

Article

Comparative analysis and model development of working conditions and sociopsychological factors influencing job satisfaction among office workers

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Abstract: This study aimed to examine the impact of working conditions and sociopsychological factors on job satisfaction among office workers. Using data from the 2017–2018 Working Conditions Survey, exploring how workplace conditions and sociopsychological elements could impact job satisfaction. This study examined data from 9801 workers to explore the effects of working conditions and psychosocial environments on job enthusiasm, which subsequently impacts job satisfaction. Analyzing 1416 office workers, it found that fewer working hours, better work-life balance, improved work conditions, and lower depression levels enhance job enthusiasm, significantly affecting job satisfaction. The work environment had the most substantial impact, encompassing relationships with colleagues, task completion time, and confidence. Work-life imbalance and depression were also significant, with work-life balance being crucial for modern society, especially the younger generation. Poor working conditions and unstable psychosocial environments negatively affect job enthusiasm and satisfaction, with findings supporting previous research on job stress and turnover intentions in various industries. This study highlights the need for organizational policies that support these aspects to improve overall employee well-being and productivity.

Keywords: job satisfaction; work-life balance; office work environment; sociopsychological factors; job enthusiasm; pathway analysis

1. Introduction

In recent years, there has been an increasing focus on achieving work-life balance, particularly within large organizations. Job satisfaction, a concept defined as the subjective emotional responses workers have toward their tasks, encompasses both positive and negative feelings (Locke, 1975). Importantly, job satisfaction is not only crucial for individual well-being but also plays a significant role in organizational success and the overall welfare of society. When employees feel satisfied, organizations benefit from enhanced productivity, reduced turnover, and decreased recruitment and training costs (Weevers et al., 2005; Wright et al., 2007). A key factor contributing to job satisfaction is the working environment. Factors such as adequate lighting, noise control, temperature, and access to modern technology play a critical role in fostering a conducive work environment, which in turn improves productivity and reduces stress (Klitzman and Stellman, 1989; Løberg, 2021). However, beyond physical conditions, sociopsychological factors also play a crucial role in shaping job satisfaction. Sociopsychological factors encompass

aspects like interpersonal relationships, mental health, and perceived organizational support, all of which directly influence an employee's well-being and enthusiasm for work (Mechanic, 1975; Norouzi et al., 2018). A positive sociopsychological environment, where employees feel supported and valued, can enhance job satisfaction, while a competitive or negative atmosphere can lead to dissatisfaction (Maulabakhsh and Raziq, 2015; Mokaya et al., 2013). Another important but underexplored concept in the job satisfaction literature is job enthusiasm. Job enthusiasm refers to the level of energy and passion employees bring to their work, and it is closely linked to both working conditions and sociopsychological factors (Akgunduz and Gürel, 2019; Lee and Lin, 2014). Enthusiastic workers are more likely to feel satisfied with their jobs, as they engage more deeply with their tasks and experience a greater sense of accomplishment. Conversely, poor working conditions and a lack of support from the sociopsychological environment can dampen job enthusiasm, leading to reduced satisfaction and potentially increased turnover (Norouzi et al., 2018). Despite the recognized importance of job enthusiasm and sociopsychological factors, much of the existing research has primarily focused on physical working conditions and their relationship with occupational health and diseases (Oakman et al., 2014; Shin et al., 2021). There is a notable gap in understanding how sociopsychological factors interact with working conditions to influence job enthusiasm and overall job satisfaction. Addressing this gap is critical, as improving these factors can not only enhance job satisfaction but also contribute to better mental health, reduced job stress, and increased organizational commitment.

Therefore, the objective of this study is to explore how both working conditions and sociopsychological factors affect job satisfaction among office workers, with a specific focus on job enthusiasm as a mediating variable. Utilizing data from the 2017–2018 Korean Working Conditions Survey, this research aims to provide insights into the complex relationships between these variables and offer practical recommendations for organizations seeking to improve employee well-being and satisfaction. This study presents a literature review, develops hypotheses, outlines the research methodology, and concludes with findings, practical implications, and recommendations for future research.

2. Literature review

2.1. Working conditions and job enthusiasm

Working conditions refer to the environment and terms under which workers perform their tasks and fulfill their employment contract, either individually or within a workplace (Chandrasekar, 2011). Thus, working conditions encompass the environment and circumstances within which work takes place, including factors like working hours, compensation, breaks, and the mental and physical demands of tasks. Working conditions also include various aspects such as the physical workspace, including factors like space, temperature, lighting, ventilation, and access to welfare facilities like drinking water (Wilson, 2015). Overall, working conditions pertain to the overall atmosphere and arrangements surrounding employment, aiming to ensure the well-being, safety, and productivity of workers. Therefore, working conditions can directly impact the workers' lives and daily activities, potentially affecting their

health, well-being, happiness, and productivity. In Europe, the impact of employment quality on health and job satisfaction was analyzed using survey results from the European Working Conditions Survey (EWCS), showing that workers in precarious employment situations tend to have lower job satisfaction and that it affects both physical and mental health (Nappo, 2019; Poggi, 2010). In this study, working conditions were defined to encompass factors such as the number of working days per week and work-life balance, rather than solely focusing on physical environmental factors.

