The role of socio-economic status in the relationship between pay, job and life satisfaction among South African graduates

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COMPULSORY DECLARATION:

This work has not been previously submitted in whole, or in part, for the award of any degree. It is my own work. Each significant contribution to, and quotation in, this dissertation from the work or works of other people has been attributed, cited, and referenced.

Signature: Signed by candidate Date: 2 June 2021

Abstract

The employment of graduates globally has emerged as a critical issue of practical and theoretical interest for policymakers, government, academics, and practitioners. Faced with high rates of unemployment, first-time graduates often find themselves in jobs that are underpaying and unsatisfying which might ultimately affect their overall life satisfaction.

This research presents the role of socioeconomic status in the relationship between pay and both job and life satisfaction among South African graduates from diverse socioeconomic groups. The purpose of the study is to explore and understand the relationship that exists between these variables and examine the role socioeconomic status plays in this interaction. The aim was to consider socioeconomic status as a moderator in the relationship between pay, job satisfaction, and life satisfaction as previous research has shown that socioeconomic status plays a significant role in determining graduate employment outcomes and prospects. A cross-sectional, descriptive design was employed, with data collected from 202 individuals who had graduated from tertiary education in South Africa and who were in employment at the time of data collection.

The data indicates a positive relationship between pay received and job satisfaction among South African graduates. Similarly, a positive correlation was found between pay and life satisfaction. Furthermore, the relationship between pay and life satisfaction was found to be moderated by job satisfaction. The results of the study also indicated a spillover effect between job and life satisfaction, suggesting that job satisfaction and life satisfaction are positively correlated.

The socioeconomic status of graduates in South Africa was found to play a role in the relationship between pay and job satisfaction. Furthermore, it was found that the difference between pay, and life satisfaction did not differ according to the socioeconomic status of the graduate. Based on these results scholars are advised to conduct further research to gain a deeper understanding of the underlying reasons for the racial group differences pertaining to job satisfaction.

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Chapter 1: Introduction

According to O'Donnell (2015), many students attend university with the hope of securing a high-paying job that will afford them a comfortable and fulfilling life. Consequently, at the time of graduation, securing employment is often foremost in graduates' minds. These students believe that pay is one of the most crucial factors to consider when seeking employment (O'Donnell, 2015; Wu & Pham, 2016). As a result, they have a preferred place in the job market and are more likely to seek prestigious jobs that offer higher pay. However, things do not always work out as they expected, there is often a mismatch between graduate's career aspirations and the reality of South Africa.

1.1 Problem Statement

Wu and Pham (2016) argue that in the past a university degree used to open doors for employment however as of recent university graduates are experiencing increasing difficulties securing jobs. Unemployment among young adults in South Africa and globally has been on the rise over the past decade (Baldry, 2016; International Labour Organization, 2014). In 2010, Statistics South Africa (StatsSA) reported the unemployment rate for people between the ages of 15 and 44 as 24%, indicating that approximately 3.2 million young people were unemployed. In the last quarter of 2020, the national unemployment rate was 32.5%, indicating that approximately 7.2 people were unemployed. Youth aged 15-24 and 25-34 years recorded the highest unemployment rates of 63.2% and 41.2% respectively. These figures include the job losses experienced as a result of the COVID-19 pandemic due to which the South African economy shed approximately 2.2 million jobs in 2020 (StatsSA, 2020).

Of course, not all young people are equally likely to become unemployed. Obtaining tertiary education increases the chances of finding employment substantially. In the 2019 Quarterly Labour Force Survey the unemployment rate among youth aged 25 to 34 years, the unemployment rate for graduates was 12.9%; persons with other tertiary qualifications: 25.2%; matric: 32.4% and less than matric: 41% (StatsSA, 2019).

Despite their comparatively better chances of finding employment, in an environment with high unemployment levels, first-time graduates often consider any job offer, regardless of how

low the salary is and how attractive the job appears (O'Donnell, 2015; Wu & Pham, 2016). Yet, many graduates find themselves disliking their job, for reasons such as feeling underpaid and long working hours, lack of work-family balance, and an absence of development opportunities (O'Donnell, 2015; Sibanyoni, Kleynhans & Vibetti, 2015; Wu & Pham, 2016).

Not surprisingly, research has shown that the amount of pay plays a role in how satisfied employees are at work and in life, with lower pay being linked to lower work- and life satisfaction (Bradley & Roberts, 2004; O'Donnell, 2015). In these studies, employees were treated as one homogeneous group. Other studies considering pay and job satisfaction focused on specific samples, such as employees from one organization or industry (Baldry, 2016). Other studies explored either the correlation between pay and job satisfaction or between pay and life satisfaction (Clark, Kristensen & Westergard-Nielsen, 2009; O'Donnell, 2015). Important moderators on the relationship, such as motives for choosing the job and socioeconomic status have not been thoroughly investigated.

Socioeconomic status is relevant as Baldry (2016), for example, found that graduates from poorer backgrounds have fewer connections to the labour market therefore they accept any form of employment. In addition, graduates from deprived socio-economic backgrounds cannot afford to be unemployed, especially in a country like South Africa, where there is limited social security for graduates, as they cannot fall back on savings to sustain their living or draw on financial support from family members (O'Donnell, 2015). As financially deprived families are often reliant on financial support from working family members, securing an income is an important factor for these graduates, thus suggesting that the relationship between pay and job- and/or life satisfaction is particularly strong for this group of graduates. Thus, the relationship between pay and life satisfaction should be greater for individuals from restricted socioeconomic status than for others.

1.2. Anticipated Contributions

This study thus explored the relationship between pay, job satisfaction, and life satisfaction amongst graduates in South Africa from diverse socioeconomic groups. The knowledge gained about the interaction that exists between these variables may assist individuals and organizations to better understand the importance of pay for employee satisfaction. Furthermore, this study is significant in that it could provide updated information on the wellbeing of South African

graduates who are important in the employment strategy within the country as they form a huge part of the succession plan in many organizations.

1.3 Research question

What is the role of socioeconomic status in the relationship between pay, job satisfaction, and life satisfaction among South African graduates?

1.4 Research Objectives

The main objective of this study was to determine whether the relationship between pay, job satisfaction, and life satisfaction among graduates in South Africa differs depending on their socioeconomic background.

The specific objectives were to:

- Explore how job satisfaction and life satisfaction had been conceptualized in prior research.
- Investigate the relationship between pay and job satisfaction.
- Examine the relationship between pay and life satisfaction.
- Determine what association exists between job and life satisfaction.
- Determine how pay, job satisfaction, and life satisfaction relate to each other.
- Determine whether the relationship between pay, job, and life satisfaction differs depending on socioeconomic status.

1.5. Summary

This chapter introduced that university graduates are experiencing difficulties securing jobs due to a high unemployment rate in South Africa. As a result, they are forced to accept low-paying jobs which often affect their satisfaction with their work and overall lives. Furthermore, an outline of the research objectives was provided. To address the research question, the current literature on the relationship between income generated through work, job, and life satisfaction is reviewed in Chapter 2, and the role which socioeconomic status might play in it, resulting in the study hypotheses. Chapter 3 provides an outline of the methods utilized in the empirical part of this study, including the research design, sampling, instruments, procedure as well as ethical

considerations. In Chapter 4 the results of the study are presented to determine whether the empirical data supported the hypotheses or not. To conclude, a comparison of the results to the literature is presented in the Discussion chapter (Chapter 5). In chapter 5 possible reasons for the results are outlined, followed by implications of the research, limitations, and recommendations for future studies.

Chapter 2: Literature Review

In this Chapter, answers to the research question based on existing knowledge and a foundation in understanding the variables within this study are provided. Relevant literature will be reviewed on the relationship between pay income generated through work, job, and life satisfaction as well as the role which socioeconomic status might play in it. The literature review chapter concludes with the study hypotheses derived from the reviewed literature.

This chapter will first discuss job satisfaction and how it is conceptualized in literature, thereafter the relationship between pay and job satisfaction. Secondly, the conceptualization of life satisfaction, followed by a discussion on the relationship between pay and life satisfaction. Furthermore, this chapter will discuss the relationship between job and life satisfaction, and then present the conceptual framework.

2.1 Job satisfaction

Employees' job satisfaction has been of concern to organizations as a large body of research has shown that employees with high levels of job satisfaction tend to be motivated, productive, engaged, and more beneficial to the organization in comparison to those that are dissatisfied (Mhlongo, 2014; Mitonga-Moga, Flotman & Cilliers, 2018; Stander & Rothmann, 2010).). Employees with low levels of job satisfaction tend to show greater absenteeism, increased turnover, and low productivity in the workplace (for an overview see Afzal & Yasir, 2014; Chiu & Ng, 2013; Grobler, Warnich, Carrell, Elbert & Hatfield, 2007; O'Donnell, 2015; Singler, 2009; Tella, Ayeni & Popoola, 2007). Poor productivity and high employee turnover are of great concern for organizations as they have a negative impact on profitability and the organization's competitive advantage, hence it is imperative to understand the factors that contribute to the job satisfaction of employees. The following section will discuss the conceptualization of job satisfaction in literature.

2.1.1 Conceptualisation

This section provides a conceptualization of the job satisfaction construct. Extensive research has been devoted to the understanding of job satisfaction. Entering "job satisfaction" as a

search term into Ebscohost (PsycINFO and PsycArticles) in April 2021 revealed 52,277 results. This makes it unfeasible to review the entire field of work. A large part of the job satisfaction literature has been analyzed in the meta-analyses of Connolly and Viswesvaran (2002) and Mendoza and Maldonado (2014), however. These demonstrate that there is no unanimous or widely accepted definition of the construct. In general, job satisfaction has been described as a pleasurable emotional state that results from an evaluative process of one's job. In other words, employee job satisfaction comprises of attitudes that employees have towards their jobs.

Mendoza and Maldonado (2014) highlight that most researchers assume job satisfaction to comprise multiple facets. For example, Hulin and Judge (2003) stated that job satisfaction consists of multidimensional psychological responses to one's job. Furthermore, these responses have emotional, evaluative, and behavioral components. Smith, Kendall, and Hulin (1969) considered five facets that makeup job satisfaction. These are pay, promotion, work itself, coworkers, and supervision. Locke (1976) found additional facets such as working conditions, recognition, and satisfaction with the company and management. Similarly, Spector (1997) conceptualized job satisfaction as a compilation of feelings towards a job in relation to nine facets: pay, benefits, contingent rewards, promotion, supervision, nature of work, working conditions, coworkers, and communication. For the purpose of this study Spector's (1997) definition was adopted as it covered most of the facets that have been found by most researchers in literature.

