al. (1976)—results are similar in table 1.

	a1	a2	a3	a4	b1	b2	b3	b4
do what you like	0.40***	0.40***	0.29***	0.18***				
age		0.02	0.03	0.01	0.02	0.03	0.00	0.01
female		-0.04	-0.02	-0.01				
Seguridad		-0.02	-0.04	-0.05+	-0.02	-0.03	-0.04	-0.04+
Ingreso			0.30***	0.02		0.29***	0.19***	0.02
health satisfaction				0.06+				0.06+
Dias en los que no gozo de buena salud mental				-0.12***				-0.13***
Trabajo				0.14***			0.27***	0.14***
family satisfaction				0.16***				0.16***
relationship satisfaction				0.10***				0.09**
education				0.12***				0.12***
Satisfaccion estadandar de vida				-0.10***				-0.09**
Ingreso				0.00				
lwd== 4.0000					-0.04	-0.04	-0.05	-0.01
5					0.21**	0.17***	0.13**	0.16***
6					0.17**	0.13***	0.09*	0.13***
7					0.33***	0.25***	0.16**	0.20***
8					0.42***	0.29***	0.16*	0.23***
9					0.41***	0.30***	0.18**	0.22***
10					0.86***	0.63***	0.39***	0.46***
Hombre					0.00	0.00	0.00	0.00
Mujer					-0.04	-0.03	-0.02	-0.02
Ingreso								0.00
constant	***	***	***	***	***	***	***	***
N	979	974	974	958	974	974	974	958

+ 0.10 * 0.05 ** 0.01 *** 0.001; robust std err

Table 1: OLS regressions of life satisfaction: beta (fully standardized) coefficients.

Other Related Questions on Jobs

Again, **do what you like** is one of the questions among others on job, so is it do what you like in general, but do what you like on the job.

This can be seen from the part of the questionnaire that this item come from in figure 2.

30. ¿Cuánto tiempo lleva desempleado? - SÓLO PARA DESEMPLEADOS <div style="text-align: center;">_____ (MESES) (Pase a la pregunta 36)</div>	33. ¿Cuánto tiempo lleva en su trabajo actual? <div style="text-align: center;">_____</div> <div style="text-align: right;"> 1 <input type="text"/> Meses 2 <input type="text"/> Años </div>								
34. En una escala de 0 a 10, dónde 0 significa nada satisfecho y 10 significa totalmente satisfecho, ¿qué tan satisfecho se siente en general con su trabajo? <div style="text-align: center;"> Nada satisfecho <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> Totalmente satisfecho </div>									
35. En una escala de 0 a 10, dónde 0 significa nada satisfecho y 10 significa totalmente satisfecho, ¿qué tan satisfecho se siente con los siguientes aspectos de su trabajo? <div style="display: flex; justify-content: space-between; font-size: small;"> Nada satisfecho Totalmente satisfecho </div> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%; padding: 2px;">1. La remuneración que recibe</td> <td style="text-align: center; padding: 2px;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </td> </tr> <tr> <td style="padding: 2px;">2. Las actividades que realiza (le gusta lo que hace)</td> <td style="text-align: center; padding: 2px;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </td> </tr> <tr> <td style="padding: 2px;">3. El ambiente del trabajo</td> <td style="text-align: center; padding: 2px;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </td> </tr> <tr> <td style="padding: 2px;">4. El equipo de trabajo (compañeros y colegas)</td> <td style="text-align: center; padding: 2px;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </td> </tr> </table>		1. La remuneración que recibe	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>	2. Las actividades que realiza (le gusta lo que hace)	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>	3. El ambiente del trabajo	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>	4. El equipo de trabajo (compañeros y colegas)	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>
1. La remuneración que recibe	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>								
2. Las actividades que realiza (le gusta lo que hace)	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>								
3. El ambiente del trabajo	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>								
4. El equipo de trabajo (compañeros y colegas)	<input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/>								

<div style="display: flex; align-items: center; justify-content: space-between;"> <div style="display: flex; align-items: center;"> <div> Polis <small>Observatorio de Políticas Públicas</small> </div> </div> <div style="text-align: center;"> </div> </div>	2022
CONTINUACIÓN	
5. Los retos que el trabajo le exige (aprender, hacer cosas nuevas) <div style="text-align: center;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </div>	
6. El aporte que hace a los demás (comunidad, sociedad) a través de su trabajo <div style="text-align: center;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </div>	
7. La relación que tiene con su jefe <div style="text-align: center;"> <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> </div>	
36. En general, ¿qué tanto estrés le genera su trabajo? (si NO tiene trabajo, pase a la p42) <div style="display: flex; justify-content: space-between; font-size: small;"> No me genera estrés <input type="text" value="0"/> <input type="text" value="1"/> <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="4"/> <input type="text" value="5"/> <input type="text" value="6"/> <input type="text" value="7"/> <input type="text" value="8"/> <input type="text" value="9"/> <input type="text" value="10"/> Me genera mucho estrés </div>	

Figure 2: Part of the questionnaire on job.