Meanwhile, enthusiasm can be defined as the feeling of great eagerness and keen interest in engaging with or participating in a particular activity or field of interest (Williams and Williams, 2011). Thus, enthusiasm is a state of excitement and motivation that drives individuals to become deeply involved and committed to their pursuits (Bala and Punia, 2021). Job enthusiasm can be defined as a cognitive commitment to the organization or the amount of purely endearing work the individual shows in their work environment (Norouzi et al., 2018). Job enthusiasm is often an individual feeling toward his or her work and organization (Riyanto et al., 2017). Job enthusiasm is often related to job satisfaction (Aziri, 2011). Also, Lee and Lin (2014) evaluated the interplay between salary satisfaction, psychological contracts, and job enthusiasm. They found that salary satisfaction significantly impacts the psychological contract, which in turn significantly affects job enthusiasm. Moreover, they revealed that psychological contracts serve as a mediating factor between salary satisfaction and job enthusiasm. Thus, the work conditions are reported to influence employees' job enthusiasm (Sariwulan et al., 2019). In addition, working conditions could affect the level of job satisfaction (Mokaya et al., 2013). Working conditions have long been established as a crucial determinant of employee well-being. While previous studies have explored how factors like compensation and physical workspace impact job satisfaction (Chandrasekar, 2011), this study posits that working conditions also shape job enthusiasm, which serves as a precursor to job satisfaction.

Therefore, Hypothesis 1 can be established as follows.

Hypothesis 1: Working conditions will affect job enthusiasm and job satisfaction.

H1-1: Working conditions will affect job enthusiasm.

H1-2: Working conditions will affect job satisfaction.

2.2. Sociopsychological factors

Sociopsychological factors refer to elements that influence an individual's psychological and social behavior (Mechanic, 1975). Sociopsychological factors in the workplace can be related to an elevated risk of subsequent depressive symptoms (Bonde, 2008). Psychological factors have been shown to affect job satisfaction as well as job enthusiasm (Shukshina et al., 2016). In office-based environments, sociopsychological factors affecting workers could include various interpersonal and social dynamics. Key factors include workplace relationships, such as communication and cooperation with colleagues and supervisors, which could influence job satisfaction and stress levels. Social support networks in the office,

along with team dynamics, significantly affect one's mental well-being and job enthusiasm (Turkina and Thai, 2015). In addition, Marin-Garcia et al. (2011) showed that job satisfaction could hold particular significance within service industries due to its direct correlation with customer interaction and subsequent impact on overall company performance. Through structural equation modeling applied to a representative sample of 1553 service sector workers in Catalonia, Spain, they explore the influence of ten distinct working conditions on job satisfaction. Their findings reveal significant effects primarily in social aspects, such as recognition of performance and social support, followed by psychological loads and task contents. In addition, Newbury-Birch and Kamali (2001) investigated the impact of work-related stress, anxiety, and personality factors on job satisfaction among preregistration house officers in the northeast of England. They found significant levels of psychological stress and anxiety among participants, with a notable gender difference. Job satisfaction was inversely related to stress and anxiety levels. Also, Chen et al. (2022) revealed that socio-psychological pressure could be related to job satisfaction. As a result, sociopsychological factors, such as workplace relationships and the overall social environment, have been shown to significantly impact job satisfaction (Shukshina et al., 2016). However, this study argues that these factors may also affect job enthusiasm. For example, positive interpersonal dynamics, including support from supervisors and cooperation among colleagues, can boost an employee's enthusiasm for their work, which subsequently improves job satisfaction. Conversely, an unstable psychosocial environment marked by poor communication or low social support may diminish job enthusiasm, there by undermining job satisfaction (Turkina and Thai, 2015).

In this regard, the second hypothesis extends prior research by suggesting that an unstable psychosocial environment negatively impacts job enthusiasm, which, in turn, decreases job satisfaction. Thus, this study examined workers' depression or stress regarding sociopsychological factors and proposed the following hypothesis.

Hypothesis 2: Sociopsychological factors will affect job enthusiasm and job satisfaction.

H2-1: Sociopsychological factors will affect job enthusiasm.

H2-2: Sociopsychological factors will affect job satisfaction.

2.3. Job satisfaction

Job satisfaction refers to doing a job he or she enjoys, doing it well, and being rewarded for their efforts (Aziri, 2011). Job satisfaction is essential to facing the dynamic and ever-increasing challenges of maintaining the productivity of the organization (Jain and Singh, 2013). Tummers et al. (2002) examined the psychological effects of work organization and characteristics on nurses in the Netherlands. They found that among 1855 nurses surveyed in Dutch general hospitals, high decision authority was associated with higher levels of social support, autonomy, job satisfaction, and intrinsic work motivation.

Moreover, Riyanto et al. (2021) explored the relationship between work motivation, job satisfaction, and employee performance, with a focus on the mediating role of employee engagement. Their results indicated that motivation

positively affects employee performance, while job satisfaction alone does not. Employee engagement, when mediated by motivation and job satisfaction, significantly influences performance, highlighting the importance of enhancing motivation to achieve better outcomes. Based on the relationships outlined above, job enthusiasm can be proposed as a critical mediating variable between both working conditions and sociopsychological factors and job satisfaction. In prior research, working conditions, including the number of working days per week and work-life balance, were insufficiently explored as predictors of job satisfaction. Studies have indicated that fewer working hours and a better work-life balance contribute positively to job satisfaction (Aziri, 2011).

Similarly, Mokaya et al. (2013) emphasized that the quality of the work environment, including work-life balance, significantly influences job satisfaction in industries like hospitality. Moreover, Akgunduz and Gürel (2019) highlighted the importance of organizational enthusiasm, showing that work-life imbalance negatively impacts employees' job performance and turnover intentions. Lower-level incentives in working conditions include factors such as job security, fair compensation, and manageable workloads, which directly impact job satisfaction (Aziri, 2011). Psychosocial factors encompass the social and emotional environment, including relationships with colleagues and supervisors, as well as emotional well-being (Bonde, 2008). Both work-life balance and work-life imbalance are included because they represent two distinct yet interconnected constructs. Work-life balance promotes job satisfaction and mental well-being, while work-life imbalance leads to stress and dissatisfaction (Akgunduz and Gürel, 2019).