According to Spector (1997) job satisfaction consists of 9 facets which are pay, benefits, contingent rewards, promotion, supervision, working conditions, coworkers, nature of work, and communication. Pay refers to the amount of remuneration that an employee receives for performing a specific job (Robbins et al., 2003). Spector (1997) states that pay satisfaction is determined by the fairness of the pay rather than the actual level of pay itself. Fringe benefits are the benefits organizations provide other than salary and these could be financial and non-financial (Mondy & Noe, 2005). Contingent rewards as defined by Robbins and Judge (2009) refer to the exchange of rewards and acknowledgment for good work.

Friday and Friday (2003) stipulate that satisfaction with promotion measures the chance of being promoted as well as employee's perception of the organization's policies, regulations, and practices. Satisfaction with supervision focuses mainly on direct supervision and assess the extent to which the supervisor cares about the wellbeing of employees; the extent to which supervisors

allow employees to participate in decision making and lastly the employee's evaluation of whether they are valued by their supervisor and the organization (Luthans, 1995; Spector, 1997).

Satisfaction with working conditions refers to extrinsic factors such as ventilation, temperature, noise, and lighting (Luthans, 1995). According to Spector's (1997) findings employees are more like to be dissatisfied with their jobs if they perceive that their work environment is not conducive. Employee satisfaction with coworkers measures the extent to which the colleagues are competent, friendly, and supportive (Noe et al., 2010). Nature of work refers to employee's satisfaction with the variability of the work they do (Lewis, 2014). This facet measures the extent to which the work employees perform provides them with personal growth, stimulating tasks, opportunities for learning, and being accountable for results (Robbins et al., 2003). Lastly, communication assesses how well employees are kept informed about operations and decisions in the organization (Spector, 1997).

This section has outlined the conceptualization of job satisfaction based on previous literature and the following section provides an overview of the relationship between pay and job satisfaction.

2.1.2. The relationship between pay and job satisfaction

As mentioned in the previous section, research that has considered the concept of job satisfaction is substantive. This section provides a summary of the research which investigated the relationship between pay and job satisfaction.

While Judge, Piccolo, Podsakoff, Shaw, and Rich's (2010) meta-analysis revealed that pay has little correlation with either pay satisfaction (as one component of job satisfaction) or general job satisfaction. Individual studies have since found, as predicted by content theories of motivation, pay to be an antecedent of job satisfaction, with greater pay being related to greater job satisfaction in different societies (Carr & Mellizo, 2013; Danish & Usman, 2010; Schweitzer, Chianello & Kothari, 2013). O'Donnell (2015), for example, reported that pay was a strong determinant of job satisfaction and employees were more likely to be satisfied if there was alignment between their needs and what the organization has to offer.

There have been different reports about the nature of the relationship between income and job satisfaction, however: While some studies reported a linear relationship, others have found the relationship to be curvilinear. Parker and Brummel (2016), for example, found that greater income was linked to greater pay satisfaction at lower income levels in the United States of America. When annual income levels were above $260,000, greater income was related to decreased pay satisfaction. Parker and Brummel (2016) thus argued that there is an inflection point where the correlation either flattens or becomes slightly negative. Based on needs theory this is because, at higher income levels basic needs are already fulfilled (Howell et al., 2013).

Research has also shown that pay levels and job satisfaction differ between members of different demographic groups (Takei et al., 2009; Yang et al., 2008). Some of these demographic factors include gender, age, race, education, and social class. Schoon and Polek (2011), for example, reported that graduate employment outcomes, such as pay, and job satisfaction were strongly linked to the graduate's social class. Graduates from low social classes reported lower salaries and satisfaction with their jobs. Equally so, Wu and Pham (2016) collected data from 140 graduates in Taiwan and found that pay and job satisfaction of graduates was linked to their socioeconomic status. Results showed that the poorer the graduate prior to securing a job, the lower their salary and satisfaction with their job. For this reason, the following hypotheses were derived:

Hypothesis 1: There is a positive relationship between pay and job satisfaction among South African graduates from diverse socioeconomic groups.

Hypothesis 2: Graduates from demographic groups associated with lower socioeconomic status earn lower salaries than graduates from demographic groups associated with higher socioeconomic status.

Hypothesis 3: Graduates from demographic groups associated with lower socioeconomic status have lower job satisfaction than graduates from demographic groups associated with higher socioeconomic status.

This section has provided research from previous literature on the conceptualization of job satisfaction. Furthermore, it has given a summary of the research findings on the relationship between pay and job satisfaction. Hypotheses were stated based on previous literature. In the

following section, the next variable of interest, life satisfaction, is conceptualized and the literature describing the relationship between pay and life satisfaction reviewed.

2.2 Life Satisfaction

This section provides a general overview of the conceptualization of life satisfaction as it is understood in this study.

In organizational behavior and economics literature, happiness, subjective wellbeing, and life satisfaction are often used interchangeably though they have different meanings. Campbell (1981), for example, viewed happiness as a construct that is influenced largely by an individual's mood and fluctuates from day to day, whereas he/she saw life satisfaction as a more constant evaluation of one's quality of life over time.

Like job satisfaction, the concept of life satisfaction has been widely researched. Entering "life satisfaction" as a search term into Ebscohost (PsycINFO and PsycArticles) in April 2021 revealed 34,506 results. In their meta-analysis, Erdogan, Bauer, Truxillo, and Mansfield (2012) defined life satisfaction as a positive evaluation of the quality of one's overall life. Rojas and Veenhoven (2013) found that overall evaluation of an individual's life as well as day-to-day feelings of happiness both contribute independently to one's satisfaction with life. From the literature, it is apparent that life satisfaction emerges from the judgment an individual makes about the condition of their lives, which could be based on how they perceive or feel about their life.

According to De Coning, Rothmann, and Stander (2019), the outcome of this judgment arises from an individual's expectation in comparison to the degree of achievement of the expectation. Life satisfaction could thus be viewed as an evaluation of the distance between the present and ideal self. Gaya (2019) argued that life satisfaction is an individual's self-perceived judgment. Therefore, it is totally dependent on what the individual considers to be essential for a satisfying life. Life satisfaction is therefore studied to explore whether it is possible for organizations to offer individuals with satisfactory lives that are close to their desired lives (Veenhoven,1996). The following section will discuss existing research findings regarding the relationship between pay and life satisfaction.

2.2.1 The relationship between pay and life satisfaction

The correlation between pay and life satisfaction is well researched in the field of organizational behaviour and economics, with studies generally showing a substantial relationship between the two constructs (Diener, Tay & Oishi, 2013; Moller, 2007). Waldegrave and Cameron (2010) found higher pay to be positively associated with life satisfaction and wellbeing. Similarly, Hansson, Hilleras, and Forsell (2005) conducted a study among 10,000 adults in Sweden. Their findings showed that individuals with a good financial position reported higher life satisfaction in comparison to individuals in a poor financial position. In South Africa, Ebrahim, Botha and Snowball (2013) found a positive relationship between absolute income and life satisfaction, however, this relationship was particularly present among black and Indian South Africans. Ebrahim et al. (2013) also found that the determinants of life satisfaction significantly differed among racial groups: for white South Africans physical health was a greater determinant of life satisfaction, whereas for Indian people religious involvement contributed substantially to their life satisfaction. Absolute income and employment status were of greater importance for black people, with positional status - measured by relative income – being an important determinant of life satisfaction for coloured people. Moller (2007) also argued that there is a positive relationship between money and life satisfaction especially for black South Africans because money does not only bring improved living conditions and financial security, but it is also associated with enhanced social standing. These differences among racial groups might have occurred based on shared experiences of individuals seen as coloured, Indian, black, and white rather than the characteristics of skin colour itself. These findings further suggest that race can be used as a proxy for socioeconomic status and that an important reason for the different results in different racial groups is differences in socioeconomic status.

Keser (2003) found that the higher the employees' pay, the higher their satisfaction with life and the happier they were - as long as their pay fulfilled their needs. In a South African study, Gaya (2019) found evidence explaining what underlies the positive relationship between pay and life satisfaction: The variance in life satisfaction decreased at higher income levels. As there were highly satisfied individuals at all income levels, this suggests that the relationship between pay and life satisfaction is not driven by increased satisfaction with life, but rather extreme dissatisfaction disappears with greater pay.

While there is substantial evidence that there is a relationship between pay and life satisfaction, emerging research shows that the relationship changes within an individual over time (Diener et al., 2013; Veenhoven & Vergunst, 2014). Aknin, Norton, and Dunn (2009) found that, over time, pay does not seem to be as strongly related to life satisfaction as it might have been expected. Easterlin (1974, 1995) stated that at a particular time (i.e., in cross-sectional research) richer individuals were more likely to report greater life satisfaction than poorer ones, however, over time individuals may not become happier as they become richer. This phenomenon, known as the Easterlin paradox, has been explained by considering the role of income comparison, which can be done in relation to oneself (absolute income) and to others in a reference group (relative income). Some researchers argued that individuals want to "keep up with the Joneses" therefore they compare their material position to their peers and that explains why an increase in an individual's income would only raise lasting happiness when it exceeds the income of others (Clark, Frijters & Shields, 2008; Reyers-Garcia et al., 2016).

Based on the evidence available, the following hypothesis was stipulated:

Hypothesis 4: There is a positive relationship between pay and life satisfaction among South African graduates.

Hypothesis 5: The relationship between pay and life satisfaction is different among members of different racial groups?

It is likely that experiences individuals have at home affects their behavior at work and vice versa. For example, satisfaction at work might lead to greater overall life satisfaction. This phenomenon has been labeled as a spillover effect. How this mechanism works is outlined in Section 2.2.2.

