

# careers around the world

individual and  
contextual perspectives

editors

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use initiative, good hours, meeting people, a responsible job, a respected job, a useful job for society, good chances of promotion, not too much pressure, generous holidays), the following findings were attained:

- Significantly more women than men endorsed as important pleasant colleagues, the opportunity to meet people, and convenient working hours.
- Older workers tended overall to endorse job features as important less frequently than did younger ones.
- Older workers would less frequently endorse good pay, social interaction, and promotion prospects.

Further, it was found that workers in historically protestant countries most often made positive evaluations of intrinsic job features. On the other hand, workers in historically communist countries least often rated as important intrinsic aspects of a job. Table 2.1 depicts the summary of the results.

In sum, although importance or centrality of work was rated high by all respondents, its scores were significantly higher for full-time employed male respondents. Concerning the variation in the countries' responses, ex-communist countries, where paid employment may be most

**Table 2.1** Rated importance of job features: percentage of positive responses as a function of a country's cultural heritage

<i>Job feature: object of evaluation</i>	<i>Proportion describing the feature as important in a job</i>		
	<i>Historically catholic countries</i>	<i>Historically communist countries</i>	<i>Historically protestant countries</i>
Good pay	78	90	74
Pleasant people to work with	72	65	81
A job that is interesting	64	69	73
Good job security	63	66	56
A job that meets one's abilities	61	59	56
That you can achieve something	58	50	61
An opportunity to use initiative	53	41	57
Good hours	51	50	48
Meeting people	52	45	51
A responsible job	48	32	47
A respected job	44	44	36
Useful job for society	44	34	31
Good chances of promotion	37	36	32
Not too much pressure	34	25	29
Generous holidays	32	31	24

Adapted from Warr (2008).

such a spirit that we started our research in earnest, the methodological details of which form the next chapter.

However, while we organized the past research in this chapter in terms of Hofstede's model, we chose to base our country-level sampling on Schwartz's theory of cultural values. We did so in part because of the methodological rigor of his studies and partly because of the utility his cultural "mapping" offered in trying to approach nations on a global scale. We discuss these decisions, their rationale and their ramifications in Chapter 3.

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