

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

Friday 1<sup>st</sup> March, 2024 09:32

We study a relationship of a key aspect of work, whether a person likes activities at work (what she does), with life satisfaction. The effect size is remarkably large at around 2-3 for top categories—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 Colombia.

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

Clearly, there is something wrong—especially in the West, but elsewhere too—there is more money, resources, and material comforts than ever, but still we are not as happy<sup>1</sup> as we should (Pinker 2018, Scitovsky 1976, Skidelsky and Skidelsky 2012, Wilkinson and Pickett 2010).

Arguably one of the key problems is that most people are stuck in jobs they don't enjoy and often hate. For instance, seventy percent of American workers are “not engaged” or “actively disengaged” at work (Harvey 2014). Then there is quiet quitting, lazy girl jobs, and so on in the US (Dennerline 2023, Andreatta 2021) and laying flat or letting it rot in China (Ji Siqi 2021). People seem to start to realize (finally!) that money is not everything and quitting even six figure jobs to start actually living as one youtuber persuasively argues [https://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 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.

I wish I hadn't worked so hard. [mostly males]

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.

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.

We use data from Colombia, one of the happiest countries in the world, where happiness is 8+ on 0-10 happiness scale.

can frame it like what's most important for happiness? health? family? noooo!!! 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!!!

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

Out of various typical 16 daily activities, working (and commuting) has lowest positive and highest negative affect—working is very bad for one's happiness (Kahneman et al. 2004). People intuitively understand this and do not need science to find out—we 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 survive.

Then a solution to be happy (without being homeless) 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 now 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 <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 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

(cited in Tokumitsu 2014)

But then the theory doesn't work out in practice. A capitalist can use do what you love "DWYL" slogan to her interest, e.g., why pay a decent salary if a person loves what she does, or even why pay at all—can be an unpaid intern.

There are at least 2 classes: few rich creative ones like professors (not PTLs/adjuncts), and mass of laborers who just clearly can't possibly love these typical low end jobs. 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 to me that a McDonald's employee could love what she does, neither Wendy's, Burger King, and all these chains. Same for higher end chains such as Starbucks. These jobs are in some ways 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 love it." We do not test it here and leave for the future research and focus on Colombia, where we will see that a majority of the sample loves what they do. Again, some of it may be some bias, wearing pink glasses, perhaps "lazy girl job," but arguably much of it is genuine

But they have agency. 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>2</sup> Starbucks workers (McDonald's and other chains) 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 resort to painkillers that are freely available from dispensaries throughout the warehouse (Streitfeld and Kantor 2015, Guendelsberger 2019).

But then look at these Colombians half of the sample love what they do! Salary is very low (data from colQoISwb), but they have agency and freedom, indeed even half of economy is informal (cited in ?).<sup>3</sup>

<sup>2</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, no Cancun) and hang out with locals for several months.

<sup>3</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.

## Data

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)”<sup>4</sup> This variable is about job.

**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 dame 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 dame 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 dame 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

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”

<sup>4</sup>The actual question asked is in Spanish "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]"

## Results

In figure 2 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 intimate relationships.

The happiness and do what you like distributions are in figure 2. Happiness has an interesting dip at 9 a ton of at 10. Do what you like has a bump at 5, at 8, like half at 10. It is clear that there are very few people do what you like in bottom categories, hence we collapse the first four categories into one (crosstabs 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.

