

# Do What You Like (if you like what you do, you're happy)

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We study a key aspect of work, whether a person likes activities at work (what she does), and whether doing what one likes affects life satisfaction. The effect size is remarkably large—people who do what they like are about 2-3 happier on 0-10 scale than those who do not like what they do. Results are correlational, not causal, and may not generalize outside of the population studied, Cali Colombia.

SUBJECTIVE WELLBEING, LIFE SATISFACTION, LABOR, CALIBRANDO, CALI, COLOMBIA

There is more money, resources, and material comforts than ever (e.g., Pinker 2018a), but still we are not as happy<sup>1</sup> as we should (Pinker 2018b, Scitovsky 1976, Skidelsky and Skidelsky 2012, Wilkinson and Pickett 2010). And worse yet we continue to grind 40hr work weeks or more, while 20 or less could suffice (Keynes [1930] 1963), and many work in so called “bullshit jobs” that do not produce anything neither serve any useful purpose (Economist 2013).

Arguably one of the key problems is that most people are stuck in jobs they don't enjoy and often hate, as if being a slave.<sup>2</sup> Seventy percent of American workers are “not engaged” or “actively disengaged” at work (Harvey 2014). Then there is quiet quitting and lazy girl jobs in the US (Dennerline 2023, Andreatta 2021) and laying flat or letting it rot in China (Ji Siqi 2021). And there is Financial Independence, Retire Early (FIRE) movement (Taylor and Davies 2021). People seem to start to realize that money is not everything and quitting even six figure job to start actually living is a reasonable decision. One person gives a persuasive account of just that—she quit a six figure job and became much happier ([youtu.be/S\\_D4yJavp8M](https://youtu.be/S_D4yJavp8M)).

People regret at the end of their lives they haven't lived their life—many dreams have gone unfulfilled—youth/health enables freedom that few realise until they lose it (Ware 2012). There is a wonderful book “Top 5 Regrets Of the Dying” by a palliative nurse (Ware 2012) who recorded common regrets of the dying. And who's better positioned to evaluate life than those at its end but with perspective and nothing to lose to say it openly. Most common regrets are: “I wish I'd had the courage to live a life true to myself, not the life others expected of me,” and “I wish I hadn't worked so hard” (mostly male regret).

More fundamentally and broadly than just jobs, humans are stuck in fake artificial setting, civilization, which obviously has a multitude of positive sides, notably material comfort, but we do pay emotional price (Freud et al. 1930)—this is arguably why civilization with its amazing material comfort has failed to provide equally amazing happiness—civilization has its discontents (Freud et al. 1930). And again, a big part of the problem is being stuck in a job that one doesn't enjoy. But some local civilizations are better than others. What if people could really like what they do? What if there was a paradise on Earth? We turn to Colombia. Not exactly paradise, but close (Okulicz-Kozaryn 2025). Colombia is one of the happiest countries in the world, where happiness is 8+ on 0-10 happiness scale Martínez and Short (2020).

Out of various typical 16 daily activities, working (and commuting) has lowest positive and highest negative affects—working is the worst thing that one can do for one's happiness (Kahneman et al. 2004). People intuitively understand this and do not need science

<sup>1</sup>Following the literature we use terms swb, happiness and life satisfaction interchangeably, but specifically we mostly mean life satisfaction.

<sup>2</sup>Indeed, there is a concept of wage slavery (Marx [1867] 2010, Goldman et al. 2003, Stefan 2010). Wage slaves are “hired slaves instead of block slaves. You have to dread the idea of being unemployed and of being compelled to support your masters” (p. 283 Goldman et al. 2003).

to find out—virtually everyone would have been much happier without working. The problem is that unless you are a capitalist, lottery winner, a genius, son of a billionaire, or a victim of handful of other accidents, you have to work to buy necessities such as shelter.