2.2.2 The relationship between job and life satisfaction

The spillover effect can explain why research typically suggests a positive correlation between job and life satisfaction (Asan & Erenler, 2008; Demirel, 2014; Hayes & Weathington, 2007; Karimi, 2009; Keser, 2005; Mazerolle et al., 2008), usually of moderate strength. As job satisfaction levels increase, life satisfaction levels also increase, though it is not clear which of the two variables is the cause and which is the outcome. It is possible that greater job satisfaction leads

to greater life satisfaction, but the reverse might also be the case: Individuals with greater life satisfaction are more satisfied with their jobs because they are satisfied with life.

The spillover effect is one way of understanding how changes in one life domain can have an impact on another domain. The spillover occurs, for example, when emotions, moods, behaviors, and stresses from work spill over into other areas such as social and family life (Steiner & Truxilli, 1989; Lawson, David, Crouter, & O'Neill, 2013). Overall, the spillover effect is based on the view that people do not live in a vacuum, but rather that what occurs in one life domain can spill over to another close life domain.

Spillover is categorized into horizontal and vertical spillover depending on the direction it takes. Horizontal spillover occurs when satisfaction is experienced in one life domain, and then spills over to another domain (Sirgy et al., 2001). An example of this would be when the satisfaction experienced at home influences satisfaction experienced at work. Vertical spillover is based on the premise that life domains are organized in a hierarchy with overall life as the top domain. Therefore, vertical bottom-up spillover means that any feelings of dissatisfaction or satisfaction in the lower domains influence feelings of overall satisfaction with life. Vertical top-down occurs when overall life influences the lower domains such as leisure, social, and work (Sirgy et al., 2001).

Rode (2004) argued that the spillover between work and general life satisfaction occurs since employees spend a considerable amount of their life in the workplace and often view work as the center of their life. Similarly, Yazicioglu and Kubilay (2017) stated that the working life has a vital scope of influence on employees' overall lives therefore it is expected to penetrate their whole life. They further argued that poor job satisfaction affects one's overall living conditions and therefore decreases one's life satisfaction.

Therefore, even though it is not clear if the relationship is due to a vertical bottom-up or vertical top-down spillover (or a mix of the two) the following hypothesis follows:

Hypothesis 6: There is a positive relationship between job and life satisfaction among South African graduates.

Lastly, if greater pay is related to greater job satisfaction, then it is feasible to assume that the relationship between pay and life satisfaction is at least partially due to the link between pay

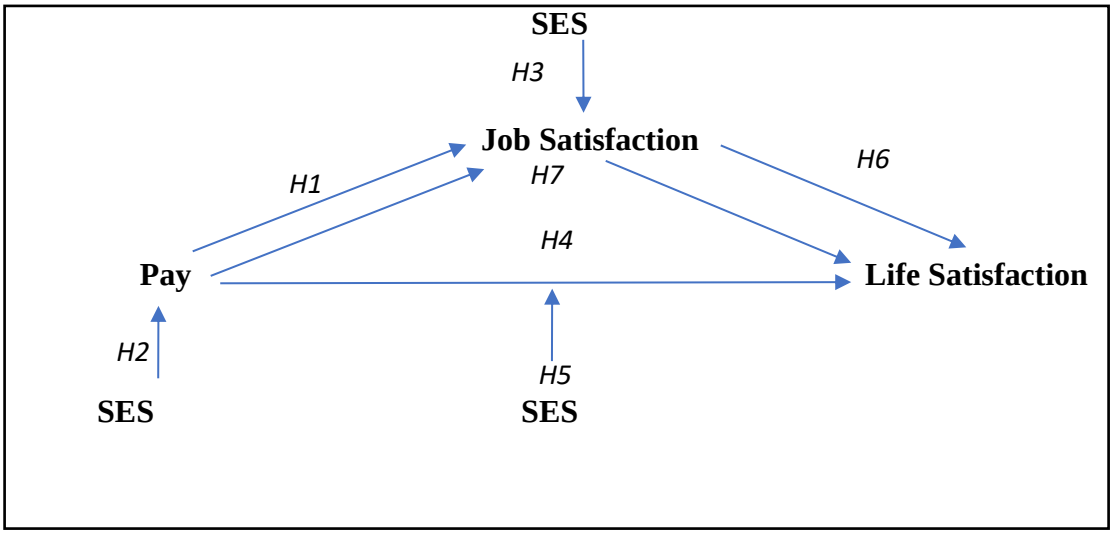
and job satisfaction. This means pay relates to greater life satisfaction, at least in part, because pay relates to greater job satisfaction which in turn relates to higher life satisfaction due to the spillover effect between satisfaction in different life domains. Thus, a seventh study hypothesis is:

Hypothesis 7: Job satisfaction partially mediates the relationship between pay and life satisfaction among South African graduates.

2.3 Conceptual Framework

The specific focus of the study was to explore the role of socioeconomic status in the relationship between pay, job, and life satisfaction. As a summary of the chapter Figure 1 presents the overall conceptual framework and is followed by a summary of the study hypotheses.

Figure 1. Conceptual framework of the study (H1 to H7 indicate the study hypotheses)



Hypothesis 1: There is a positive relationship between pay and job satisfaction among South African graduates from diverse socioeconomic groups.

Hypothesis 2: Graduates from demographic groups associated with lower socio-economic status earn lower salaries than graduates from demographic groups associated with higher socioeconomic status.

Hypothesis 3: Graduates from demographic groups associated with lower socioeconomic status have lower job satisfaction than graduates from demographic groups associated with higher socioeconomic status.

Hypothesis 4: There is a positive relationship between pay and life satisfaction among South African graduates.

Hypothesis 5: The relationship between pay and life satisfaction is different among members of different racial groups?

Hypothesis 6: There is a positive relationship between job and life satisfaction among South African graduates.

Hypothesis 7: Job satisfaction partially mediates the relationship between pay and life satisfaction amongst South African graduates.

2.4. Summary

This chapter aimed to provide an overview of the constructs of job and life satisfaction in the literature thus far. It was shown that extensive research has been devoted to the understanding of both constructs therefore no unanimous definition exists. Job satisfaction can thus be defined as a multidimensional construct while life satisfaction can be defined as a positive evaluation of the quality of one's overall life. Theoretical approaches explaining the potential relationship between pay and both life and job satisfaction were provided. Lastly, the conceptual framework was presented and the hypotheses to be tested were stipulated. The following chapter (Chapter 3) presents the methods employed to generate the empirical data used to test these hypotheses.

Chapter 3: Method

This chapter describes the process undertaken to obtain the empirical study data, including the research design, sampling procedure and description of participants, employed measures, the procedure used, and how the data was analyzed.

3.1 Research design

This study employed a cross-sectional, descriptive design to study the relationship between income, job satisfaction, and life satisfaction among South African graduates from different socioeconomic groups. Within the descriptive design, a correlational approach, which was adopted in this study, explores the extent of a correlation between two or more variables (Omair, 2015). A cross-sectional design was followed as it assists with determining the correlation of two or more variables within a sample at a given point in time (Mann, 2003). This design was appropriate for the study as the aim was to investigate the relationship between the variables without presuming causality.

For the purpose of this study, a quantitative methodology was adopted. This type of methodology includes the collection of numeric data that can be analyzed statistically in order to draw conclusions about whether the theoretical claims stipulated in the form of the hypotheses are supported, or if a hypothesis needs to be rejected (Creswell, Plano Clark & Garrett, 2008). The data was collected by means of a self-administered, self-report questionnaire which was administered through the online survey software Qualtrics.

3.2 Sampling and Participants

The population of interest were South African graduates with a post-matric qualification, that is a qualification at National Qualification Framework levels 5 to 10 (South African Qualifications Authority), and who were employed at the time of data collection. Convenience sampling, a non-probability sampling technique, was employed as this study had budget and time constraints. Specifically, a snowball sampling approach was used. This means that the researcher gained access to participants through participants sharing contacts of potential other participants (Blanche, Durrheim & Painter, 2006). In this study, I shared the Qualtrics link on Facebook,

LinkedIn, WhatsApp, Instagram, and Twitter with friends, family, and acquaintances and asked friends and family to share the link on their social media platforms as well. The total number of responses was $N = 276$. Of these, 74 participants had to be removed as they had not completed any items on the scale or completed less than 25% of the items on each of the scales included in the survey. The final sample size was, therefore, $N = 202$.

Participants' ages ranged from 20 to 36 years and older, and most of the participants were between the ages of 25 and 29. Just less than two-thirds of the sample were female and one graduate each who identified as other and who preferred not to specify their gender, respectively. Females were thus over-represented. The data in Table 1 shows that the sample's racial demographics were not representative of the South African population, either. According to StatsSA (2017), the working population in South Africa consists mostly of Africans (73%) followed by White (13%), Coloured (11%), and Indian/Asia (3%) employees.

Table 1

Demographic sample statistics (N = 202)

Variable	Frequency	Percentage
Gender		
Female	123	60.6%
Male	77	37.9%
Other	1	0.5%
Prefer not to answer	1	0.5%
Racial group		
African	123	60.3%
White	44	22.6%
Indian	18	8.8%
Coloured	17	8.3%
Education		
Degree/Diploma	76	37.3%
Honours/Postgraduate	92	45.1%
Masters	28	13.7%
PhD	1	0.5%
Other qualification	2	1%
Salary		
< R5000	6	3.9%
R5 000 - R9 000	22	10.8%
R10 000 - R14 000	24	11.8%
R15 000 - R19 000	18	8.8%
R20 000 - R25 000	40	19.6%
> R25 000	92	45.1%
Dependents		
None	45	22.8%
1 – 3	96	47.3%
4 – 6	47	23%
7 – 9	13	6.4%
10 and above	1	0.5%

3.3 Measures

This section outlines the instruments used to measure the study's key variables. In addition to these, the demographic variables presented in Section 3.2 were measured. A copy of the survey is provided in Appendix A.

3.3.1 Pay

Pay was measured as net salary received from the primary job only. Money received from other sources of income, such as grants, rentals, spousal support, and other sources of income were not considered. These sources of income were excluded as the interest of the study was to explore the correlation between pay and job satisfaction at work. Pay was measured using one item: "What is your monthly net salary?". Where participants were not comfortable disclosing their salary, they were asked to select their income range from a number of range options provided. All the information about pay was then transformed into pay categories.