Including both allows for a more comprehensive understanding of the effects on employee outcomes. While previous studies have established direct links between these independent variables and job satisfaction (Lee and Lin, 2014), this study introduces the notion that job enthusiasm could play a critical role in translating positive or negative experiences in the workplace into actual job satisfaction. Additionally, examining the mediating role of job enthusiasm in the relationship between these independent variables and job satisfaction will provide a comprehensive understanding of how workplace environments and psychological factors influence overall job satisfaction. Therefore, the following hypothesis is proposed.

Hypothesis 3: Job enthusiasm will mediate the relationship between working conditions or sociopsychological factors and job satisfaction.

H3-1: Job enthusiasm will mediate the relationship between working conditions and job satisfaction.

H3-2: Job enthusiasm will mediate the relationship between sociopsychological factors and job satisfaction.

3. Methodology

3.1. Path analysis

Path analysis is employed to elucidate the directional relationships between various variables. This encompasses models akin to diverse types of multiple regression analysis, factor analysis, canonical correlation analysis, discriminant

analysis, and the broader spectrum of models found in the multivariate analysis of variance and covariance. Besides being regarded as a variant of multiple regression with an emphasis on causality, path analysis can also be considered a specific instance of structural equation modeling (SEM), where only individual indicators are utilized for each variable within the causal framework. Essentially, path analysis constitutes SEM equipped with a structural framework but devoid of a measurement model. Alternative designations for path analysis include causal modeling and the analysis of covariance structures.

3.2. Research model

Based on the previous studies reviewed above, this study presented a conceptual model in **Figure 1** illustrating the relationship between working conditions, sociopsychological factors, job enthusiasm, and job satisfaction. Research model posits that both working conditions and sociopsychological factors significantly influence job enthusiasm. In turn, job enthusiasm serves as a mediator, affecting overall job satisfaction. Positive working conditions and supportive sociopsychological environments are expected to enhance job enthusiasm, which directly contributes to higher job satisfaction. Conversely, negative conditions and environments reduce enthusiasm, leading to lower job satisfaction. This model highlights job enthusiasm as a critical intermediary in the work-satisfaction relationship.

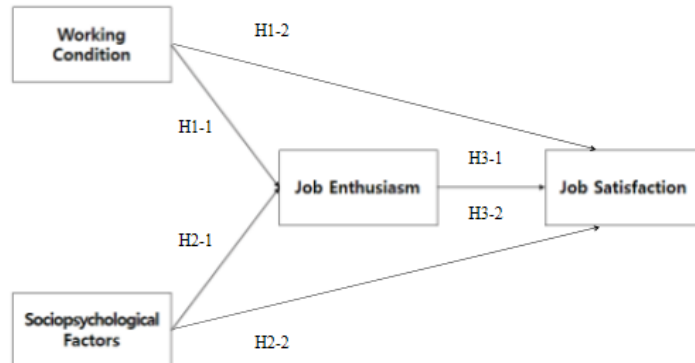


Figure 1. Conceptual framework.

3.3. Subjects

For this study, raw data from the Working Conditions Survey published every four years by the Korean Occupational Safety and Health Agency was utilized. The Korean Working Conditions Survey (KWCS) is a questionnaire that has been adapted and supplemented from the European Working Conditions Survey (EWCS) to reflect the characteristics, environment, and cultural differences of Koreans. This survey involves data collected through face-to-face interviews with one employed individual per household. Due to limitations in data collection, this study was conducted using the raw data from 2018, as the 2022 data could not be utilized. From a total of 50,205 samples in the raw data, 30,108 wage workers were extracted. Among these, 9801 individuals who had at least one occupational disease (hearing problems, skin problems, back pain, upper body muscle pain, lower body muscle

pain, headaches/eye fatigue, injuries, depression, anxiety, general fatigue) and no missing values in key variables were selected as the subjects for this study (**Figure 2**).

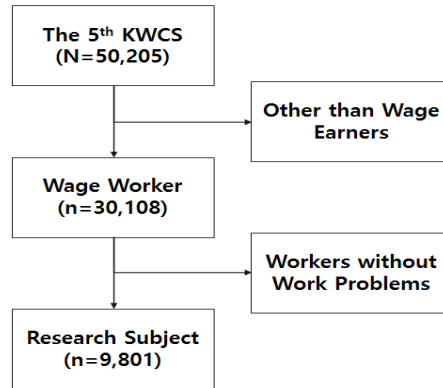


Figure 2. Selection process for subjects.

3.4. Data collection

The analysis for this study was conducted on the data of 9801 respondents who reported having occupational diseases (hearing issues, skin problems, back pain, upper body muscle pain, lower body muscle pain, headaches and eye fatigue, injuries, depression, anxiety, overall fatigue) due to work, out of the 30,108 wage workers selected from the total 50,205 respondents to the 5th Korean Working Conditions Survey (KWCS) conducted by the Occupational Safety and Health Agency from 2017 to 2018. Wage workers were chosen for analysis to avoid potential errors arising from differences in working conditions between wage workers and self-employed individuals. The occupational diseases were based on the subjective opinions of the survey participants, and the study aimed to identify any characteristics among those who were evaluated to have occupational diseases based on the survey results. Factors were selected based on previous studies and categorized into working conditions (11 items) and sociopsychological factors (20 items) according to their characteristics. Since the mediators and dependent variables in this study were single-item, path analysis was deemed more appropriate than structural equation modeling and was therefore conducted. Due to the limitations of the KWCS data, variables for working conditions and sociopsychological factors were selected based on existing literature research, and for a clearer model development, variables were divided into ‘working conditions’ and sociopsychological factors such as ‘work environment’ and ‘depression’ for verification and analysis. The selection of occupations for verification was made based on research results that showed distinct differences in job stress between office and production workers and the resulting necessity.