Then a solution to be happy is to work, but love one's work, so technically it is not really work—you'd do what you would do anyway for fun, and you'd get paid for it. As with many simple solutions to big problems, it works well in theory, but not so well in practice (Tokumitsu 2014). The idea is great at least in theory—if you love what you do, it's not work—can't go wrong with Steve Jobs advice ([youtube.com/watch?v=UF8uR6Z6KLc](https://www.youtube.com/watch?v=UF8uR6Z6KLc)):

You've got to find what you love. And that is as true for your work as it is for your lovers. Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.

Similarly Thoreau (cited in Tokumitsu 2014) wrote:

it would be good economy for a town to pay its laborers so well that they would not feel that they were working for low ends, as for a livelihood merely, but for scientific, even moral ends. Do not hire a man who does your work for money, but him who does it for the love of it

But this theory doesn't work great in practice. Capitalist typically use do what you love "DWYL" slogan to their interest, e.g., why pay a decent salary if a person loves what she does, or even why pay at all—just use an unpaid intern. There are at least 2 classes of workers: few rich creative ones like professors and artists, and masses of laborers who just clearly can't possibly love the typical low end jobs they work. And at the same time the masses are in no position to have a job that they would love or at least it is very difficult and long path to get there (Tokumitsu 2014).

It is unfathomable that a McDonald's employee could love what she does, neither Wendy's, Burger King, and all these chains. Same goes for higher end chains such as Starbucks or Red Lobster. These jobs are better than no job and being homeless, but clearly one cannot love it. Still, perhaps, it could be "lazy girl job"—don't have to think, do, or stress much, and it pays bills so "i kind of love it." We do not test it here and leave for the future research. We instead focus on Colombia, where majority actually loves what they do. Some of it may be biased, wearing pink glasses, but arguably much of it is genuine.

Colombians have agency/autonomy/freedom. For instance, in Colombia, pull over from the road and right there on a roadside you get a friendly personal cup of coffee. In the US, you can go to Starbucks that feels like hospital or airport—robotic and inhuman.<sup>3</sup> Starbucks (and other chains) workers do seem to be alienated both from the product and the activity—they have no freedom, autonomy or latitude over the product and almost none over labor (there are strict procedures that must be followed). And other large businesses suffer from the same problem, delivery for instance. US Amazon drivers have cameras and motion detectors in a truck, and to meet the quota sometimes they have to pee in the bottle (Moyer 2022). Similarly in warehouses, workers are wearing a bracelet with GPS, and to meet the quota sometimes have to restore to painkillers that are freely available from dispensaries throughout the warehouse (Streitfeld and Kantor 2015, Guendelsberger 2019).

This is in sharp contrast to happy Colombians—half of our sample love what they do! Salary is very low (monthly median around 300-500 USD), but Colombians have agency and freedom.<sup>4</sup>

## Literature

Great Hungarian economist, Tibor Scitovsky (1976) argued that the most cherished values are priceless and are not for sale and that intrinsic work enjoyment yields greater satisfaction than pay. He proposed that "the difference between liking and disliking one's work

<sup>3</sup>If you are from a developed country, you probably protest the proposition and think that Starbucks is friendlier, warmer, cozier, etc, than a hospital. Then you should go to a developing country, non-tourist destination (no Cartagena or Cancun) and hang out with locals for several months.

<sup>4</sup>Colombia has a high prevalence of informal work above 50% and workers in informal sector are less happy (?). This would contradict alienation hypothesis, but it doesn't take into account confounders such as lower pay, lack of benefits, etc.

may well be more important than the differences in economic satisfaction that the disparities in our income lead to" (Scitovsky 1976, p. 103).

Regrets are not only about work, although it is a big part of it as it is a big part of life—average human spends about half of the waking hours Monday-Friday working. And even more if we consider the commute to and from work, doing activities that are related to their jobs (Chang 2015)

So, it is that a person's satisfaction with the overall job experience should affect her overall subjective well-being or overall life satisfaction. The relationship between satisfaction with the domain of work, mostly measured as job satisfaction, and overall life satisfaction has been well documented in the literature (Bowling et al. 2010, Judge and Watanabe 1993, Özsoy et al. 2014).