As from table 3 overall job satisfaction (job general, first column) has highest correlation with like what you do (lwd, last row). And like what you do correlates most with job climate.

```

1 . d jobG jobClim P06001104 P06001105 P06001106 P06001107 lwd

Variable name      Storage type      Display format      Value label      Variable label
-----
jobGeneral         double      %10.0g              qué tan satisfecho se siente en general con su trabajo
jobClim            double      %10.0g              Satisfecho con el ambiente del trabajo
P06001104          double      %10.0g              Satisfecho con el equipo de trabajo (compañeros y cole
P06001105          double      %10.0g              Satisfecho con los retos que el trabajo le exige (apre
P06001106          double      %10.0g              Satisfecho con el aporte que hace a los demás (comuni
P06001107          double      %10.0g              Satisfecho con la relación que tiene con su jefe
lwd                double      %10.0g              * do what you like

2 . qui pwcorr jobG jobClim P06001104 P06001105 P06001106 P06001107 lwd

3 . matrix list r(C), format(%4.1f)

symmetric r(C)[7,7]
      jobGeneral      jobClim      P06001104      P06001105      P06001106      P06001107      lwd
jobGeneral      1.0
jobClim          0.5      1.0
P06001104       0.4      0.7      1.0
P06001105       0.4      0.4      0.4      1.0
P06001106       0.3      0.4      0.4      0.5      1.0
P06001107       0.3      0.4      0.5      0.4      0.3      1.0
lwd             0.6      0.6      0.4      0.4      0.4      0.3      1.0

```

Figure 3: Labor variables and crosscorrelations.

Explaining Life Satisfaction With job Satisfaction

Likewise from regressions below in table 3 it is clear that both general job satisfaction and do what you like are both key for life satisfaction. In the body of the paper we just focus on do what you like as key aspect of job satisfaction. Still, if anything job satisfaction has higher impact on life satisfaction than do what you like—columns c1 and c3.

	c0a	c0b	c1	c2	c3	c4	c5
promedioingresos==1-2 SMMLV	0.61***		0.30+	0.29+	0.28+	0.13	-0.01
promedioingresos==2-4 SMMLV	0.67***		0.30+	0.25	0.20	0.02	-0.18
promedioingresos==4-8 SMMLV	0.89***		0.55*	0.45+	0.39	0.05	-0.03
promedioingresos==gt 8 SMMLV	1.20***		0.63*	0.52	0.41	0.12	-0.19
do what you like:							
5		2.03***	1.94***	1.95***	1.97***	1.94***	1.81***
6		2.02***	1.90***	1.91***	1.93***	1.96***	1.96***
7		2.43***	2.29***	2.30***	2.30***	2.23***	1.98***
8		2.29***	2.15***	2.18***	2.18***	2.04***	1.81***
9		2.69***	2.56***	2.58***	2.59***	2.35***	2.16***
10		3.37***	3.20***	3.23***	3.23***	2.97***	2.67***
base:indigenous:				0.00	0.00	0.00	0.00
other				-0.05	-0.05	-0.27	-0.52
black				0.15	0.16	0.16	0.32+
none				0.16	0.15	0.15	0.26+
base:primary:				0.00	0.00	0.00	0.00
secondary				-0.07	-0.09	-0.09	-0.05
technical				-0.17	-0.21	-0.23	-0.19
professional				-0.10	-0.17	-0.16	-0.13
postgraduate				0.06	-0.03	0.04	-0.07
age				0.02	0.02	0.01	0.01
age squared				-0.00	-0.00	-0.00	-0.00
female				-0.13	-0.12	-0.04	-0.08
socio-economic strata					0.06	0.06	0.07
health satisfaction						0.26***	0.14***
family satisfaction							0.19***
relationship satisfaction							0.10***
constant	7.85***	5.56***	5.46***	4.99***	4.89***	3.11***	1.98**
N	963	979	963	956	954	952	949

+ 0.10 * 0.05 ** 0.01 *** 0.001; robust std err

Table 2: OLS regressions of life satisfaction: beta (fully standardized) coefficients.