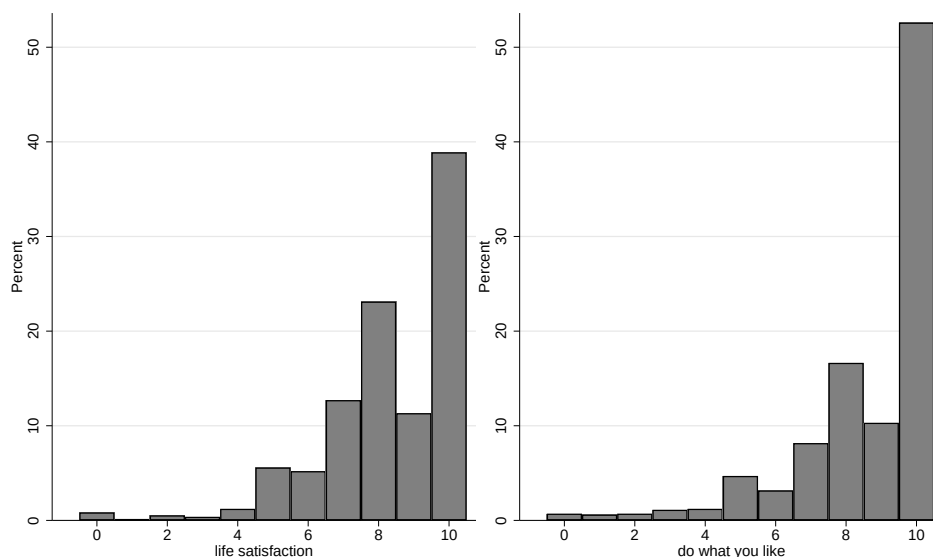


Figure 1: Distributions.

	a1	a2	a3	a4	a5
do what you like:					
5	2.03***	2.04***	1.99***	1.96***	1.81***
6	2.02***	2.01***	1.94***	1.97***	1.95***
7	2.43***	2.42***	2.32***	2.24***	1.98***
8	2.29***	2.30***	2.23***	2.07***	1.82***
9	2.69***	2.68***	2.60***	2.36***	2.15***
10	3.37***	3.38***	3.27***	2.99***	2.67***
base:indigenous:		0.00	0.00	0.00	0.00
other		-0.07	-0.02	-0.25	-0.50
black		0.15	0.17	0.16	0.33+
none		0.18	0.15	0.16	0.27+
base:primary:		0.00	0.00	0.00	0.00
secondary		-0.01	-0.06	-0.07	-0.04
technical		-0.07	-0.17	-0.20	-0.18
professional		-0.01	-0.15	-0.15	-0.12
postgraduate		0.26	-0.04	0.03	-0.05
age		0.03	0.02	0.01	0.01
age squared		-0.00	-0.00	-0.00	-0.00
female		-0.17	-0.13	-0.05	-0.08
income			0.10	0.01	-0.05
socio-economic strata			0.05	0.05	0.06
health satisfaction				0.26***	0.15***
family satisfaction					0.19***
relationship satisfaction					0.09***
constant	5.56***	4.90***	4.85***	3.12***	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.

in a1 super strong mind blowing effect, almost unchanged by basic socio-demographics in a2. Additionon of income (and neighb socioeconomic status) understandably cuts the effect—to do what you want you need money—but the cut is actually surprisingly low,

the top category is still around 3, the next lowest about 2.5 and subsequent 2 at around 2. These are still unexpectedly large effects. Health in a4 cuts a bit more.

And finally in a5 again surprisingly addition of family and relationship satisfactions only cuts the magnitude a little—still in this full model the top category is about at 2.5, second at around 2, and next 3 at 1.5-2.

## Conclusion and Discussion

Loop back to freud bonnie ware etc

## References

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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

