Good work and healthy employee

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There are so many definition of good work but generally job quality can be useful to analyze the good work. Can good work keep employee healthy? Good work may include some factors about health or working environment. This paper was planned to investigate the level of job quality in Korean employees and its distribution by industry and occupation. Especially comparison of health status between low and high job quality can be analyzed. The 4th Korean Working Conditions Survey (KWCS), as national wide household based survey, conducted by occupational safety and health research institute (OSHRI) in 2011 was used for this study. The various job characteristics as working conditions were categorized into 6 component of job quality using factor analysis. Statistically mean difference test and cross-tabulation analysis were used to identify the difference of health status and distribution of the level of job quality. The result has shown the different distribution of the level of job quality by the economic sectors and occupations statistically significant. The positive cases of all six components of job quality were 2.1% of Korean employees and the negative cases were 1.5%. Electricity and gas industry and manager occupation have shown the highest proportion of the high job quality. The subjective general health status was correlated with job quality but work-related stress was negatively correlated with the level of job quality. In order to identify the causal relationship between job quality and health status, more depth analysis will be needed.

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