3.5. Data analysis

The statistical analysis methods conducted for this study are as follows: Firstly, frequency analysis and descriptive statistical analysis were performed to understand the general characteristics of the subjects. Secondly, Cronbach’s α coefficient was checked to verify the reliability of the measurement tools. Thirdly, descriptive

statistical analysis was conducted to grasp the levels of working conditions, sociopsychological factors, job enthusiasm, and job satisfaction of the subjects, and normality was checked through skewness and kurtosis. Fourthly, Pearson’s correlation analysis was conducted to understand the correlations among working conditions, sociopsychological factors, job enthusiasm, and job satisfaction. Fifthly, path analysis was conducted to verify the influence relationships among working conditions, sociopsychological factors, job enthusiasm, and job satisfaction. Sixthly, bootstrap verification was conducted to examine the indirect effects of working conditions and sociopsychological factors on job satisfaction mediated by job enthusiasm. IBM SPSS AMOS version 25.0 (IBM Corp, Armonk, NY, USA) were used for statistical analysis, and the statistical significance was determined based on a significance level of 5%.

4. Results

4.1. Demographic characteristics

Table 1. Demographic characteristics.

Category	Category	Frequency	Percentage
Gender	Male	4579	46.7
	Female	5222	53.3
Age	20 or less	696	7.1
	30s	1739	17.7
	40s	2485	25.4
	50s	2804	28.6
	60 or more	2077	21.2
Educational level	Elementary school or less	703	7.2
	Junior high school graduate	1092	11.1
	High school graduate	3949	40.3
	College graduate or higher	4057	41.4
Region of residence	Seoul capital area	2825	28.8
	Outside the capital region	6976	71.2
Annual income	\$20,000 or less	1215	12.4
	\$20,000~\$40,000	3106	31.7
	\$40,000~\$60,000	3931	40.1
	More than \$60,000	1549	15.8
Total		9801	100

Table 1 presents a demographic breakdown of 9801 individuals by gender, age, educational level, region of residence, and annual income. Gender distribution shows that 53.3% of the participants are female and 46.7% are male. In terms of age, the largest group falls within the 50s age bracket (28.6%), followed by those in their 40s (25.4%). The smallest group comprises individuals aged 20 or less (7.1%). Educational attainment reveals a nearly even distribution between high school

graduates (40.3%) and those with a college degree or higher (41.4%). Regionally, the majority of respondents live outside the capital region (71.2%), with 28.8% residing in the Seoul Capital Area. Regarding annual income, 40.1% of respondents earn between \$40,000 and \$60,000, 12.4% earn \$20,000 or less, and 15.8% earn more than \$60,000.

4.2. Reliability and validity

In this study, reliability was assessed using Cronbach’s α , which exceeded 0.6 for all measured variables, indicating acceptable reliability. Work-life imbalance (Cronbach’s $\alpha = 0.822$), work environment (Cronbach’s $\alpha = 0.840$), and job enthusiasm (Cronbach’s $\alpha = 0.688$) were measured using multiple-item scales. However, depression was measured using a six-point scale, differing from other variables’ five-point scales, raising concerns about the effect of this difference on the results. Despite this, the data was validated using the Kaiser-Meyer-Olkin (KMO) test, yielding a value of 0.89, and Bartlett’s test of sphericity confirmed the adequacy of factor analysis ($p < 0.001$), ensuring validity.

4.3. Descriptive analysis

Descriptive statistical analysis revealed that the mean number of working days per week was 5.21 days. Work-life balance scored an average of 1.69 on a 0–3 scale, while work-life imbalance averaged 1.28 on a 0–4 scale. Depression scored an average of 2.30 on a 0–5 scale, highlighting its different scoring range from other variables. Skewness and kurtosis values were all within acceptable ranges (skewness < 2 , kurtosis < 7), confirming that the data distribution met the assumption of normality.

4.4. Correlation analysis

Table 2. Correlation analysis.

Category	1	2	3	4	5	6	7
1. Number of working days per week	1						
2. Work-life balance	-0.176***	1					
3. Work-life imbalance	0.125***	-0.286***	1				
4. Work environment	0.051***	0.091***	0.123***	1			
5. Depression	-0.043***	-0.112***	0.038***	-0.295***	1		
6. Job enthusiasm	0.047***	0.165***	-0.127***	0.441***	-0.345***	1	
7. Job satisfaction	-0.011	0.245***	-0.174***	0.245***	-0.287***	0.436***	1

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

Pearson’s correlation analysis was conducted to assess relationships among work conditions, socio-psychological factors, job enthusiasm, and job satisfaction.

Significant positive correlations were found between the number of working days per week and work-life imbalance ($r = 0.125, p < 0.001$), work environment ($r = 0.051, p < 0.001$), and job enthusiasm ($r = 0.047, p < 0.001$). Work-life balance was positively correlated with job enthusiasm ($r = 0.165, p < 0.001$) and job satisfaction ($r = 0.245, p < 0.001$). Depression showed a significant negative correlation with job enthusiasm ($r = -0.345, p < 0.001$) and job satisfaction ($r = -0.287, p < 0.001$). These findings underscore the importance of work-life balance and the negative impact of depression on job satisfaction (Table 2).