Explaining Job Satisfaction with Its Components

Like What You Do has highest impact on job satisfaction.

```
. d jobG jobClim P06001104 P06001105 P06001106 P06001107 lwd
```

Variable name	Storage type	Display format	Value label	Variable label
jobGeneral con su trabajo	double	%10.0g		que tan satisfecho se siente en general
jobClim	double	%10.0g		Satisfecho con el ambiente del trabajo
P06001104	double	%10.0g		Satisfecho con el equipo de trabajo (compaaeros y colegas)
P06001105	double	%10.0g		Satisfecho con los retos que el trabajo le exige (aprender, hacer cosas nuevas)
P06001106	double	%10.0g		Satisfecho con el aporte que hace a los demas (comunidad, sociedad) a trava
P06001107	double	%10.0g		de
lwd	double	%10.0g		Satisfecho con la relacion que tiene con su jefe
				* do what you like

```
. //reg jobG lwd, beta
. reg jobG lwd jobClim P06001104 P06001105 P06001106 P06001107, beta
```

Source	SS	df	MS	Number of obs	=	765
Model	1134.58038	6	189.09673	F(6, 758)	=	81.98
Residual	1748.35557	758	2.30653769	Prob > F	=	0.0000
				R-squared	=	0.3936
				Adj R-squared	=	0.3887
Total	2882.93595	764	3.77347637	Root MSE	=	1.5187

jobGeneral	Coefficient	Std. err.	t	P> t	Beta
lwd	0.38	0.04	10.32	0.00	0.37
jobClim	0.22	0.04	5.63	0.00	0.24
P06001104	-0.03	0.04	-0.86	0.39	-0.04
P06001105	0.11	0.03	3.83	0.00	0.13
P06001106	0.02	0.03	0.72	0.47	0.02
P06001107	0.03	0.03	1.14	0.25	0.04
_cons	2.19	0.31	7.08	0.00	.

.9

2 Do What You Like And Income And Other Variables

Do What You Like has little to do with actual income, corelation is only .2, but has more to do with income satisfaction at .5. Still, even with actual income, below in first panel, there are some clear relationships. In the lowest income group (lt 1 SMML), it is 60% out of people who dont like what they do (0-4 categories collapsed together). For people who like more what they do it drops from 60% to about 30%, and finally to 20% for people who like most what they do.

It is not surprising that 60% of people who don't like what they do are in lowest salary category. On less than 1,300 COP per month,¹ about 330 USD, it is diffucult to enjoy job activities.

But then among people who enjoy most what they do (last row, category 7), 20% are still in the lowest income group. And most are in 1-2 SMMLV category. Less than 10% are in >4 SMMLV

¹<https://www.mintrabajo.gov.co/prensa/comunicados/2022/diciembre/>

categories. Not only it is possible to do what one likes on little money, but most people do already in 1-2 SMMLV category.

do what you like	lt 1 SMML	1-2 SMMLV	income 2-4 SMMLV	4-8 SMMLV	gt 8 SMML	Total
0-4	60.98	34.15	0.00	4.88	0.00	100.00
2	33.33	51.11	13.33	2.22	0.00	100.00
3	35.48	38.71	16.13	6.45	3.23	100.00
4	32.05	44.87	15.38	6.41	1.28	100.00
5	23.75	52.50	18.75	4.38	0.62	100.00
6	26.00	43.00	25.00	5.00	1.00	100.00
7	19.69	53.74	17.52	6.50	2.56	100.00
Total	24.92	50.26	17.34	5.71	1.77	100.00

do what you like	0	1	2	3	Satisfaccion remuneracion 4	5	6	7	8	9
0-4	13.95	11.63	6.98	27.91	16.28	4.65	2.33	2.33	6.98	0.00
2	6.52	0.00	4.35	6.52	10.87	45.65	2.17	6.52	15.22	0.00
3	0.00	0.00	0.00	3.23	0.00	25.81	25.81	12.90	9.68	16.13
4	1.25	0.00	1.25	2.50	2.50	22.50	15.00	30.00	16.25	2.50
5	0.00	0.61	1.23	2.45	0.61	11.04	9.20	19.02	41.10	4.91
6	1.98	0.00	0.00	0.99	0.00	6.93	5.94	11.88	28.71	31.68
7	0.78	0.39	1.17	0.97	1.36	6.60	3.69	7.77	10.29	6.80
Total	1.63	0.82	1.43	2.86	2.25	11.03	6.33	11.75	17.88	8.38

.9

But satisfaction with compensation in 2nd panel shows different pattern—here clearly anyone satisfied doing what they like (bottom rows) is not dissatisfied with compensation. Clearly, for people most satisfied with what they do, they are also most satisfied with their compensation at 60% (last cell in the body of the table).