3.3.2 Job Satisfaction

Job satisfaction was measured using Spector's (1997) Job Satisfaction Survey (JSS). The survey consists of nine facets of job satisfaction which can be summarized into one overall job satisfaction score. The JSS combines responses to four items under each facet which add up to a total of 36 items. An overall job satisfaction score is calculated based on the nine subscale scores. Furthermore, the JSS originally used a six-point Likert-type scale for participants to record their responses. The same response format was adopted in this study. The response options ranged from 1- disagree very much to 6- agree very much. The overall internal consistency for the was found to be .91 (Spector,1985). Furthermore, this scale was considered appropriate for the present study as studies conducted in the South African context found it to be reliable with Cronbach alpha ranging between .70 and .89 (Booysen, 2008; Chihambakwe, 2013; Gordi, 2006; Steger, Pickering, Shin & Dik, 2010; Solarsh, 2012).

3.3.3 Life Satisfaction

The Satisfaction with Life Scale (SWLS) was used to measure life satisfaction (Diener et al. 1985). This scale assesses satisfaction with the participant's life as a whole and consists of five

items. The scale used a six-point Likert type response format which ranges from 1- strongly disagree to 6 - strongly agree. An average life satisfaction score was calculated by averaging the responses to the different items per participant. This scale has shown acceptable internal consistency ranging between .74 to .80 in western countries (Lopez-Ortega, Torres-Castro & Rosas-Carrasco, 2016; Vazquez, Duque & Hervas, 2013). This scale was chosen because previous research has found it to be reliable even in settings that are culturally and racially different from western society. For instance, in a South African pilot study, Westaway, Maritz, and Golele's (2003) empirical test of the SWLS showed an internal consistency of .92 and yielded a single factor which accounted for 76% of the variance. Furthermore, research shows that in a multi-cultural society like South Africa, Cronbach's Alpha reliabilities vary between .79 and .84 (Wissing & Van Eeden, 2002).

3.3.4 Socioeconomic Status

To measure socioeconomic status self-identified racial group was used as a proxy. The study was aimed at comparing graduates from different socioeconomic backgrounds in South Africa and in this context socioeconomic status and racial group membership are closely interlinked. Therefore, making racial group membership an important proxy for socioeconomic status. Participants could choose between six racial categories that are recognized in South Africa which are: African; Asian, Coloured; Indian, White/Caucasian, and other, which takes into consideration people who may identify themselves as mixed race and other categories.

3.4 Procedure

An online questionnaire was created using the survey software Qualtrics. The questionnaire was preceded by a consent form which affirmed participants that all data collected would be treated with confidentiality and that they would remain anonymous. They were also affirmed that they have the right to withdraw at any point should they wish to discontinue their participation in the study. Thereafter, five individuals were asked to complete the survey with the view of eradicating any formatting and technical errors. The survey link was then distributed as outlined in the Sampling and Participants and section (Section 3.2).

3.5 Ethical Considerations

Prior to data collection, ethics clearance was requested from the University of Cape Town's Commerce Faculty Ethics in Research Committee. This ensured that the ethical guidelines for conducting research with human participants were adhered to. The cover page of the online questionnaire provided a summary of what the study was about, and participants had to give consent to participate in the study by clicking on the tick box "agree" or "disagree" (See Appendix B for the cover page). When participants clicked on "agree" the site would take them to the survey and when they clicked on "disagree" the site would take them to the thank you without participating. Furthermore, participants were informed that participation was voluntary; therefore, they had the right to withdraw from the study at any stage. An ethical concern was that salary is considered a piece sensitive, personal information making participants potentially reluctant to disclose their actual salary. To address that concern, participants were informed that the data collected would remain anonymous and confidential. They were also informed that the information about their salary was crucial as it was one of the key variables. Furthermore, they were informed that the information collected was strictly for research purposes and would not be used for any other purpose. Lastly, the participants were provided an option to give their salary range and 91 participants provided their actual salary while 111 opted for the salary range.

3.6 Data Analysis

The data was exported from Qualtrics into the IBM Statistical Package for Social Sciences (SPSS) version 27 where it was cleaned and analyzed. The reliability of the measures was assessed using Cronbach's alpha. Validity analysis was assessed using Principal Axis Factoring (PAF). Furthermore, descriptive statistical procedures including frequencies, standard deviations, and means were determined. Lastly, bivariate correlation, regression analyses using Hayes' Process Model, and ANOVAs were used to test the hypotheses.

In conclusion, Chapter 3 provided the research process adopted in the study, consisting of the study's research design, sampling procedure, the participants, the measures used to study the variables, research procedure, ethical considerations, and how data was captured and analyzed. Chapter 4 presents the empirical research findings.

Chapter 4: Results

4.1 Introduction

This chapter firstly reports the results for the Exploratory Factor Analyses (EFA) used to study the validity of the scales used in the study. Secondly, scale reliability is reported, and descriptive statistics are provided. Lastly, the results related to the hypotheses are presented.

4.2 Scale Validity

According to Field (2013), scale validity is crucial to ensure that the assessment scores really represent the variable they are supposed to measure and thus to ensure that the statistical results are interpreted accurately. The validity analysis of the scales in this study was performed through an Exploratory Factor Analysis (EFA).

Bryant and Yarnold (1995) stated that for a sample size to be considered as adequate to conduct EFA, there should be at least five participants per item in the scales analyzed. In this study, with 36 items, the JSS was the longest scale. As there were 202 participants, and thus 5,6 times as many participants than the number of items, the sample size was considered sufficiently large. The Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy was used to determine if the data was appropriate for an EFA to be conducted. All EFA's had a KMO value above .6 which is deemed adequate (Kaiser, 1970, 1974). Furthermore, Bartlett's Test of Sphericity was statistically significant ($p < .05$) for all EFAs conducted, supporting that the items in the scale correlated with one another.

Kaiser's (1970) criterion was used to determine the number of factors to retain. Thus, only factors with eigenvalues > 1 were considered relevant. Factor loadings >.3 were considered sufficiently large to assume the item correlated significantly with a factor (Tabachnick & Fidell, 2014).

4.2.1 Validity of the JSS

The 36 items measuring job satisfaction were subjected to an Exploratory Factor Analysis (EFA) using principal axis factoring (PAF) with oblimin rotation. This is as the scale comprises nine facets, thus factors, which can be assumed to be correlated as they all measure an aspect of job satisfaction. The KMO value was .89 and Bartlett's test was statistically significant ($X_{630} = 3827.870$; $p < .001$).

The initial EFA yielded multiple items with cross-loadings, that is items which loaded on more than one factor with an absolute difference in loadings of less than .30. Appendix C shows the eigenvalues, explained variances, and rotated factor loadings for this analysis. The scale items with factor loading less than .30 were removed through an iterative process in 2 EFA rounds. The related results are provided in Appendix C. The KMO value was .86 and Bartlett's test was statistically significant (X_{253} = 2274.744; p < .001).

The final factor solution was based on 21 items that loaded significantly, i.e., >.30, on five distinct factors. These five factors explained a cumulative data variance of 56.69%. The KMO value was .86 and Bartlett's test was statistically significant (X_{856} = 2062.970; p < .001).

Based on the content of the items that loaded on each factor, these factors were labeled satisfaction with pay and benefits, satisfaction with the nature of work, satisfaction with coworkers, satisfaction with supervision, and, lastly, satisfaction with working conditions. Two of these factors, satisfaction with coworkers and satisfaction with working conditions were made up of only two items. While the guideline is that a factor should be made up of at least three items, in this study the factor scores were not intended to be interpreted individually but summarized into a global job satisfaction score. Table 2 presents the rotated loadings of the 21 remaining JSS variables, communalities, and explained variance and eigenvalues for all factors.

Table 2

Communalities, Rotated Factor loadings, Eigenvalues and Explained Variance of the 21-item Job Satisfaction PAF solution with oblimin rotation.

Label	Item		Factors				
		Communalities	Pay & Benefits	Nature of Work	Coworkers	Supervision	Working Conditions
JS4	I am not satisfied with the benefits I receive.	0.651	0.82				
JS1	I feel I am being paid a fair amount for the work I do.	0.533	0.72				
JS19	I feel unappreciated by the Organisation when I think about what they pay me.	0.587	0.641				
JS29	There are benefits we do not have which we should have.	0.474	0.628				
JS22	The benefit package we have is equitable.	0.43	0.616				
JS32	I do not feel my efforts are rewarded the way they should be.	0.611	0.588				
JS13	The benefits we receive are as good as most other organizations offer.	0.356	0.57				
JS5	When I do a good job, I receive the recognition for it that I should receive.	0.481	0.449				

JS35	My job is enjoyable.	0.675		0.799			
JS17	I like doing the things I do at work.	0.592		0.749			
JS8	I sometimes feel my job is meaningless.	0.509		0.663			
JS27	I often feel a sense of pride in doing my job.	0.457		0.567			
JS7	I like the people I work with.	0.657			0.903		
JS25	I enjoy my coworkers.	0.631			0.831		
JS30	I like my supervisor.	0.65				0.842	
JS3	My supervisor is quite competent in doing his/her job.	0.51				0.734	
JS21	My supervisor shows too little interest in the feelings of subordinates.	0.601				0.733	
JS12	My supervisor is unfair to me.	0.583				0.668	
JS31	I have too much paperwork.	0.365					0.817
JS24	I have too much to do at work.	0.316					0.507
Individual total variance (%)			32.59	8.51	6.07	5.42	4.09
Eigenvalues			7.267	2.198	1.61	1.519	1.274

Notes. n = 202 after listwise deletion of missing data. Principal axis factoring with direct oblimin rotation

Each respondent was assigned a score on each of the five subscales by averaging their responses to the items belonging to the subscale. EFA using PAF was then run across the five subscales to determine if they could all be grouped into one overall measure of job satisfaction. The KMO value was .73 and Bartlett's test was statistically significant ($X_{10} = 176.20$; $p < .001$) indicating that the data is suitable for factor analysis. A factor with an eigenvalue of 2.29 explaining 34.02% of the variance was the only factor with an eigenvalue greater than 1. Pay and benefit (.72), supervision (.69), nature of work (.64), co-workers (.49), and working conditions (.30) loaded significantly on this factor which was then assumed to indicate job satisfaction. Participants were therefore allocated the average across their five subscale scores as the extent to which they were satisfied with their jobs, with a higher score indicating greater job satisfaction.