4.5. Development of theoretical model

A basic model (Figure 3) was developed to examine the relationships among working conditions, socio-psychological factors, job enthusiasm, and job satisfaction. Here, the Comparative Fit Index (CFI) is a metric used to evaluate the goodness-of-fit of a model, representing the difference between the comparative model and the measurement model. A value closer to 1 indicates a higher degree of fit. The Tucker-Lewis Index (TLI) is another metric for evaluating model fit, assessing how well the model fits the data. A value closer to 1 suggests a better fit. The Root Mean Square Error of Approximation (RMSEA) is a measure of how well the model approximates the actual data, with lower values indicating better fit. Generally, an RMSEA value below 0.08 is considered to indicate a good fit.

However, due to the poor fit of the saturated model (RMSEA = 0.182), a competing model (Figure 4) was constructed by removing the non-significant path between the number of working days per week and job satisfaction. This simplified model demonstrated improved fit indices (CFI = 1.000, TLI = 1.000, RMSEA = 0.000). Therefore, the competing model was adopted, and the significance of paths and the presence of indirect effects were verified (Table 3).

Table 3. Goodness of fit between basic model and competing model.

Model	X ²	Df	X ² /df	CFI	TLI	RMSEA
Basic model	0.000	0		1.000		0.204
Competing model	0.127	1	0.127	1.000	1.000	0.000

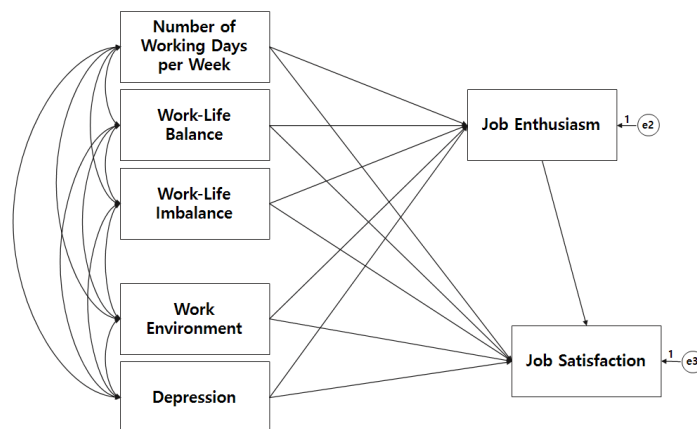


Figure 3. Basic model.

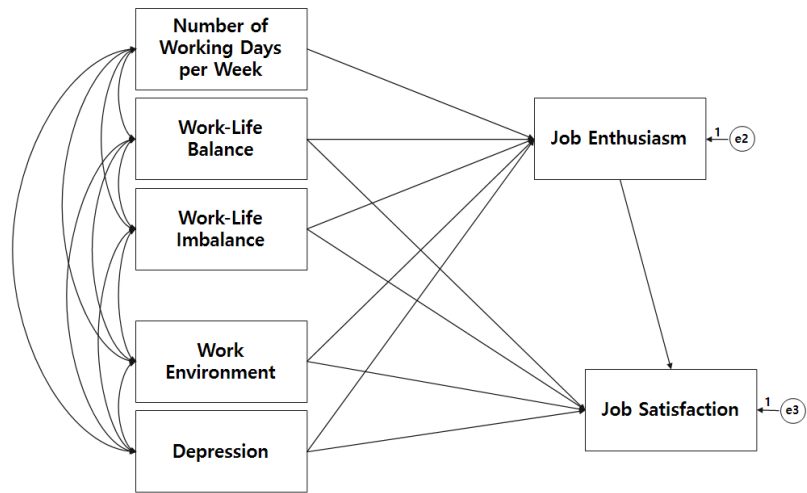


Figure 4. Competing model.

4.5.1 Verification of hypotheses

Verification of path model

Path analysis (Figure 5) confirmed that the number of working days per week positively affected job enthusiasm ($\beta = 0.050, p < 0.001$), while work-life imbalance negatively affected job enthusiasm ($\beta = -0.152, p < 0.001$). Job enthusiasm had a significant positive effect on job satisfaction ($\beta = 0.327, p < 0.001$). Notably, job enthusiasm served as a partial mediator between work conditions and job satisfaction, as evidenced by significant indirect effects in the mediation model.

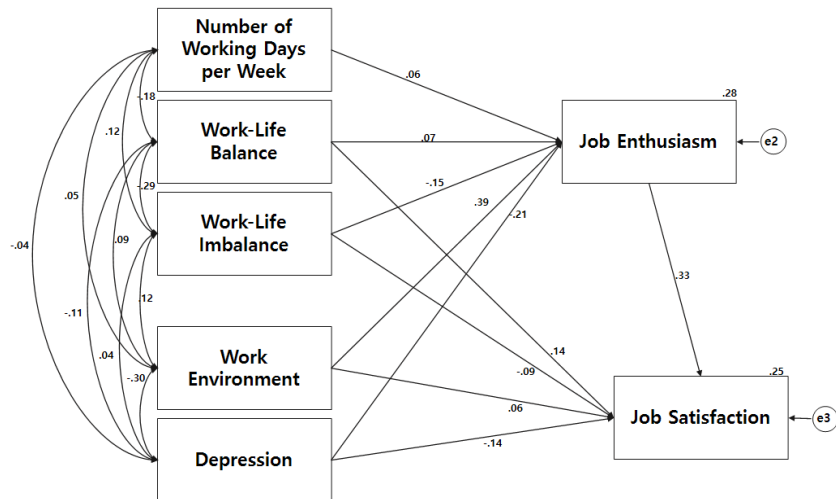


Figure 5. Result of path analysis.