Future research can explore similar crosstabs with other socio-demographics than income such as education, class, socio-economic strata, etc.

Then some regressions focusing on income and inc sat—how they go away with do what you like.

In c0a going up on scale of income has effect of about .6 for 2 lower categories up to about 1.2 for top category (versus lt 1 smml). But going up on Do What You Like in c0b has effect of about 2.5 for mid-categories, and about 3.3 for the top category.

Including both do what you like and income in c1 produces 4x larger effect or more on respective do what you like categories.

Adding controls in subsequent specifications wipes away effect of income, but has little effect of do what you like, only in most elaborate specifications the effect of do what you like is decreased, but still only a little.

Then in next table we repeat the exercise with income satisfactions dummies.

In d0a top income satisfaction has a large effect of 2.2 v collapsed 4 bottom income satisfaction categories. But then in d1 including both, clearly do what you like has more effect than income sat-

isfaction. Adding more controls in subsequent specifications decreases effect of income satisfaction to the point of insignificance, but do what you like is decreased only slightly.

	c0a	c0b	c1	c2	c3	c4	c5
promedioingresos==1-2 SMMLV	0.61***		0.30+	0.29+	0.28+	0.13	-0.01
promedioingresos==2-4 SMMLV	0.67***		0.30+	0.25	0.20	0.02	-0.18
promedioingresos==4-8 SMMLV	0.89***		0.55*	0.45+	0.39	0.05	-0.03
promedioingresos==gt 8 SMMLV	1.20***		0.63*	0.52	0.41	0.12	-0.19
do what you like:							
5		2.03***	1.94***	1.95***	1.97***	1.94***	1.81***
6		2.02***	1.90***	1.91***	1.93***	1.96***	1.96***
7		2.43***	2.29***	2.30***	2.30***	2.23***	1.98***
8		2.29***	2.15***	2.18***	2.18***	2.04***	1.81***
9		2.69***	2.56***	2.58***	2.59***	2.35***	2.16***
10		3.37***	3.20***	3.23***	3.23***	2.97***	2.67***
base:indigenous:				0.00	0.00	0.00	0.00
other				-0.05	-0.05	-0.27	-0.52
black				0.15	0.16	0.16	0.32+
none				0.16	0.15	0.15	0.26+
base:primary:				0.00	0.00	0.00	0.00
secondary				-0.07	-0.09	-0.09	-0.05
technical				-0.17	-0.21	-0.23	-0.19
professional				-0.10	-0.17	-0.16	-0.13
postgraduate				0.06	-0.03	0.04	-0.07
age				0.02	0.02	0.01	0.01
age squared				-0.00	-0.00	-0.00	-0.00
female				-0.13	-0.12	-0.04	-0.08
socio-economic strata					0.06	0.06	0.07
health satisfaction						0.26***	0.14***
family satisfaction							0.19***
relationship satisfaction							0.10***
constant	7.85***	5.56***	5.46***	4.99***	4.89***	3.11***	1.98**
N	963	979	963	956	954	952	949

+ 0.10 * 0.05 ** 0.01 *** 0.001; robust std err

Table 3: OLS regressions of life satisfaction.