4.2.2 Validity of the SWLS

The KMO value for the sample data on the five life satisfaction items was .84 and Bartlett's test of sphericity was statistically significant ($X_{10} = 524.89$, $p < .001$) indicating that the data was suitable for a factor analysis. One relevant factor emerged from the EFA as expected. The factor had an eigenvalue of 3.31 and accounted for 58.73% of the variance. These findings supported the notion that the SWLS is unidimensional, meaning that participants could be allocated the average score across the five SWLS items as their overall life satisfaction score. The PAF results are provided in Table 3 below.

Table 3
Communalities and Factor Loadings of the 5-item unidimensional Life Satisfaction PAF solution (eigenvalue: 3.308, explained variance: 58.7%)

Label	Item	Communality	Factor loading
LS3	I am satisfied with my life	0.815	0.903
LS2	The conditions of my life are excellent	0.747	0.865
LS1	In most ways my life is close to my ideal	0.582	0.763
LS4	So far, I have gotten the important things I want in life	0.418	0.647
LS5	If I could live my life over, I would change almost nothing	0.374	0.611

4.3 Reliability Analyses

Cronbach's alpha and corrected item-total correlations were used to assess the internal consistency reliability of the job and life satisfaction scales. For a scale to be considered reliable it should have an alpha of .70 or more (Nunnally, 1978) and the corrected item-total correlations should be above .30 as it can then be assumed that the items correlate significantly with the overall scale and therefore should be retained (Field, 2013). These guidelines were followed when assessing the reliability of the scales in this study.

Table 4 shows that both scales reflected adequate internal consistency reliability. The scale was thus considered poor and thus omitted from further data analysis procedures.

Table 4

Cronbach's alpha and corrected item-total correlation for the JSS and SWLS

Scale	Number of items	Cronbach Alpha	Range of corrected item-total correlation
Job Satisfaction	5	.72	$.37 < r < .56$
Life Satisfaction	5	.87	$.58 < r < .81$

4.4 Descriptive Analyses

Descriptive statistics were used to determine the mean, standard deviations, minimum and maximum of the SWLS, JSS. The results in Table 5 indicate that graduates, on average, were slightly satisfied with their jobs and their lives though participants ranged from those who were completely dissatisfied with both, their jobs, and their lives, to those who were completely satisfied. The average degree of satisfaction was determined by comparing the mean sample scores to the scale midpoints which indicate someone who is neither satisfied nor dissatisfied, as both scales had a mean score greater than the midpoint of the scales of 3.5 which indicates a neutral position. The results in Table 6 indicate that a significant number (45.5%) of graduates in the sample were earning R25 000 and above, followed by 19.8% earning between R20 000 and R25 000 a month. Furthermore, only 3% of the graduates in the sample were earning less than R5 000 a month.

Table 5

Mean, standard deviations, minimum and maximum scores for the variables used in this study (N = 202)

Scale	Mean	Standard Deviation	Min	Max
Job Satisfaction Scale	4.33	0.95	1.27	5.94
Life Satisfaction Scale	3.61	1.14	1	5

Table 6

No of participants and percentage per pay category (N = 202)

Pay Category	No. of participants	Percentage (%)
Less than R5 000	6	3
R5 000 - R9 000	22	10.9
R10 000 - R14 000	24	11.9
R15 000 - R19 000	18	8.9
R20 000 - R25 000	40	19.8
R25 000 and above	92	45.5

4.5 Analysis of Study Hypotheses

This section reports the analyses and results relating to the outlined study hypotheses.

Hypothesis 1: There is a positive relationship between pay and job satisfaction among South African graduates from diverse socioeconomic groups.

As less than half of the sample had provided their actual amount of pay (N = 91), pay category rather than pay amount was used to determine the bivariate relationship between pay and job satisfaction. For that reason, Spearman's correlation coefficient (r_s) was used. According to Field (2013), Spearman's correlation coefficient is a non-parametric statistic that measures the strength of a monotonic relationship between two variables. As it is a non-parametric procedure it does not require continuous variables but can be conducted with ranked variables. Correlation coefficients lie between -1 and +1, where +1 indicates a perfect positive relationship and -1 a perfectly negative relationship. A correlation coefficient of zero indicates that there is no relationship between the variables (Field, 2013). To analyze the size of the correlation coefficient Cohen's (1988) recommendations were used. A correlation coefficient of .1 was considered a weak effect,.3 a medium effect, and .5 was considered a large effect.

The Spearman correlation coefficient revealed a medium positive and statistically significant relationship between pay categories and job satisfaction amongst graduates $r_{s\ (202)}$ = .303, p <. 001. This indicates that as pay increased amongst South African graduates, job satisfaction also increased. Therefore, the data support hypothesis 1.

Hypothesis 2: Graduates from demographic groups associated with lower socioeconomic status earn lower salaries than graduates from demographic groups associated with higher socioeconomic status.

An ANOVA was conducted with self-identified racial groups as a proxy for socioeconomic status as the independent variable and actual pay provided (not pay category) as the dependent variable as ANOVA requires a continuous dependent variable. This reduced the sample size included in this analysis to 91 as only 91 participants had provided their actual pay. The independent variable consisted of four groups: African, Coloured, Indian, and White participants. The results indicated that in the sample White graduates were earning the highest salaries (M = R28 762.26, SD= R10 053.07, n = 23), followed by Indian (M = R28 051. 33, SD = R13 270.74, n = 9) and then African graduates (R21 665.57, SD = R16 010.89, n = 56). Coloured graduates in the sample were earning the lowest salaries (M = R8 166.67, SD = R5 346.34, n = 3). Due to the small number of participants in the Coloured (and Indian) group(s), the two groups could not be included in the analyses.

Levene's test indicated that the variances of the pay scores were equal in the African and White racial groups ($F_{1,77}$ = 1.63, p = .21). Therefore, it was appropriate to conduct an ANOVA. The ANOVA results showed that the members of the different racial groups did not differ in how much pay they receive from their jobs ($F_{1,77}$ = 3,87 p = .053). The null hypothesis is thus retained and the hypothesis that graduates from demographic groups associated with lower socioeconomic status earn lower salaries than graduates from demographic groups associated with higher socioeconomic status must be rejected.

Hypothesis 3: Graduates from demographic groups associated with lower socioeconomic status have lower job satisfaction than graduates from demographic groups associated with higher socioeconomic status.

To test the third hypothesis, again, a univariate ANOVA was run with race as the independent variable (made up of African, Coloured, Indian, and White graduates) and job satisfaction as the dependent variable. The results indicated that in the sample White graduates were more satisfied with their jobs (M = 4.88, SD = .75, n = 45), followed by Indian (M = 4.65, SD = 1.01, n = 18) and African (4.16, SD = .90, n = 123) participants. Coloured graduates were least satisfied with their jobs (M = 3.85, SD = 1.02, n = 17). Levene's test indicated that variances of the job satisfaction scores were equal in the four racial groups ($F_{3, 199}$, p = .482). Thus, it was suitable to conduct an ANOVA. The results showed that graduates from different racial groups differ in the levels of job satisfaction ($F_{3,199} = 12.87$, $p < .001$).

A post hoc test (Tukey HSD) revealed that African, Coloured, Indian, and White graduates in the sample had different levels of satisfaction with their jobs. Specifically, African and Coloured graduates were less satisfied with their jobs than White and Indian graduates. The hypothesis that graduates from racial groups associated with lower socioeconomic status have lower job satisfaction than graduates from racial groups associated with higher socioeconomic status was thus supported and the null hypothesis rejected.

Hypothesis 4: There is a positive relationship between pay and life satisfaction amongst South African graduates

To examine this hypothesis, again, pay categories rather than pay amounts were used, and thus Spearman's correlation coefficient (r_s) to determine the bivariate relationship between pay and life satisfaction. The Spearman correlation coefficient revealed a weak positive and statistically significant correlation coefficient for the relationship between pay categories and life satisfaction amongst (r_s (202) = .186, p <. 001). This indicates that South African graduates with higher pay tended to be more satisfied with life, however, this relationship is not strong. Therefore, the data support hypothesis 4, that as pay increases amongst South African graduates, life satisfaction also increases.

Hypothesis 5: The relationship between pay and life satisfaction is different among members of different racial groups.

Hayes' PROCESS macro was employed to test the relationship between pay and life satisfaction, and the influence of socioeconomic status on the relationship. Race as a proxy for socioeconomic status thus served as a moderator variable. Hayes PROCESS model was performed with pay, socioeconomic status, and the interaction between the two variables as predictors and life satisfaction as the dependent variable. As there was a single moderator PROCESS model 1 was chosen (Hayes, 2012).

The predictor variable accounted for 9.89% of the variance in life satisfaction as the R squared was .0989. The overall model was not statistically significant ($F_{7,83} = 1.30$, $p = .26$). Furthermore, the three interaction effects were statistically non-significant indicating that socio-economic status was not a significant moderator on the relationship between pay and life satisfaction (see Table 7). Bootstrapping analysis further confirmed this as the confidence intervals included zero. These results indicate that the nature and strength of the relationship between pay and life satisfaction is similar regardless of whether the socio-economic status of the graduate is low or high. Therefore Hypothesis 5 was not supported. While higher pay is related to higher life satisfaction in line with Hypothesis 4, socio-economic status does not moderate the relationship between pay and life satisfaction.

Table 7

Moderation Analysis: Socioeconomic Status moderating the relationship between Pay and Life Satisfaction. Coefficient, confidence interval, standard error, t scores and alpha.

