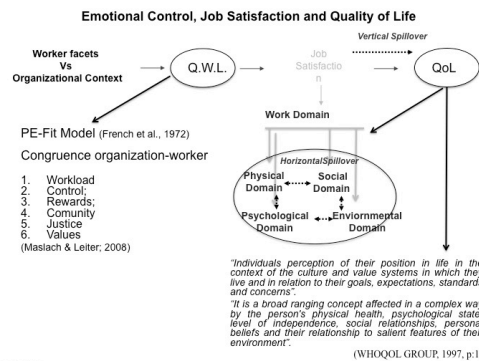


Emotional Control, Job Satisfaction and Quality of Life

- This study intends to verify the relationship between Job Satisfaction and Quality of Life.
- Job satisfaction is an important issue in Occupational Health Psychology, and was conceptualized as a worker's positive evaluation of his work, referring to the perception of congruence between organizational and employee resources.
- The Six Areas of Worklife (Maslach & Leiter, 1999; 2008) analyzes and explains this dynamic, emphasizing their effects. According to the theories of Spillover (Danna et Griffin, 1999, Sirgy et al, 2001; Martel & Dupuis, 2008), the Quality of Work Life (QWL) assessment influences the perception of job satisfaction (JS), that in turns is reflected in the overall assessment of Quality of Life (QoL), and vice versa.
- Participants: Composed by 128 portuguese and foreign workers (Portugal 78.9%; Angola 1.6%; Mozambique 16.4%, Brazil 3.1%), of different economic sectors. From these, 42, 2% are men and 57.8% women. With regard to age, men have an average age of 39.2 (SD = 12.46) and women an average age of 32.7 (SD = 9.43).
- The results underline several implications, namely regarding the professional's health and well-being, the quality of services and productivity, also in the intention to leave or remain in the organization, as well as, in their perception of quality of life.



Emotional Control, Job Satisfaction and Quality of Life

QWL:

Incongruence in all areas of worklife

Significant statistic differences between portuguese and foreigners workers

	Justice		Workload		Control		Rewards		Comunity		Values	
	I	C	I	C	I	C	I	C	I	C	I	C
Portuguese	92.1%	7.9%	67.3%	32.7%	97%	3%	68.3%	31.7%	91.1%	8.9%	90.9%	9.1%
Foreigners	96.2%	3.8%	38.5%	61.5%	96.2%	3.8%	23.1%	76.9%	88.5%	11.5%	84.6%	15.4%
Total	118	9	78	49	123	4	75	52	115	12	112	13
% Total	92.9%	7.1%	61.4%	38.6%	96.8%	3.1%	59.1%	40.9%	90.6%	9.4%	89.6%	10.4%
Sig.		.470		.007		.820		.000		.683		.349

Job Satisfaction

- 96,1% are Satisfied
- Gender: Women (54,7%); Men (41,4%)
- Positive Relation with age.
- Differences between portuguese and foreigners workers

	Bad	Regular	Good	Very Good	Excellent
Portuguese %	5%	37%	39,6%	16,8%	1%
Foreigners %	.0%	.0%	26%	74%	.0%
Total %	3,9%	29,7%	36,7%	28,9%	8%

Emotional Control, Job Satisfaction and Quality of Life

Job Satisfaction

- Resigned Satisfaction.

Work Values

- Portuguese: intrinsic
- Foreigners: instrumental

Patterns of emotional self-regulation

- Portuguese: Low engagement and good resilience
- Foreigners: High engagement and good resilience

Commitment

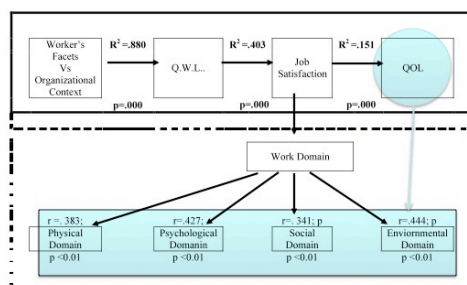
- Normative commitment
- Turnover Intention
- Satisfaction with salary
- Incongruences and lack of engagement

		Medium Rank	Mann-Whitney U	Sig. Asymp.
Energy	Portuguese	59,50	858,5	.007
	Foreigners	81,40		
Efficacy	Portuguese	57,10	659,5	.000
	Foreigners	88,13		
Involvement	Portuguese	56,44	594,0	.000
	Foreigners	90,65		

Turnover Intentions	%	Remuneration	%
Totally Agree	17,35 %	Bad	13,3%
Quite Agree	9%	Regular	47,2%
Difficult to decide	28,9%	Good	34,64%
Disagree	28,9%	Very Good	4,7%
Totally Disagree	15%	Total	100%
Total	100%		

Emotional Control, Job Satisfaction and Quality of Life

Vertical and Horizontal Spillover



Emotional Control, Job Satisfaction and Quality of Life

The indexes of QWL, Job Satisfaction and QoL are significantly lower in the group of Portuguese workers compared to foreigners:

- lower levels of congruence in all areas of worklife;
- lower job satisfaction;
- levels of perceived QoL significantly different and inferior in all domains: general QoL (.000), physical (.000), psychological (.000), social (p = .026), environment (p = .000);
- lower levels of energy, involvement and efficacy.

The dynamic individual-organization has a predictive effect on QoL, as demonstrated by:

- Strongly significant relationship between: Dynamic Job-worker, QWL and Job Satisfaction;
- Job satisfaction is a predictor of QoL
- Job satisfaction influences the perception in other life domains, with significant correlations between job satisfaction and the domains of QoL: general QoL, physical, psychological, social relationships, and environment.

Importance of Emotional Control in the perceived satisfaction in each of the components of the model.