In our modern time, most people work because they have to as they cannot afford staying idle without any source of income. So, work could be approached as a source of need gratification. Still, humans are not machines and hence work is also approached as a mindful activity. As Erdogan et al. (2012) put it, "in addition to satisfying financial, interpersonal, and power and status needs, work also allows job incumbents to be occupied in mindful activity involving cognitive engagement and challenge." Hence, the study of satisfaction in the domain of work focuses on those different aspects of a job.

As life satisfaction is a multidimensional construct, job satisfaction is also treated as a multidimensional construct that is composed of partial satisfactions with different aspects of a job (Skalli et al. 2008). Overall job satisfaction is treated as a function of an employee's satisfaction with different aspects or facets of their job (Skalli et al. 2008). Among the most widely used measures of facets of job satisfaction are satisfaction with pay, satisfaction with work itself, satisfaction with working conditions, satisfaction with working hours, satisfaction with job security, and satisfaction with supervision (Bowling et al. 2010, Skalli et al. 2008).

Clark (97) differentiates between three broad measures of satisfaction in the domain of work: satisfaction with an intrinsic aspect of the job (e.g., satisfaction with pay), satisfaction with an intrinsic aspect of the job (e.g., satisfaction with the work being done), and overall job satisfaction which summarizes satisfaction with all facets of the job.

Intrinsic job characteristics usually refer to the job content such as challenge, recognition for one's good performance at work, and work itself, on the other hand, extrinsic job characteristics refer to the job context or to features of the job such as pay, job security, and working conditions (Huang and Van de Vliert 2003). But the differentiation might not be clear cut. For instance, promotion is usually regarded as an extrinsic job characteristic, still it is related to growth or advancement which is treated as an intrinsic job characteristic (Huang and Van de Vliert 2003). The satisfaction with activities done at work (do what you like) that is the focus of this study is a measure of an intrinsic facet of the job. It could be argued that it is highly similar to satisfaction with work itself. So, it is more related to the job content (Chacko 1983).

Work can be a source of happiness/satisfaction through challenge, growth, and meaning (for a review see Erdogan et al. 2012). These three aspects are highly interrelated and not exclusive. A meaningful and engaging job would usually provide an optimal level of challenge that engages skills and offers opportunities for growth. Csikszentmihalyi (1991) argues that satisfaction is a function of the level of challenge that a specific task entails where an optimal level of challenge does not overwhelm or underwhelm. Such middle ground is described as "flow" where the challenge involved in a task matches and engages the skills of the person performing it (see also Myers and Diener 1995). Being engaged in a meaningful task that matches, engages, and stimulates a person's skills improves satisfaction with life. Work offers opportunities for growth career-wise (Erdogan et al. 2012). "happiness grows less from the passive experience of desirable circumstances than from involvement in valued activities and progress" (Myers and Diener 1995, p. 17). The amount of learning, development, and training that the person receives at work is correlated with life satisfaction (Rice et al. 1985). Doing a job that matches a person's level of education, skills, experience, interests, and values increases engagement and hence the chances of finding meaning in the activities performed at work and affecting life satisfaction (Erdogan et al. 2012).

The satisfaction with activities done at work (do what you like) that is the focus of this study is a measure of an intrinsic facet of the job. It could be argued that it is highly similar to one of the measures that is usually used in the literature, i.e., satisfaction with work itself. So, it is more related to the job content (Chacko 1983).

Scitovsky argued that the most cherished values are priceless and are not for sale and that intrinsic work enjoyment yields greater satisfaction than pay. He proposed that “the difference between liking and disliking one’s work may well be more important than the differences in economic satisfaction that the disparities in our income lead to” (cited in Skalli Skalli et al. 2008, p.1916). But this argument might not be valid across the board and might be context-specific. In fact, it is argued that in poorer countries, intrinsic job characteristics are less related to job satisfaction than extrinsic job characteristics (Huang and Van de Vliert 2003). So, one of the main contributions of this article is to adjudicate between those two hypotheses or arguments in a case from the global South.