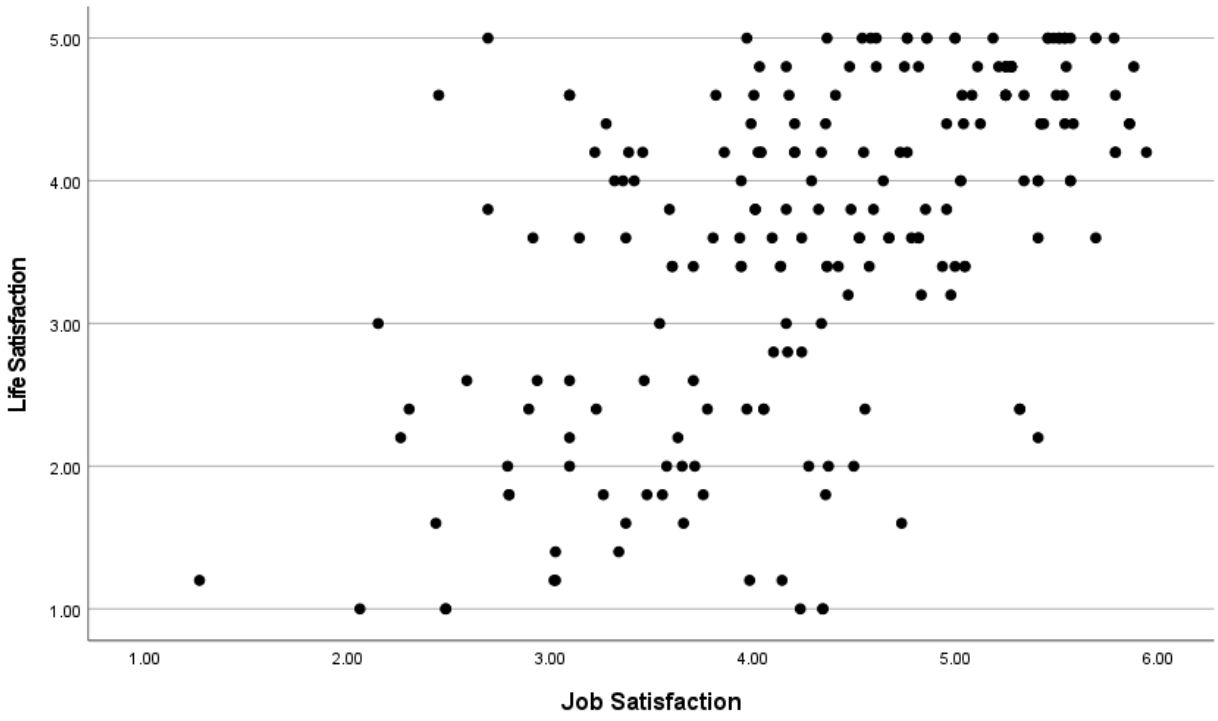
Variables	b	Se	t	p
Constant	3.33 [3.01; 3.65]	0.16	20.64	0
Pay	0 [00;00]	0	-0.26	0.79
Inte_1: pay x (coloured vs black)	0 [- .00; .00]	0	-0.81	0.42
Inte_2: pay x (Indian vs black)	0 [- .00; .00]	0	0	0.99
inte_3: pay x (white vs black)	0 [- .00; .00]	0	-0.4	0.6

Hypothesis 6: Job Satisfaction is positively related to Life Satisfaction amongst South African graduates.

To describe the relationship between job and life satisfaction, Pearson's product moment correlation was used. Pearson's product moment correlation is a value that indicates the measurement of the association between two continuous and normally distributed variables.

Several assumptions needed to be fulfilled to ascertain that the data used in the analyses was suitable for a Pearson's correlation. Linearity between the variables is one of the assumptions that need to be fulfilled. To check the assumption of linearity between job and life satisfaction, a scatterplot was used. Figure 2 shows that all scores were spread along a straight line with no visible curve. Furthermore, job and life satisfaction were measured on continuous scales, indicating that the level of measurement was suitable for Pearson's correlation. To control for the assumption of normality, bootstrapping was performed using 1,000 random samples and a 95% confidence interval. Bootstrapping is a method for validating statistical findings in which random samples are chosen from a larger sample and the correlation determined in each of these samples. The resulting correlation coefficients will show a normal distribution when plotted on a histogram. Based on this, confidence intervals can be determined which indicates within which range the correlation coefficient likely falls in the population. If this confidence interval includes zero it means that there is a high chance that there is no correlation between the variables in the population and the null hypothesis is retained (Field, 2013).

Figure 2: Scatterplot between Job Satisfaction and Life Satisfaction



The Pearson correlation coefficient (r = .57, N = 202, 95% CI [.47 < r < .67]) revealed a moderate positive and statistically significant (p < .001) relationship between job and life satisfaction amongst South Africa graduates. This indicates that as job satisfaction increased amongst South African graduates, life satisfaction also increased. Therefore, hypothesis 6 is supported and the null hypothesis is rejected.

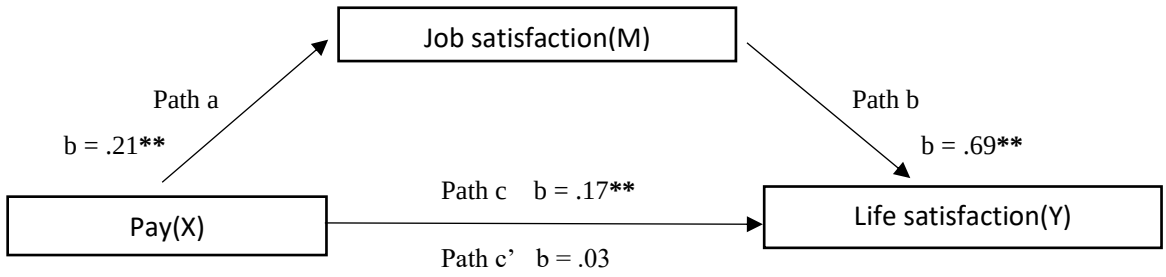
Hypothesis 7: Job satisfaction partially mediates the relationship between pay and life satisfaction among South African graduates.

To test this hypothesis a regression analysis was conducted using Hayes' (2012) PROCESS model for mediation analysis. Job satisfaction was entered as a mediator in the regression model, while pay category served as the independent variable and life satisfaction as the dependent variable. Approximately 33% of the variance in life satisfaction was accounted for by the independent and mediator variables (adjusted R^2 = .3312, $F_{2,199}$=49.28, p < .001).

The results in Figure 3 show that in line with the results for Hypothesis 1 pay category was significantly related to job satisfaction (a-path). Therefore, pay was a significant predictor of job satisfaction (b = .21, SE=.04, t = 5.16, p < .001). Furthermore, in line with the results for Hypothesis 5, job satisfaction was a significant predictor of life satisfaction (b-path) (b = .69, SE = .08, t = 9.07, p < .001).

Pay was also significantly related to life satisfaction (see also Hypothesis 4) (c-path) (b = .17, SE = .05, t = 3.40, 95% CI [.07, .27]. However, when considering the mediator variable (job satisfaction) the relationship between pay and life satisfaction was no longer significant (b = .03, SE = .05, t = .67, p = .50) (c' path). This suggests that the effect of pay on life satisfaction, when controlled for the effect of the mediator is substantially reduced and thus no longer significant. This leads to the conclusion that job satisfaction not only partially, but completely mediates the effect of pay on life satisfaction (Baron & Kenny, 1986).

Figure 3: Regression weights for the relationship between pay and life satisfaction, mediated by job satisfaction.



** Correlations significant at p < .001

4.6 Summary

The purpose of this section was to investigate the role of socioeconomic status in the relationship between pay, job, and life satisfaction. The results revealed a positive relationship between pay received and job satisfaction among South African graduates. Similarly, a positive correlation was found between pay and life satisfaction. Furthermore, the relationship between pay and life satisfaction was found to be moderated by job satisfaction. The results of the study also indicated a spillover effect between job and life satisfaction, suggesting that job satisfaction and life satisfaction are positively correlated. The socioeconomic status of graduates in South Africa was found to play a role in the relationship between pay and job satisfaction. However, it was found not to moderate the relationship between pay and life satisfaction.

In the following chapter, the findings are interpreted in relation to previous literature and possible explanations for the results obtained are generated. Furthermore, recommendations for future research as well as the theoretical contribution and practical implications of the present study are provided.

Chapter 5: Discussion

This study attempted to determine whether socioeconomic status has a role to play in the relationship between pay, job, and life satisfaction among employed South African graduates. It was hypothesized that the higher the individual's pay, the greater is their satisfaction with their job which ultimately leads to satisfaction with one's overall life. Furthermore, socioeconomic status was assumed to have a role in this relationship, in that it moderates the relationship between pay and life satisfaction. Furthermore, it was hypothesized that graduates from demographic groups associated with lower socioeconomic status earn lower salaries and have lower job satisfaction than their counterparts from demographic groups associated with a higher socioeconomic status.

The empirical findings have echoed the findings of previous studies with regards to pay, job- and life satisfaction in that pay is positively correlated with both, job, and life satisfaction (Keser, 2005; O'Donnell. 2015; Waldegrave & Cameron, 2010; Yazicioglu & Kubilay, 2017). This means that the higher an employee's pay, the more satisfied with their jobs they are likely to be. Greater job satisfaction may spill over into other aspects of employees' lives, thus meaning that higher job satisfaction is associated with greater overall life satisfaction. The results further indicate that there are no differences in the pay that graduates from different socioeconomic groups earn. Furthermore, the results indicate that graduates from demographic groups associated with lower socioeconomic status have lower job satisfaction than graduates from demographic groups associated with a higher socioeconomic status. African and Coloured graduates reported lower job satisfaction in comparison to Indian and White graduates. Whilst a relationship was found between pay and life satisfaction, the findings indicate that socioeconomic status has no moderation effect in this correlation.

This chapter provides an interpretation of the findings against previous research locally and internationally, after which possible explanations for the results will be discussed, as well as the study's limitations and theoretical and practical contributions. Lastly, recommendations for future research will be outlined.

5.1 Hypothesis 1: Relationship between pay and job satisfaction

The study's first hypothesis stated that the higher the graduate's pay, the greater is their job satisfaction. Job satisfaction referred to satisfaction with pay and benefits, nature of work, coworkers, supervision, and working conditions. The current study found that graduates experience higher levels of job satisfaction the higher their pay is. These findings are consistent with previous research conducted by Carr and Mellizo (2013), Schweitzer, Chianello and Kothari (2013), and Takei et al. (2009). In O'Donnell's (2015) study it was found that pay was a significant determinant of job satisfaction as employees earning higher pay reported high levels of job satisfaction, especially when there was consistency between their pay expectation and actual pay. Research findings further indicate that these results hold across different contexts employees (see Takei et al., 2009; Yang & Chang, 2008). It could of, course, be argued, that the relationship was driven as satisfaction with pay and benefits formed part of the job satisfaction construct – and satisfaction with this aspect should be greater, the higher the pay. However, as satisfaction with benefit and pay only made up one-fifth of participants' job satisfaction it is unlikely that this would explain the relationship in its entirety.

