

Work Attitudes in Hungary - The Effect of Employees' Level of Education

Dora Bari

Over the past few decades examination of work attitudes has become one of the central themes of scientific research in the field of economics and sociology. The importance of measuring work attitudes lies in their close interdependency with various fields of social and labor market behavior. In addition, the transition from industrial society to post-industrial society conveyed several changes in world economy, in labor market, and in the meaning of work. This transition started later in post-soviet countries and shows significant differentials compared to Western countries. This study analyses work attitudes in Hungary between 1989 and 2015. Based on the results of several international and Hungarian empirical studies, Hungary has a particular position among European countries: compared to other European countries, the impact of employees' educational level on work attitudes is much higher. The aim of the research is to explore how employees' level of education affects their organizational commitment and job satisfaction, which I regard as two aspects of work attitude, and how it changed over time. The International Social Survey Program Work Orientation Module (from 1989, 1997, 2005 and 2015) data are used for the analysis. The main methodological steps are the analysis of the interaction between work values and job attributes over time, their effect on work attitudes, and finally, the determination of employees' level of education on them.