	d0a2	d1	d2	d3	d4	d5	d0a	d0b
incomeSat== 4.0000	0.02	-0.17	-0.27	-0.25	-0.45	-0.30	0.02	
incomeSat== 5.0000	1.03**	0.26	0.16	0.16	-0.04	0.02	1.03**	
incomeSat== 6.0000	1.02**	0.30	0.22	0.21	-0.03	-0.07	1.02**	
incomeSat== 7.0000	1.40***	0.56+	0.45	0.44	0.17	0.21	1.40***	
incomeSat== 8.0000	1.50***	0.71*	0.61+	0.59+	0.25	0.18	1.50***	
incomeSat== 9.0000	1.50***	0.52	0.40	0.39	-0.01	-0.16	1.50***	
incomeSat== 10.0000	2.27***	1.04***	0.94**	0.93**	0.53+	0.44	2.27***	
do what you like:								
5		1.88***	1.93***	1.95***	1.92***	1.73***		2.03***
6		1.71**	1.74**	1.75**	1.87***	1.86***		2.02***
7		2.10***	2.14***	2.13***	2.12***	1.84***		2.43***
8		1.83***	1.90***	1.90***	1.85***	1.62***		2.29***
9		2.22***	2.27***	2.28***	2.17***	2.02***		2.69***
10		2.70***	2.76***	2.76***	2.62***	2.34***		3.37***
base:indigenous:			0.00	0.00	0.00	0.00		
other			-0.12	-0.12	-0.26	-0.43		
black			0.14	0.15	0.15	0.31+		
none			0.19	0.18	0.18	0.27+		
base:primary:			0.00	0.00	0.00	0.00		
secondary			-0.00	-0.03	-0.05	-0.03		
technical			-0.08	-0.13	-0.20	-0.21		
professional			-0.01	-0.09	-0.14	-0.15		
postgraduate			0.23	0.10	0.06	-0.10		
age			0.02	0.02	0.02	0.01		
age squared			-0.00	-0.00	-0.00	-0.00		
female			-0.16	-0.14	-0.05	-0.07		
socio-economic strata				0.05	0.04	0.04		
health satisfaction					0.25***	0.14***		
family satisfaction						0.20***		
relationship satisfaction						0.09***		
donstant	6.80***	5.43***	4.90***	4.83***	3.24***	2.10**	6.80***	5.56***
N	981	979	972	969	967	964	981	979
+ 0.10 * 0.05 ** 0.01 *** 0.001; robust std err								

Table 4: OLS regressions of life satisfaction.

3 Bottom-up v top-down

The direction of the relationship is debatable (Chacko 1983). In fact, such debate regarding the direction of the relationship is not limited to the relationship between satisfaction with work domain and overall life satisfaction but it is extended to the relationship between satisfaction with different domains of life and life satisfaction. According to the top-down approach (also known as the dispositional approach) to the relationship between domain satisfactions and overall life satisfaction, the direction of the relationship goes from overall life satisfaction to the satisfaction with different domains of life. Hence, life satisfaction is treated as a trait or fixed disposition. On the other hand, the bottom-up approach (also known as part-whole theory) assumes that the direction of the relationship goes from satisfaction with domains of life, including the work domain, to overall life satisfaction. Overall life satisfaction is treated as a function of levels of satisfaction in different life domains. For instance, scholars who study the effect of work domain on life satisfaction, usually relate job satisfaction with life satisfaction while holding other domain satisfactions as controls (Erdogan et al. 2012).

The top down would be mostly due to the genes—some born happy and some unhappy and that then affects domain satisfactions. Genes are not very interesting in social science as they are fixed/immutable—cannot do anything about them short of genetic engineering.

Do what you like—Song By French Affairs

Do what you like
What you want tonight?
Show me all your loving
And I make you high
Tell me what you like?
Is burning in your eyes
Baby, don't be shy
Your love was no disguise
Tell me what you like
Do what you like
What you want tonight?
Do what you like
If you want it like this
Or if you want like that
You've gonna tell me what's inside your mind
You've gonna show me what you really like
If you want me to do
What you really wanna do
You gonna show all your secret's to me
So I can see
Tell me all your fantasy
And now I'll tell you mine
I want you close to me
I want you for tonight
Gonna let your body flow
I don't see nothing wrong
Baby, don't go too so slow
And keeping it going on

Do what you like
What you want tonight?
Show me all your loving
And I make you high
Tell me what you like?
Is burning in your eyes
Baby, don't be shy
Your love was no disguise
Tell me what you like
Do what you like
What you want tonight?
Do what you like
If you wanna make it real
What you really, really feel
You gonna tell me
And express yourself
Don't put your lovin' on a shelf
If you want us to be one
Not only have some nights of fun
You gonna show all your secrets to me
So I can see
Tell me all your fantasy
And now I'll tell you mine
I want you close to me
I want you for tonight
Gonna let your body flow
I don't see nothing wrong
Baby, don't go too so slow
And keeping it going on
Do what you like
What you want tonight?
Show me all your loving
And I make you high
Tell me what you like?

Is burning in your eyes
Baby, don't be shy
Your love was no disguise
Do what you like
What you want tonight?
Show me all your loving
And I make you high
Tell me what you like?
Is burning in your eyes
Baby, don't be shy
Your love was no disguise
Do what you like
Do what you like
Tell me what you like?
Do what you like

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