It is possible that the relationship between pay, and job satisfaction was particularly positive due to the time at which the empirical data was collected, namely during the COVID-19 pandemic. This pandemic posed a threat of job loss to many individuals due to restricted economic activity as a result of restrictions of movement. In countries where there is a very limited or no social security net provided through public funds, as is the case in South Africa, the threat of job losses means a threat to one's livelihood. While this means that the relationship between pay and job satisfaction may have been significant than before the Covid pandemic as the pandemic likely heightened the salience of this threat, it is also likely that the relationship between pay, and job satisfaction is more significant in South Africa in comparison to countries that have a social safety net.

5.2. Hypotheses 2 and 3:

Graduates from lower socioeconomic groups

- earn lower salaries and

- have lower job satisfaction

than graduates from higher socioeconomic groups.

It had been hypothesized that graduates from lower socioeconomic groups earn lower salaries and report lower satisfaction with their jobs. The findings did not support the hypothesis that graduates from demographic groups associated with lower socioeconomic status earn lower salaries. Furthermore, the empirical data supported the conclusion that graduates from lower socioeconomic groups report lower job satisfaction. This implies that graduates from poorer backgrounds tend to have lower job satisfaction as had also been found in prior research ((Schoon & Polek; Wu & Pham, 2016).

The findings of graduates from poorer backgrounds reporting lower job satisfaction might seem surprising, considering that in South Africa there is the Employment Equity Act which prescribed preferential treatment for demographic groups who had historically been disadvantaged in obtaining job opportunities. One of the reasons for these findings could be that graduates from deprived socioeconomic backgrounds do not have the luxury to leave their jobs when they are unhappy to secure a better one (O'Donnell, 2015). These graduates are often the main providers in their families, therefore remaining in employment of any kind is an important factor for them. Furthermore, these graduates could be disadvantaged by poor social capital, attending universities that are perceived as of lower quality, and graduating with less in-demand degrees (Moleke, 2010) therefore securing employment soon after resigning might not be easy for them. Wu and Pham (2016) found that the employment of graduates is linked to their social capital which in turn influences their pay and career opportunities. It is possible that graduates from higher socioeconomic backgrounds have a greater opportunity to make use of their family network to find lucrative work opportunities suggesting that it would be easy for them to leave an unhappy workplace. This might not be an option for graduates from poorer backgrounds.

5.3 Hypothesis 4 and 5:

- **There is a positive relationship between pay and life satisfaction.**
- **The relationship between pay and life satisfaction is different among members of different racial groups.**

The current study found that earning more money is associated with experiencing greater satisfaction with life. These research findings align with previous studies conducted by Diener et al., 2013; Hansson, Hilleras & Forsell, 2005; Moller, 2007; Waldegrave & Cameron, 2010) which have shown that there is a positive association between pay and life satisfaction, as a higher salary is positively correlated with a high level of satisfaction with life whilst a lower salary is associated with lower quality of life.

The empirical data did not support the hypothesis that the relationship between pay and life satisfaction is different among members of different racial groups. This suggests that pay as a determinant of life satisfaction might not be linked to graduates' social position in relation to others.

5.4. Hypothesis 6: There is a positive relationship between job and life satisfaction among South African graduates.

The fifth hypothesis assumed that there is a spillover effect between job and life satisfaction in the sense that the higher the graduate's job satisfaction, the higher is their satisfaction with their overall life. The study data supported this hypothesis, therefore greater satisfaction with pay and benefits, nature of work, coworkers, supervision, and working conditions is associated with greater life satisfaction.

Previous research indicated that an increase in job satisfaction results in an increase in life satisfaction (Demirel, 2014; Karimi, 2009; Mazerolle et al.,2008; Yazicioglu & Kubilay, 2017). These findings indicate that satisfaction in one domain of life spills over into other life domains.

5. 5. Hypothesis 7: Job satisfaction partially mediates the relationship between pay and life satisfaction amongst South African graduates.

It had been hypothesized that job satisfaction partially mediates the relationship between pay and life satisfaction amongst South African graduates. These results do not imply causality, it is possible that those who have greater life satisfaction are more satisfied at their job because they have greater life satisfaction. It is also equally possible that individuals who tend to be more optimistic tend to express greater life satisfaction and greater job satisfaction and that they obtain higher-paying jobs because of their disposition. It could be because they are liked in the selection process because of how they come across even though the process is meant to be objective.

5.6. Limitations

The research design employed in this study has some notable limitations as a result of limited resources and time constraints.

To gather the data, convenience sampling techniques were used therefore leading to a sample that was not representative of the South African population of employed graduates. Whilst the sampling technique has limitations, it was the most suitable and efficient method of gathering a sufficient number of participants with the time constraints of the study.

The data collection instrument had its limitations as well. The data was collected using self-report measures. The responses provided thus could have been impacted by social desirability bias which means that participants respond in a way that they believe to be socially desirable rather than being an accurate reflection (Caputo, 2017). A number of questions in the study required sensitive information such as salary. Some participants might have inflated their income level, for example, to avoid feeling embarrassed (Tourangeau & Yan, 2007), whilst others may have reported a reduced income as they did not want to be viewed as privileged. To mitigate against this limitation participants were given the option to select an income range within which their salary fell.

Furthermore, data was collected via an online survey as it was deemed a suitable method to reach a large number of people in a short space of time with resource constraints. However, out

of the 276 responses obtained 73 could not be used as these were participants who had accessed the survey but not completed any or less than 75% of the items per scale. This could have been mitigated by setting the answering of each item as compulsory. According to Fan and Yan (2010), the low response rate of online surveys is a well-known disadvantage and has been a concern for many years. However, Malan (2019) argues that this method is predominantly used to collect data due to the low cost, rapidity of responses, and convenience. To account for this limitation future research should adopt multiple ways of collecting data. In addition to online methods, future studies could perhaps consider adding a paper and pencil method to collect data as this may increase the response rate (Hair et al., 2006). Due to the limitation in movement brought about due to the Covid-19 pandemic at the time of data collection this was not possible in this study. Despite this limitation, the sample size was adequate and sufficient for the purpose of this research and the statistical analyses required. However, it is important to note that the sample had an over-representation of black graduates therefore care should be taken when generalizing.

The use of a cross-sectional design is another concern as the study reflects the participants' views at a single point in time rather than over time (Stevens & Brown, 2015). In this case, the data was collected at a point in time at which the spread of Covid-19 had required substantive changes in almost all working South Africans' life. Job insecurity, reduced working hours, task overload, working from home, inadequate supervisor support, and salary cuts to mitigate liquidation threats are some of the changes that came about with the COVID-19 pandemic (International Labour Organization, 2020; Dube, 2021). These changes might have influenced the results of this study as the participants may have answered the questions based on the uncertainty and fear of job loss that they were experiencing at the time. A longitudinal study may reveal different findings compared to the present study. This is also the case as research has found that the relationship between pay and life satisfaction in cross-sectional research disappears in longitudinal studies as outlined and explained under the Easterlin paradox.

Most notably, self-identified racial group membership was used as a proxy for socioeconomic status. Of course, this is not an accurate reflection as not all white graduates come from an affluent background and all African graduates from a deprived financial background. However, in aggregate it is still the case that racial group membership provides a useful proxy for financial wealth.

This could be a limitation as well as the results may reflect racial differences and not socioeconomic status. Future research should therefore explore other ways to measure the construct of socioeconomic status. Furthermore, the study did not take into account control variables such as which university a graduate graduated from, the level of highest degree, and field of study. The type of university is a context-specific factor, in the sense that it might not be as relevant in other countries, however, in South Africa the type of institution a graduate attended, and the public's perception of the institution's reputation has an impact on the graduate's career trajectory (Baldry, 2016; Moleke, 2010).

Notwithstanding these limitations the study results make a number of theoretical and practical contributions which are presented below.

5.7. Recommendations for future research

The recommendation for future research is to control for the variables outlined in the limitations section and use different measures for socioeconomic status. Future research can explore control variables such as the type of institution that the graduate attended, the level of highest qualification, and the field of study and work. As aforementioned socioeconomic status was measured by using race as a proxy, therefore future research should consider alternate measures which will accurately measure socioeconomic status.

The studies should further employ sampling techniques that will provide data with a large sample size that is representative of the South African population. Using the paper and pencil method in addition to online survey data collection could improve the response rate. Furthermore, adding a qualitative component to the research to gain a deeper understanding of the factors that differentiate graduate job and life satisfaction. Through a qualitative approach, the researcher might be able to identify possible moderating variables and how they influence the relationship between the main variables, which could subsequently be tested in quantitative studies.

5.8. Theoretical contributions

This study has contributed to the literature on the determinants of job and life satisfaction in the workplace and the factors that impact the two in South Africa. Firstly, the study has given pertinent and current information indicating that satisfaction with one's job spills over to other domains of an individual's life hence increased job satisfaction is positively correlated with greater

satisfaction with life. Whilst this information is well known abroad, limited studies have been conducted in South Africa more especially with a focus on graduates. Furthermore, the study has shown that socioeconomic status is important in the pay, job satisfaction, and life satisfaction relationship. Graduates from different socioeconomic groups were found to report different levels of satisfaction with their jobs. This study did not limit itself to an organization or an industry therefore it provided a broader view pertaining to the role of socioeconomic status in the relationship between pay, job, and life satisfaction amongst South African graduates.

5.9. Practical implications

Many people spend their lives in employment and as a result, work assumes a critical function and can thus contribute to a large extent to overall satisfaction with life (Stevens, 2015). It is therefore important for practitioners and industrial psychologists to understand the factors that influence the job and life satisfaction of employees in the workplace.

This study suggests that paying graduates more money is related to increased job satisfaction and greater satisfaction with their lives. Specifically, the relationship between pay and life satisfaction can be explained by the links between pay and job satisfaction, and job satisfaction and life satisfaction. Greater pay is related to greater life satisfaction as pay is related to job satisfaction. This suggests that including pay as part of the practices aimed at enhancing employee satisfaction at work remains essential.