4.5.2. Verification of indirect effects

Bootstrap validation ($n = 20,000, 95\% \text{ CI}$) confirmed that job enthusiasm partially mediated the effects of work-life balance ($\beta = 0.023, p < 0.001$) and work environment ($\beta = 0.126, p < 0.001$) on job satisfaction. Depression also negatively affected job satisfaction via job enthusiasm ($\beta = -0.070, p < 0.001$), suggesting that

socio-psychological factors and job enthusiasm are critical drivers of occupational satisfaction (**Table 4**).

Table 4. Verification of significance of indirect effect.

Path	β	Standard Error	95% CI	
			LLCI	ULCI
Number of Working Days per Week → Job Enthusiasm → Job Satisfaction	0.016***	0.003	0.010	0.023
Work-Life Balance → Job Enthusiasm → Job Satisfaction	0.023***	0.003	0.016	0.030
Work-Life Imbalance → Job Enthusiasm → Job Satisfaction	-0.050***	0.004	-0.057	-0.043
Work Environment → Job Enthusiasm → Job Satisfaction	0.126***	0.005	0.116	0.137
Depression → Job Enthusiasm → Job Satisfaction	-0.070***	0.004	-0.078	-0.063

*** $p < 0.001$.

4.6. Development and validation of a path model

This study analyzed the relationships between working conditions, sociopsychological factors, job enthusiasm, and job satisfaction among office workers, specifically focusing on the indirect effects of working conditions and sociopsychological factors on job satisfaction through job enthusiasm. Path analysis was performed on data from 1416 office workers (**Figure 6**). The demographic profile consisted of 627 males (44.3%), with 385 participants (27.2%) in their 50s and 379 participants (26.8%) in their 40s. Additionally, 562 individuals (39.7%) held a college degree or higher, and 415 participants (29.3%) resided in the capital region. The average work experience was 14.8 years, and 583 participants (41.2%) reported an annual salary between \$40,000 and \$60,000. The initial saturated model, where all paths were connected, indicated a poor fit due to a high RMSEA value. To improve model fit, the non-significant path from the work environment to job satisfaction was removed, resulting in a simplified model. The refined model demonstrated a good fit with a chi-square to degrees of freedom ratio of 1.820, CFI = 0.999, TLI = 0.985, and RMSEA = 0.024 (**Table 5**).

Table 5. Goodness of fit between basic model and competing model for office workers.

Model	X ²	df	X ² /df	CFI	TLI	RMSEA
Basic model	0.000	0		1.000		0.195
Competing model	1.820	1	1.820	0.999	0.985	0.024

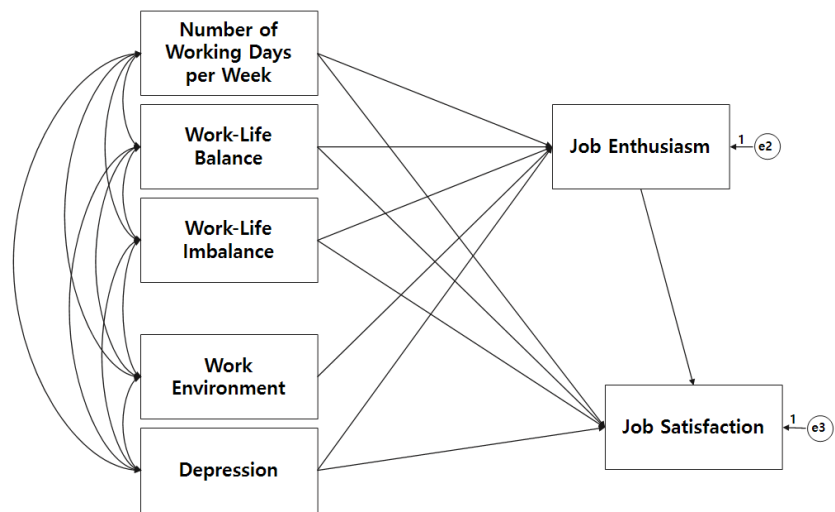


Figure 6. Path model for office workers.

4.6.1. Path Model for office workers

In evaluating the relationships between working conditions, sociopsychological factors, job enthusiasm, and job satisfaction, each path was analyzed (Figure 7). The number of working days per week had a significant negative effect on job enthusiasm ($\beta = -0.055, p < 0.05$), while work-life balance positively impacted job enthusiasm ($\beta = 0.049, p < 0.05$). Conversely, work-life imbalance had a significant negative effect on job enthusiasm ($\beta = -0.228, p < 0.001$). The work environment positively influenced job enthusiasm ($\beta = 0.382, p < 0.001$), while depression negatively affected it ($\beta = -0.217, p < 0.001$). These findings suggest that higher job enthusiasm is associated with fewer working days, better work-life balance, lower work-life imbalance, an improved work environment, and reduced depression. In terms of job satisfaction, fewer working days per week had a significant negative impact ($\beta = -0.050, p < 0.05$), while work-life balance positively influenced job satisfaction ($\beta = 0.105, p < 0.001$). Work-life imbalance ($\beta = -0.081, p < 0.01$) and depression ($\beta = -0.120, p < 0.001$) had negative effects on job satisfaction. The mediator, job enthusiasm, was also shown to have a significant positive effect on job satisfaction ($\beta = 0.342, p < 0.001$), confirming that higher job enthusiasm leads to greater job satisfaction.