In this study, we focus on the relationship between life satisfaction and the work domain by paying more attention to people’s satisfaction with work activities (i.e., satisfaction with the work performed). This relationship is understudied in general (Erdogan et al. 2012), and more especially in the global South Context. Hence, by our focus on a city, Cali, in Colombia, we are contributing to the literature on such understudied context.

## Data

We use 2022 CaliBRANDO, a population survey representative of Cali Colombia with a margin of error of 2.8% and confidence level of 95%. The survey has been conducted by the Observatory of Public Policies (POLIS) of Universidad Icesi [icesi.edu.co/polis](http://icesi.edu.co/polis) (Martínez and Short 2020). Face-to-face interviews are administered by trained pollsters to randomly selected adults (18 and older) across the city. Data collection is distributed across the city, covering the 22 city districts. The survey collects information on life satisfaction, living standards, socio-demographics, and notably the respondent’s neighborhood.

The `do what you like` item is “On a scale of 0 to 10, where 0 means not at all satisfied and 10 means completely satisfied, how satisfied are you with the following aspects of your job? The activities you do (you like what you do).” The variable is about job. All variables are listed in table 1<sup>5</sup>, and descriptive statistics including variables’ distributions is in online appendix.

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<sup>5</sup>Note that income is expressed in terms of monthly minimum wage (SMMLV). Education level—there were 11 obs as “none”—we have combined this very small category with “primary”

**Table 1:** Variable definitions.

name	description
life satisfaction	"In general, how satisfied are you with all aspects of your life." "En general, que tan satisfecho se siente con todos los aspectos de su vida?" "Nada satisfecho [0] - Completamente satisfecho [10]"
do what you like	"On a scale of 0 to 10, where 0 means not at all satisfied and 10 means completely satisfied, how satisfied are you with the following aspects of your job? The activities you do (you like what you do)" "En una escala de 0 a 10, donde 0 significa nada satisfecho y 10 significa totalmente satisfecho, que tan satisfecho se siente con los siguientes aspectos de su trabajo? Las actividades que realiza (le gusta lo que hace)" Nada satisfecho [0] - Totalmente satisfecho [10]
race	indigenous, other, black, or none "De acuerdo con su cultura, pueblo o rasgos físicos usted es o se reconoce como"
education	primary, secondary, technical, professional, postgraduate, or none "Cual es el nivel educativo mas alto alcanzado por usted (así no lo haya terminado) y el ultimo grado aprobado en este nivel?"
health satisfaction	"Please tell me on a scale of 0 to 10, how satisfied are you with the following aspects of your life? 0 being the worst rating, 5 being neither good nor bad, and 10 being the best rating." "Health" None [0] - A lot [10] "Por favor dígame en una escala de 0 a 10, que tan satisfecho se siente con los siguientes aspectos de su vida?, siendo 0 la peor calificación, 5 ni buena ni mala, y 10 la mejor calificación." "Salud" Nada [0] - Mucho [10]
female	"female"
family satisfaction	"Please tell me on a scale of 0 to 10, how satisfied are you with the following aspects of your life? 0 being the worst rating, 5 being neither good nor bad, and 10 being the best rating." "Family" None [0] - A lot [10] "Por favor dígame en una escala de 0 a 10, que tan satisfecho se siente con los siguientes aspectos de su vida?, siendo 0 la peor calificación, 5 ni buena ni mala, y 10 la mejor calificación." "Familia" Nada [0] - Mucho [10]
relationship satisfaction	"Please tell me on a scale of 0 to 10, how satisfied are you with the following aspects of your life? 0 being the worst rating, 5 being neither good nor bad, and 10 being the best rating." "Sentimental life" None [0] - A lot [10] "Por favor dígame en una escala de 0 a 10, que tan satisfecho se siente con los siguientes aspectos de su vida?, siendo 0 la peor calificación, 5 ni buena ni mala, y 10 la mejor calificación." "Vida sentimental" Nada [0] - Mucho [10]
socio-economic strata	"What is the socio-economic strata of your home?" "Cual es el estrato socioeconómico de su vivienda?" 1-5 (strata 5 and 6 were combined together as there were very few respondents living in strata 6)
income	"How much on average income?" "Actualmente, a cuanto ascienden sus ingresos mensuales" 1 [Menos de 1 smmlv (1.000.000)] - 5 [Mas de 8 smmlv (8.000.001)]
age	age