The findings further suggest that whilst South Africa has the Employment Equity Act, graduates from demographic groups associated with lower socioeconomic status still report lower satisfaction with their jobs. Of course, factors such as type of degree, institution attended, type of work, and wage level were not controlled for and thus it cannot for certain that race is the deciding factor. The study results have not ascertained if employment equity implementation is a problem, however, it might be. This raises a call of action to policymakers and organizations at large to start assessing the implementation and effectiveness of the Employment Equity Act. Furthermore, conduct further research to gain a deeper understanding of the underlying reasons for the racial differences pertaining to job satisfaction.

This study also found that there is a spillover effect between job and life satisfaction, in the sense that an increase in job satisfaction often leads to an increase in satisfaction with life or vice

versa. Research continues to illustrate that increasing job satisfaction in the workplace can strengthen the employees' wellbeing and performance which ultimately contribute to the organization gaining a competitive advantage in the market (Aladwan et al., 2013; Steven, 2015). It thus has direct benefits to an organization to increase an employee's job satisfaction, through pay and other means, but due to the link between job- and life satisfaction also means that organizations contribute at a societal level as they increase individuals' life satisfaction.

5.10. Conclusion

Like past research, this study found that greater pay relates to greater satisfaction at work and in life (Bradley & Roberts, 2004; O'Donell, 2015). The present study has reviewed literature based on the role of socioeconomic status on pay and, job and life satisfaction. The focus of the study was on South African graduates from different socioeconomic groups as past research has treated graduates as one homogenous group.

Research has shown that unemployment among young adults is on the rise in South Africa and globally, as a result, graduates from low socioeconomic groups experience immense pressure to secure employment to enable them to support their families (Baldry, 2016; Ebrahim et al., 2013). This study hypothesized that a graduate's social class has an influence on the salary they earn and satisfaction with their job and lives. Based on the findings, graduates from demographic groups associated with lower socioeconomic status reported lower satisfaction with their jobs compared to their counterparts from demographic groups associated with higher socioeconomic status. The results further indicate that the nature and strength of the relationship between pay, and life satisfaction is similar regardless of whether the socio-economic status of the graduate is low or high.

In response to the research question of whether socioeconomic status plays a role in the relationship between pay, job and life satisfaction of South African graduates, this study's findings suggest that the socioeconomic status of graduates in South Africa indeed plays a role in the amount of pay they receive at work as well as their satisfaction with their jobs. However, it does not play a role on the amount of pay a graduate receives and their satisfaction with life. This suggests that pay as a determinant of life satisfaction might not be linked to a graduates' social position in relation to others. Given the findings, scholars should conduct further research to gain

a deeper understanding of the underlying reasons for the racial differences pertaining to the job satisfaction of South African graduates. Furthermore, pay should continue being part of the practices aimed at enhancing employee satisfaction at work.

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Appendices

Appendix A: Research Survey

About yourself

Please tick the appropriate box or fill in the line where supplied.

1. What is your age?
   _____
2. What is your gender?
   - ❑ Male
   - ❑ Female
   - ❑ Other
3. What is your racial group?
   - ❑ African
   - ❑ Asian
   - ❑ Coloured
   - ❑ White
   - ❑ Other
   - ❑ Prefer not to answer.

4. What is your monthly net salary? (If you are not comfortable disclosing your actual salary you can provide the range in which your monthly net salary falls in)
   _____
5. Do you support family members with your salary?
   _____
6. If yes: how many family members are you supporting?
   _____

Job Satisfaction Survey

	JOB SATISFACTION SURVEY Paul E. Spector Department of Psychology University of South Florida 	
	PLEASE CIRCLE THE ONE NUMBER FOR EACH QUESTION THAT COMES CLOSEST TO REFLECTING YOUR OPINION ABOUT IT.	Disagree very much Disagree moderately Disagree slightly Agree slightly Agree moderately Agree very much
1	I feel I am being paid a fair amount for the work I do.	1 2 3 4 5 6
2	There is really too little chance for promotion on my job.	1 2 3 4 5 6
3	My supervisor is quite competent in doing his/her job.	1 2 3 4 5 6
4	I am not satisfied with the benefits I receive.	1 2 3 4 5 6
5	When I do a good job, I receive the recognition for it that I should receive.	1 2 3 4 5 6
6	Many of our rules and procedures make doing a good job difficult.	1 2 3 4 5 6
7	I like the people I work with.	1 2 3 4 5 6
8	I sometimes feel my job is meaningless.	1 2 3 4 5 6
9	Communications seem good within this organization.	1 2 3 4 5 6
10	Raises are too few and far between.	1 2 3 4 5 6
11	Those who do well on the job stand a fair chance of being promoted.	1 2 3 4 5 6
12	My supervisor is unfair to me.	1 2 3 4 5 6
13	The benefits we receive are as good as most other organizations offer.	1 2 3 4 5 6
14	I do not feel that the work I do is appreciated.	1 2 3 4 5 6
15	My efforts to do a good job are seldom blocked by red tape.	1 2 3 4 5 6

16	I find I have to work harder at my job because of the incompetence of people I work with.	1 2 3 4 5 6
17	I like doing the things I do at work.	1 2 3 4 5 6
18	The goals of this organization are not clear to me.	1 2 3 4 5 6
19	I feel unappreciated by the organization when I think about what they pay me.	1 2 3 4 5 6
20	People get ahead as fast here as they do in other places.	1 2 3 4 5 6
21	My supervisor shows too little interest in the feelings of subordinates.	1 2 3 4 5 6
22	The benefit package we have is equitable.	1 2 3 4 5 6
23	There are few rewards for those who work here.	1 2 3 4 5 6
24	I have too much to do at work.	1 2 3 4 5 6
25	I enjoy my coworkers.	1 2 3 4 5 6
26	I often feel that I do not know what is going on with the organization.	1 2 3 4 5 6
27	I feel a sense of pride in doing my job.	1 2 3 4 5 6
28	I feel satisfied with my chances for salary increases.	1 2 3 4 5 6
29	There are benefits we do not have which we should have.	1 2 3 4 5 6
30	I like my supervisor.	1 2 3 4 5 6
31	I have too much paperwork.	1 2 3 4 5 6
32	I don't feel my efforts are rewarded the way they should be.	1 2 3 4 5 6
33	I am satisfied with my chances for promotion.	1 2 3 4 5 6
34	There is too much bickering and fighting at work.	1 2 3 4 5 6
35	My job is enjoyable.	1 2 3 4 5 6
36	Work assignments are not fully explained.	1 2 3 4 5 6

Satisfaction With Life Scale

Below are five statements that you may agree or disagree with. Using the 1 - 6 scale below, indicate your agreement with each item by placing the appropriate number on the line preceding that item. Please be open and honest in your responding. The 6 -point scale is as follows:

1= Strongly disagree

2 = Disagree

3 = Slightly disagree

4 = Slightly agree

5 = Agree

6 = Strongly agree

____ In most ways my life is close to my ideal.

____ The conditions of my life are excellent.

____ I am satisfied with my life.

____ So far, I have gotten the important things I want in life.

____ If I could live my life over, I would change almost nothing

Appendix B: Survey Cover Page

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Dear Fellow Graduate

My name is Yolanda, and I would like to invite you to participate in this research project which I am completing as part of my Master's degree in Organisational Psychology at the University of Cape Town. This research has been approved by the Commerce Faculty Ethics in Research Committee at the University of Cape Town.

The aim of this research is to investigate the role of socioeconomic status in the relationship between pay, pay satisfaction and subjective wellbeing among South African graduates. The attached questionnaire consists of questions about yourself and your present job. There are no right or wrong answers. The questionnaire will take approximately 20 minutes to complete.

Your responses are anonymous and will be treated with confidentially; therefore, no provision is made in the questionnaires for you to provide your name or anything identifiable to you. Participation in this study is voluntary and you are not obligated to complete the questionnaire even if you have started completing it.

Should you have any questions regarding this study, kindly contact me on 083 437 1185, or my supervisor, A/Prof Ines Meyer at ines.meyer@uct.ac.za. Thank you for taking the time to assist me in my research.

Kind regards

Yolanda Mfeketho

Please indicate.

❑ I have read the information above and agree to participate in this study.

❑ I have read the information above and disagree to participate in this study.

Appendix C: Validity of the Job Satisfaction Survey

Table 8

Eigenvalues of the Job Satisfaction Survey items

Item	Total	% of Variance
1	11.78	32.73
2	2.61	7.24
3	1.79	4.96
4	1.69	4.71
5	1.52	4.22
6	1.27	3.54
7	1.23	3.42
8	1.11	3.08
9	1.01	2.82
10	.91	2.52
11	.90	2.49
12	.84	2.32
13	.78	2.16
14	.75	2.08
15	.65	1.82
16	.60	1.67
17	.56	1.56
18	.52	1.46
19	.49	1.36
20	.48	1.34
21	.46	1.27
22	.43	1.21
23	.40	1.12
24	.37	1.04
25	.36	.99
26	.34	.95
27	.31	.85
28	.27	.75
29	.26	.72
30	.24	.66
31	.22	.62
32	.20	.57
33	.19	.53
34	.16	.45
35	.16	.43
36	.13	.37

Table 9

Summary of the PAF with oblimin rotation on the 27 items of JSS

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6
JS4	.73					
JS1	.69					
JS19	.67					
JS22	.58					
JS13	.51					
JS29	.50					
JS32	.40					
JS36						
JS35		.80				
JS17		.74				
JS8		.70				
JS27		.57				
JS18						
JS7			.94			
JS25			.79			
JS30				.77		
JS3				.76		
JS21				.74		
JS12				.71		
JS6				.32		
JS31					.80	
JS24					.54	
JS11						.74
JS33						.59
JS28	.37					.45
JS5						.39
JS26						

Note: Factor Loadings < .3 are suppressed

Table 10

Summary of the PAF with oblimin rotation on the 23 items of JSS

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5
JS4	.81				
JS1	.70				
JS33	.63				
JS29	.63				
JS22	.61				
JS19	.60				
JS32	.60				
JS13	.57				
JS11	.48			.31	
JS5	.47				
JS35		.79			
JS17		.74			
JS8		.68			
JS27		.58			
JS7			.94		
JS25			.79		
JS30				.80	
JS3				.74	
JS21				.73	
JS12				.64	
JS6					
JS31					.64
JS24					.63