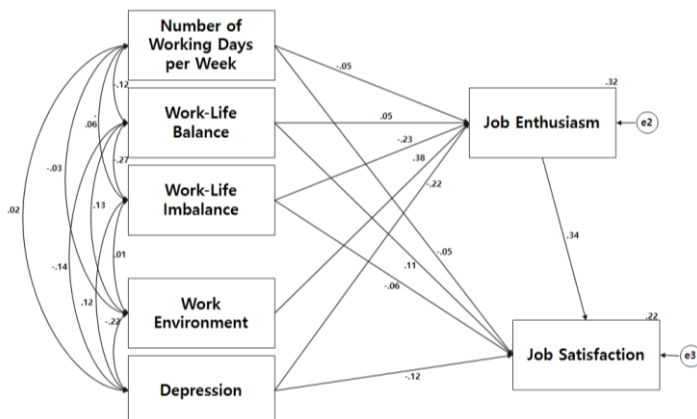


Figure 7. Result of path analysis for office workers.

4.6.2. Verification of indirect effects

Following the path analysis, bootstrap validation was conducted with a sample size of 20,000, and significance was determined at a 95% confidence level (as illustrated in **Table 6**). The results revealed that the number of working days per week negatively influenced job satisfaction through job enthusiasm ($\beta = -0.019, p < 0.01$). In contrast, work-life balance had a positive indirect effect on job satisfaction via job enthusiasm ($\beta = 0.017, p < 0.05$). Work-life imbalance negatively influenced job satisfaction through job enthusiasm ($\beta = -0.078, p < 0.001$). The work environment had a positive indirect effect on job satisfaction through job enthusiasm ($\beta = 0.130, p < 0.001$), while depression had a negative indirect effect on job satisfaction ($\beta = -0.074, p < 0.001$). These results suggest that lower working days, better work-life balance, lower work-life imbalance, a positive work environment, and reduced depression all contribute to higher job enthusiasm, which, in turn, enhances job satisfaction.

Table 6. Verification of significance of indirect effect for office workers.

Path	B	SE	95% CI	
			LLCI	ULCI
Number of Working Days per Week → Job Enthusiasm → Job Satisfaction	-0.019***	0.007	-0.033	-0.005
Work-Life Balance → Job Enthusiasm → Job Satisfaction	0.017***	0.008	0.002	0.033
Work-Life Imbalance → Job Enthusiasm → Job Satisfaction	-0.078***	0.010	-0.101	-0.060
Work Environment → Job Enthusiasm → Job Satisfaction	0.130***	0.014	0.103	0.159
Depression → Job Enthusiasm → Job Satisfaction	-0.074***	0.011	-0.098	-0.054

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

5. Discussion

This study investigated the impact of working conditions and psychosocial factors on job enthusiasm and their subsequent influence on job satisfaction among 9,801 workers, focusing specifically on 1416 office workers. Key findings indicated that job enthusiasm is significantly influenced by fewer working hours, improved work-life balance, lower work-life imbalance, better work environments, and reduced depression levels. Among these, the work environment ($\beta = 0.130, p < 0.001$) had the strongest impact, encompassing factors such as relationships with colleagues, supervisor support, rest periods, task completion time, and workplace confidence. Work-life imbalance ($\beta = -0.078, p < 0.001$) also negatively affected job enthusiasm, particularly when work-related concerns extended beyond working hours, affecting personal life and family time. Depression ($\beta = -0.074, p < 0.001$) was found to reduce job enthusiasm through diminished emotional well-being. This study concludes that job enthusiasm mediates these factors, which in turn significantly impact overall job satisfaction, supporting all proposed hypotheses.

This study adopted the first hypothesis presented earlier. Our findings support the results of Akgunduz and Gürel (2019). Their research in the hotel industry indicated that role stress and the presence of unstimulating work could lead to reduced organizational enthusiasm, subsequently increasing turnover intention. This underscores the broader implications that adverse working conditions can significantly dampen employee morale and enthusiasm, potentially leading to higher attrition rates. This study also adopts the second hypothesis. Lee and Lin (2014) showed that psychological contract and job enthusiasm could be significantly correlated, indicating salary is no longer the only factor motivating employees' enthusiasm. Their results indirectly support our findings. Dollard and Bakker (2010) introduced the concept of a psychosocial safety climate as a systemic organizational resource, fundamental in shaping job demands and resources, thus affecting worker psychological health and engagement. Their findings are deemed to partially align with our discoveries. Furthermore, this study adopts the third hypothesis. Zeytinoglu and Denton (2006) explained that occupational health issues like stress and physical health problems in homecare workers are preventable with adequate government funding and stable work environments. Job satisfaction decreases with high stress and job insecurity but increases with emotional labor satisfaction, supportive work environments, and a sense of mastery. Therefore, their results indirectly support our findings. Further comparison with other studies reveals consistent findings regarding the impact of work environment and sociopsychological factors on job satisfaction and enthusiasm.

Wright et al. (2007) demonstrated that positive employee well-being plays a moderating role in the relationship between job satisfaction and job performance, highlighting the importance of a supportive work environment. Similarly, Locke (1975) emphasized the role of motivation and attitudes in achieving job satisfaction, suggesting that both intrinsic and extrinsic factors are crucial. Weevers et al. (2005) focused on work-related diseases and concluded that better work conditions and support systems are necessary to prevent occupational health issues. Their findings align with our study's emphasis on the significance of a supportive work environment. Klitzman and Stellman (1989) also highlighted the impact of physical work environment on psychological well-being, further supporting our results regarding the importance of a conducive work setting.