We use a standard OLS regression with robust standard errors. We treat the 10-step happiness variable as continuous. Ordinal happiness can be treated as a continuous variable (Ferrer-i-Carbonell and Frijters 2004). OLS has become the default method in happiness research (Blanchflower and Oswald 2011). Theoretically, while there is still debate about the cardinality of SWB, there are strong arguments to treat it as a cardinal variable (Ng 1996, 1997).

## Results

In figure 1 it is striking that almost 40% of Calenos are happy at 10 out of 10. Perhaps, it is even more striking that more than 50% are satisfied with the activities they do at 10 out of 10 (they do what they like). And in what follows we will see that the two are highly related—in fact doing what one likes is the very strongest predictor of happiness, even stronger than family or romantic/intimate relationships.

The happiness and do what you like distributions are in figure 1. Happiness has an interesting dip at 9. Do what you like has a bump at 5 and at 8. It is clear that there are very few Calenos who do not like what they do—we collapse the first four categories into one (crosstabs are in online appendix). Likewise, the outcome happiness has few observations in bottom categories, while we use OLS here, we also do categorical models in online appendix as a robustness check—results are similar and if anything stronger.

Regression results are in table 2.

Column a1 is a regression of SWB on do what you like dummies; again first 5 categories are collapsed together and serve as a base case/reference category here. The estimates on do what you like dummies are extremely strong—effect sizes of 2 or more on 0-10 life satisfaction scale are extremely rare if at all reported elsewhere.

This extremely strong effect is almost unchanged by basic socio-demographics in a2. Additionon of income (and neighborhood socioeconomic strata) unexpectedly almost doesn't change the results. The top category is still around 3, the next lowest about 2.5 and subsequent two at around 2. These are still extremely large effects. Health in a4 cuts the effect sizes a bit more, but again not much.

And finally in a5, perhaps most surprisingly, addition of family and relationship domain satisfactions only cuts the do what you like dummies only a little. Still, this oversaturated model a5 has the top category at about at 2.5, second at around 2, and nextthree at 1.5-2.

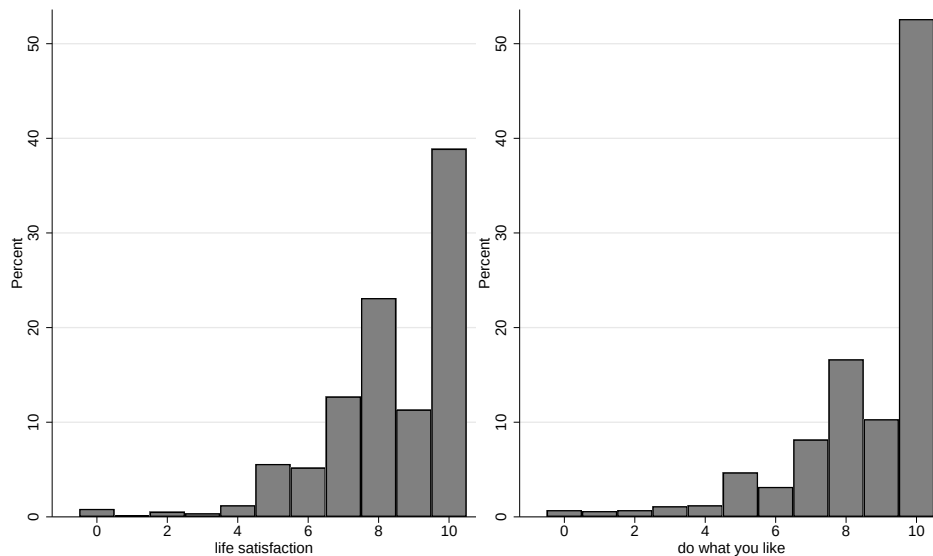


Figure 1: Distributions.