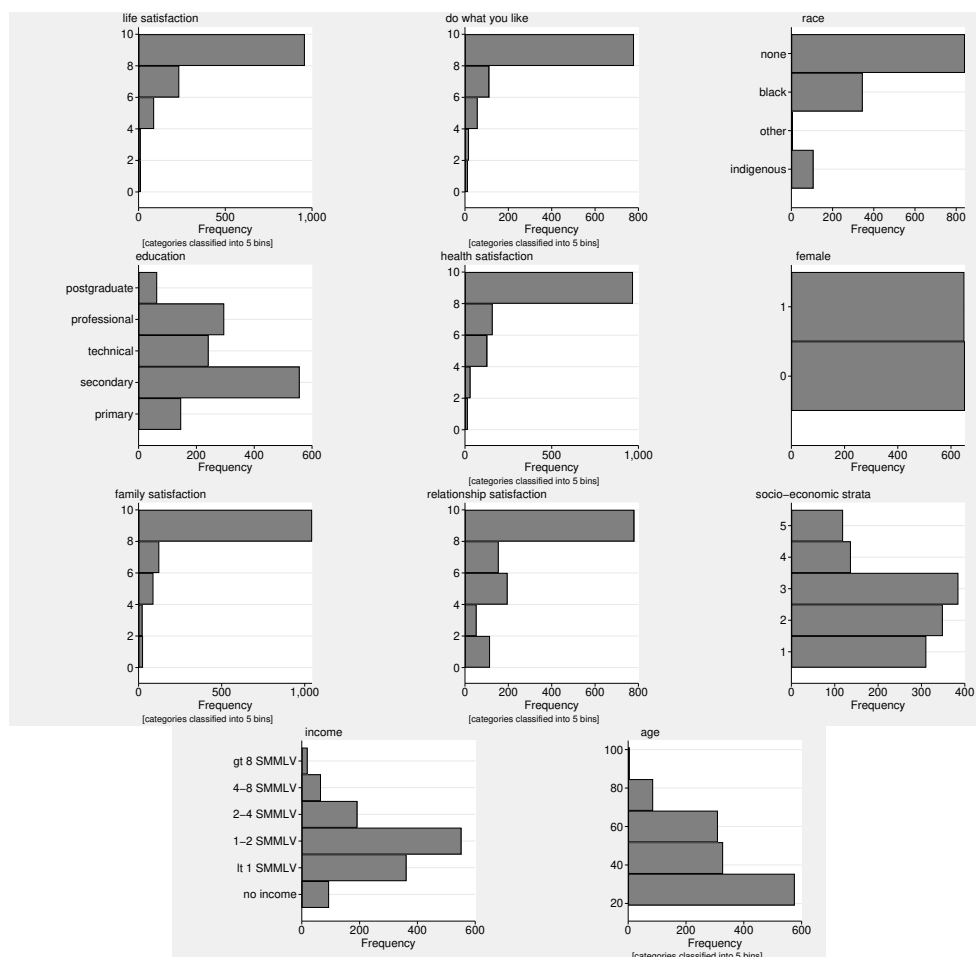


Figure 2: Variables' distribution.

## 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
<hr/>		
Total	8.3	1.9
<hr/>		

. ta ls lwd7, col nofreq

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

.9

## 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							
	postgradu~e	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	-0.04	0.09	-0.50	0.62	-0.22	0.13
	edad2	0.00	0.00	0.50	0.62	-0.00	0.00
	mujer	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							
	postgradu~e	-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  
Log likelihood = -1344.9392

Number of obs = 953  
LR chi2(126) = 404.41  
Prob > chi2 = 0.0000  
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

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 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 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 ??.

<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" style="width: 100%;"> <tr> <td style="width: 40%; text-align: center;">Nada satisfecho</td> <td style="width: 60%; text-align: center;">Totalmente satisfecho</td> </tr> </table>		Nada satisfecho	Totalmente satisfecho						
Nada satisfecho	Totalmente satisfecho								
<table border="0" style="width: 100%;"> <tr> <td style="width: 40%;">1. La remuneración que recibe</td> <td style="width: 60%; text-align: center;"> <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> </tr> <tr> <td>2. Las actividades que realiza (le gusta lo que hace)</td> <td style="text-align: center;"> <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> </tr> <tr> <td>3. El ambiente del trabajo</td> <td style="text-align: center;"> <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> </tr> <tr> <td>4. El equipo de trabajo (compañeros y colegas)</td> <td style="text-align: center;"> <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> </tr> </table>		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
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>
CONTINUACIÓN	
<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 <input type="text"/> Me genera mucho estrés	

Figure 3: Part of the questionnaire on job.

As from table ?? 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 generalcon su trabaj
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 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		qué 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 (compañeros 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 demás (comunidad, sociedad) a través
P06001107	double	%10.0g		de
lwd	double	%10.0g		Satisfecho con la relación 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, correlation 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 don't 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>5</sup> about 330 USD, it is difficult 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	Satisfacción 4	remuneración 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 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 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>5</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.

## 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