Additionally, Raziq and Maulabakhsh (2015) identified the working environment as a critical factor influencing job satisfaction, corroborating our findings that better work conditions lead to higher job enthusiasm and satisfaction. Lottrup et al. (2015) found that having a window view at the workplace significantly affects job satisfaction and work ability, demonstrating the impact of physical aspects of the work environment. Moreover, Løberg (2021) discussed the efficiency improvements through digitalization and the positive effects on job satisfaction due to enhanced communication and reduced workload, which supports our findings on the role of modern work conditions in boosting job enthusiasm. Lee and Park (2021) also explored changing factors of employee satisfaction in the Korean context, emphasizing the dynamic nature of job satisfaction determinants, which aligns with our study's findings on the multifaceted influences of work environment and sociopsychological factors.

Lastly, our study's findings on the detrimental effects of poor working conditions and unstable psychosocial environments on job satisfaction are supported by Bonde (2008), who linked sociopsychological factors at work with the risk of depression, underscoring the mental health implications of the work environment. As a consequence, this study underscores the significant role of work conditions and psychosocial environment on job enthusiasm and satisfaction, showing that not only do tangible factors like working hours and work-life balance impact enthusiasm, but also intangible elements such as relationships with colleagues and perceived job value play a crucial role. These insights are pivotal for organizations aiming to foster a positive work climate and retain skilled employees.

However, our findings are constrained by its focus on office workers, which may not universally apply across different industries or cultures. Additionally, the reliance on self-reported data can introduce biases. Future research could expand on diverse populations and objective measures to generalize the conclusions more broadly. The results align with existing literature on the importance of a supportive work environment and healthy work-life balance, particularly in the context of Central European countries where the evolving workplace dynamics increasingly emphasize employee well-being (Jaškevičiūtė et al., 2023). For policy-makers and corporate leaders in Central Europe, the implications are clear: fostering a supportive work environment and encouraging policies that promote work-life balance are not merely beneficial but essential for maintaining a motivated and satisfied workforce.

Given the region's ongoing economic integration, our findings underscore the importance of creating workplace conditions that not only attract but also retain skilled employees (Nölke and Vliegenthart, 2009). The emphasis on job enthusiasm as a mediator suggests that Central European businesses should prioritize initiatives that enhance the overall job satisfaction of their employees. This approach could mitigate high turnover rates, reduce recruitment and training costs, and improve overall organizational performance. Furthermore, this study highlights the significant role that sociopsychological factors, such as depression and work environment, play in shaping employee satisfaction. In Central Europe, where economic transitions have sometimes led to unstable work environments, this study points to the need for companies to address these psychosocial elements as part of their human resources strategy. By doing so, they can foster a more resilient and productive workforce, capable of driving sustained economic growth in the region.

6. Conclusions

This study analyzed the effects of working conditions and sociopsychological factors on job satisfaction, with a particular focus on job enthusiasm as a mediating factor. The data analysis revealed that both working conditions and sociopsychological factors significantly influence job enthusiasm and satisfaction. Specifically, Hypothesis 1, which proposed that working conditions affect job enthusiasm and job satisfaction, was supported by the findings. Factors such as fewer working hours, better work-life balance, improved work environments, and lower levels of work-related stress were shown to positively impact job enthusiasm, which subsequently led to higher levels of job satisfaction. Hypothesis 2, which posited that

sociopsychological factors affect job enthusiasm and job satisfaction, was also supported. The analysis demonstrated that lower levels of depression, better relationships with colleagues, and reduced work-life conflict significantly contributed to higher job enthusiasm and satisfaction. Our findings underscore the importance of addressing both the physical and emotional aspects of the workplace to enhance employee well-being. Finally, Hypothesis 3, which suggested that job enthusiasm could mediate the relationship between working conditions or sociopsychological factors and job satisfaction, was confirmed. The results indicated that job enthusiasm serves as a critical mediator, enhancing the positive effects of supportive work environments and healthy sociopsychological conditions on job satisfaction. From a practical perspective, these findings highlight the need for organizations to prioritize the improvement of working conditions and address psychosocial stressors in the workplace. Managers should focus on creating a positive work environment, fostering strong social relationships among employees, and providing mental health support. Initiatives such as flexible working hours, promoting work-life balance, and offering career development opportunities can significantly boost job enthusiasm and, consequently, job satisfaction. In terms of managerial implications, organizations can benefit from understanding the role of job enthusiasm as a mediator. Encouraging employee enthusiasm through recognition, meaningful work, and support can lead to higher job satisfaction, which, in turn, can improve overall organizational performance. Addressing these aspects will not only enhance employee well-being but also reduce turnover and improve productivity. However, this study has some limitations. The reliance on data from the 2017–2018 Working Conditions Survey may not reflect more recent trends, such as the shift to remote work during the COVID-19 pandemic. Future research should include more contemporary data to capture these changes. Additionally, the study's focus on office workers limits its generalizability to other sectors, such as manufacturing or the service industry. Further research should examine a broader range of professions to provide a more comprehensive understanding of how working conditions and sociopsychological factors influence job satisfaction across different industries. Lastly, the use of self-reported data introduces potential bias, as participants may overstate their satisfaction. Future studies could incorporate objective measures, such as performance metrics, to strengthen the findings. In conclusion, this study reaffirms the significant role of both working conditions and sociopsychological factors in shaping job enthusiasm and satisfaction. By fostering a supportive work environment and addressing psychosocial stressors, organizations can enhance employee well-being and organizational performance.

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