	a1	a2	a3	a4	a5
do what you like:					
5	2.03***	2.04***	1.99***	1.95***	1.81***
6	2.02***	2.03***	1.95***	1.99***	1.97***
7	2.43***	2.41***	2.31***	2.23***	1.97***
8	2.29***	2.29***	2.22***	2.05***	1.81***
9	2.69***	2.67***	2.59***	2.35***	2.14***
10	3.37***	3.37***	3.26***	2.97***	2.67***
base:indigenous:					
other		-0.08	-0.02	-0.25	-0.49
black		0.15	0.17	0.16	0.33+
none		0.17	0.14	0.15	0.26+
education		0.03	-0.04	-0.03	-0.04
age		0.03	0.02	0.01	0.01
age squared		-0.00	-0.00	-0.00	-0.00
female		-0.16	-0.13	-0.04	-0.08
income			0.11	0.02	-0.05
socio-economic strata			0.05	0.05	0.07
health satisfaction				0.26***	0.14***
family satisfaction					0.20***
relationship satisfaction					0.10***
constant	5.56***	4.81***	4.84***	3.08***	2.03**
N	979	972	955	953	950

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

**Table 2:** OLS regressions of life satisfaction.

## Conclusion and Discussion

Humans spent about half of the weekday awake life working. And most (American) workers do not do what they like (Harvey 2014). And as humans waste almost half of their life working, they tend to regret it. The top regrets of the dying are “I wish I’d had the courage to live a life true to myself, not the life others expected of me.” and “I wish I hadn’t worked so hard” (mostly male regret) (Ware 2012).

Then why work? And certainly why work 40 hours per week? Why not work part time and enjoy life as Keynes already envisioned about 100 years ago (Keynes [1930] 1963).

Economists and politicians would protest that we need to work to keep up the GDP—economic growth is an end in itself—many and especially decisionmakers cannot envision a reality without economic growth. But actually, and what is typically missed, we do not need any more economic growth—in fact a reasonable argument is made that we need degrowth (Hickel 2020, Kallis et al. 2012, Kallis 2011, Van den Bergh 2011). And a key reason for degrowth is environmental degradation (e.g. Klein 2014).

Many people would protest that we need more work and money to buy stuff and happiness. But we already have enough stuff (in the West) (Leonard 2010). And materialism/consumerism does not lead to happiness, if anything unhappiness as it creates arms race that cannot be won by almost anybody (Frank 2012, Dittmar et al. 2014, Kasser 2003).

And now with AI and robots, Why not have them (and maybe economists) do the work, and let people enjoy life—indeed fully automated luxury communism may be possible now (Bastani 2019).

We speculate (not tested here) that doing what a person likes in other and all domains of life, not just job, would lead to great happiness—then the overall already enormous effect size from job domain reported here would have been even greater—indeed doing what one likes might as well be the key to human happiness.

Freud’s civilization and its discontents <sup>6</sup> were already hinting at this—modern/civilized homo sapiens has lost joy of life due to repression and fakeness of modern/civilized world. And then we have movement to restore, eg transsensationalism, going into the woods (Thoreau 1995 [1854], 1993, Tesson 2013), hippies/all you need is love, and so on.

<sup>6</sup>And possibly Marcuse (2015) and many Fromm writings (Fromm 2013, 2012, 1992, 1964, 1962, 1944, [1941] 1994)

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## ONLINE APPENDIX

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

## Additional Descriptive Statistics

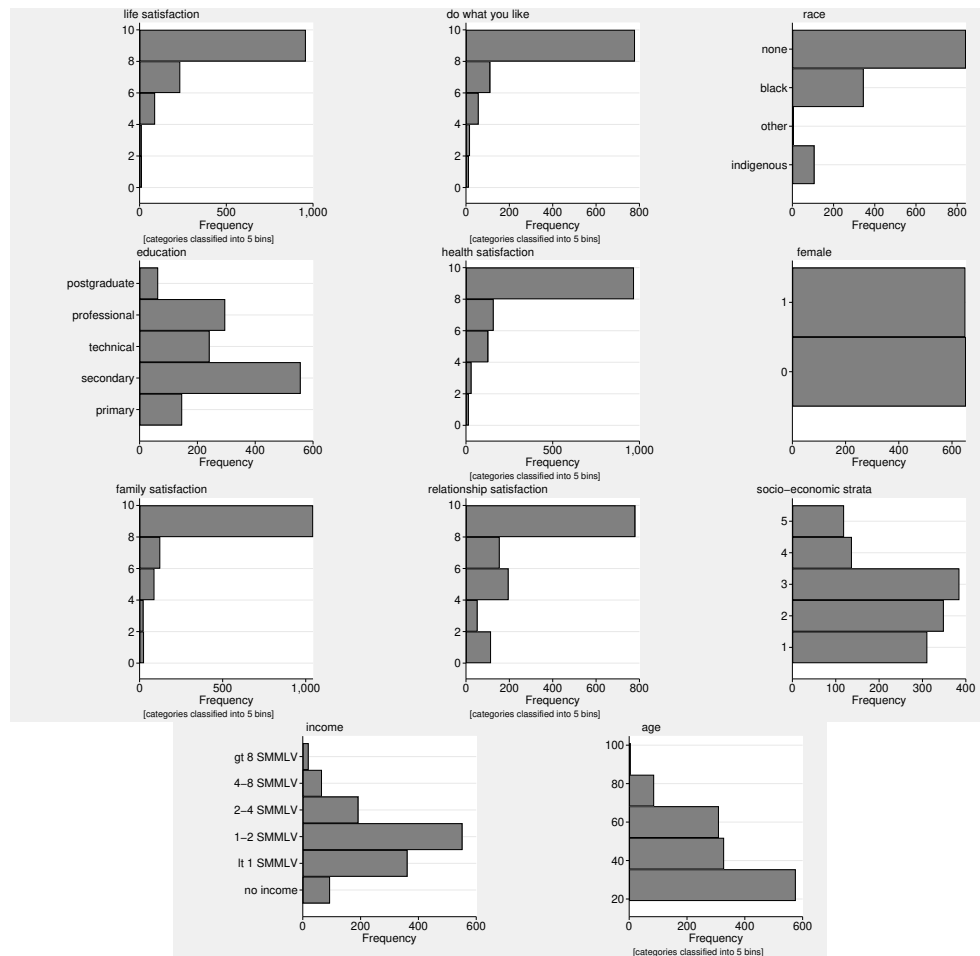


Figure 2: Variables' distribution.

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

[illegible]

mlogit

```

Multinomial logistic regression
Number of obs = 972
LR chi2(108) = 315.51
Prob > chi2 = 0.0000
Pseudo R2 = 0.1000
Log likelihood = -1420.2326

```

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	n	-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

	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  
 Pseudo R2 = 0.1307

Log likelihood = -1344.9392

	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)					

## 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 because you spend more time on work than family or relationship.

Here we essentially repeat paper regressions from table 2 but instead of usual controls include domain satisfactions in the spirit of Campbell et al. (1976)—results are similar in table 3.

	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+
Días en los que no gozo de buena salud				-0.12***				-0.13***
mental								
Trabajo				0.14***			0.27***	0.14***
family satisfaction				0.16***				0.16***
relationship satisfaction				0.10***				0.09**
education				0.12***				0.12***
Satisfacción estandar 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 3:** 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 3.



<b>30. ¿Cuánto tiempo lleva desempleado? - SÓLO PARA DESEMPLEADOS</b>  _____ (MESES) (Pase a la pregunta 36)	<b>33. ¿Cuánto tiempo lleva en su trabajo actual?</b>  _____ 1 <input type="text"/> Meses 2 <input type="text"/> Años																				
<b>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?</b>  Nada satisfecho <input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10 <input type="text"/> Totalmente satisfecho																					
<b>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?</b>  <table border="0"> <tr> <td></td> <td>Nada satisfecho</td> <td></td> <td>Totalmente satisfecho</td> </tr> <tr> <td>1. La remuneración que recibe</td> <td><input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10</td> <td></td> <td></td> </tr> <tr> <td>2. Las actividades que realiza (le gusta lo que hace)</td> <td><input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10</td> <td></td> <td></td> </tr> <tr> <td>3. El ambiente del trabajo</td> <td><input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10</td> <td></td> <td></td> </tr> <tr> <td>4. El equipo de trabajo (compañeros y colegas)</td> <td><input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10</td> <td></td> <td></td> </tr> </table>			Nada satisfecho		Totalmente satisfecho	1. La remuneración que recibe	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10			2. Las actividades que realiza (le gusta lo que hace)	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10			3. El ambiente del trabajo	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10			4. El equipo de trabajo (compañeros y colegas)	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10		
	Nada satisfecho		Totalmente satisfecho																		
1. La remuneración que recibe	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10																				
2. Las actividades que realiza (le gusta lo que hace)	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10																				
3. El ambiente del trabajo	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10																				
4. El equipo de trabajo (compañeros y colegas)	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10																				


	<b>2022</b>
<b>CONTINUACIÓN</b>	
<b>5. Los retos que el trabajo le exige (aprender, hacer cosas nuevas)</b>	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10
<b>6. El aporte que hace a los demás (comunidad, sociedad) a través de su trabajo</b>	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10
<b>7. La relación que tiene con su jefe</b>	<input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10
<b>36. En general, ¿qué tanto estrés le genera su trabajo?</b> (si <b>NO</b> tiene trabajo, pase a la p42)	
No me genera estrés <input type="text"/> 0 <input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 6 <input type="text"/> 7 <input type="text"/> 8 <input type="text"/> 9 <input type="text"/> 10	Me genera mucho estrés

Figure 3: Part of the questionnaire on job.

As from table 4 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      0.5      0.4      0.4      0.3      0.3
jobClim      0.5      1.0      0.4      0.4      0.4      0.6
P06001104   0.4      0.7      1.0      0.4      0.4      0.4
P06001105   0.4      0.4      0.4      1.0      0.5      0.4
P06001106   0.3      0.4      0.4      0.5      1.0      0.3
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 4: Labor variables and crosscorrelations.

## Explaining Life Satisfaction With job Satisfaction

Likewise from regressions below in table 5 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 4:** 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 traba
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	.

## 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,<sup>7</sup> 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 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 4	remuneracion 5	6	7	8	9	10	Total
0-4	13.95	11.63	6.98	27.91	16.28	4.65	2.33	2.33	6.98	0.00	6.98	100.00
2	6.52	0.00	4.35	6.52	10.87	45.65	2.17	6.52	15.22	0.00	2.17	100.00
3	0.00	0.00	0.00	3.23	0.00	25.81	25.81	12.90	9.68	16.13	6.45	100.00
4	1.25	0.00	1.25	2.50	2.50	22.50	15.00	30.00	16.25	2.50	6.25	100.00
5	0.00	0.61	1.23	2.45	0.61	11.04	9.20	19.02	41.10	4.91	9.82	100.00
6	1.98	0.00	0.00	0.99	0.00	6.93	5.94	11.88	28.71	31.68	11.88	100.00
7	0.78	0.39	1.17	0.97	1.36	6.60	3.69	7.77	10.29	6.80	60.19	100.00
Total	1.63	0.82	1.43	2.86	2.25	11.03	6.33	11.75	17.88	8.38	35.65	100.00

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 waht 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 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 satisfaction. 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.

<sup>7</sup><https://www.mintrabajo.gov.co/prensa/comunicados/2022/diciembre/>

	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 5:** 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 6:** 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