

Measurement of Subjective Well-Being of employees by Time Use Survey Methodology – Experiences from Slovakia ***Meranie subjektívneho blahobytu pomocou metodológie výskumu využitia času – skúsenosti zo Slovenska***

Miriám Martinkovičová, Miroslava Knapková, Alena Kaščáková

Abstract: The paper presents results of original research of time allocation on paid work, unpaid work, and leisure, and of the subjective wellbeing (SWB) of individuals. The modified time use survey methodology made it possible to measure cognitive (satisfaction) and affective (happiness) component of SWB for the first time in Slovakia. In the paper, we present results concerning private sector employees. The decision-making processes and work-family satisfaction lead to weaker influence of conservative models of family and working behaviour. On the other hand, an analysis of the affective component of SWB revealed that traditional stereotypes and common patterns of behaviour towards partners, children and families continue to survive. Results indicate that positive emotions are connected (by employed women and by employed men, in all age categories and types of households) especially with daily time after the paid work, which is dedicated to unpaid work and leisure.

Key words: Time use survey. Cognitive well-being. Affective well-being. Employees. Private sector.

JEL Classification: J22. J01. K31.

Introduction

The issue of meaningful life, both private and professional, satisfaction or happiness is far from new. However, this topic is currently becoming more and more popular due to the latest scientific approaches and empirical research that reveals its new contexts. Everyone wants to be happy and have a good life. This is one of the few goals that connects most of the people. Advice on how to do this come from Aristotle through Jeremy Bentham to Stiglitz-Sen-Fitoussi Commission. The current increased interest in the issues of the life quality, happiness and satisfaction has undergone interesting and contradictory development, especially in terms of finding appropriate indicators and ways of their measurement.

The quality of life, as the most used concept within this topic, raises many controversies. “The term appeared first in the 1920s in connection with thinking about the economic development and the role of state at supporting the lower social classes. The quality of life research concentrated on studying both economic and social indicators of well-being,

such as income and material status, political freedom and independence, social justice, legal security and healthcare” (Džuka, 2004, p. 44). Later the focus moved on to subjective indicators of quality of life, especially those that relate to individuals and their health. The research of quality of life became more and more individualized and today it focuses on subjective perception and assessment of one’s own life. This gave rise to problematic and ambiguous terminology. In addition to the term “quality of life”, “there are many related terms that are often used as synonyms, although they are not sufficiently defined. These are terms like “social well-being“, “subjective well-being“, “personal well-being“, “social welfare“, “human development“, “standard of living“, “happiness“, “health“, “wealth” and “satisfaction“ as noted by Heřmanová” (2012, p. 409). In the article, the term subjective well-being (also SWB) is used.

Subjective well-being is ‘a broad category of phenomena that includes people’s emotional responses, domain satisfactions, and global judgements of life satisfaction (Diener et al., 1999). The SWB consists of two distinctive components: an affective dimension, which refers to both the presence of positive affect and the absence of negative affect, and a cognitive dimension. The affective part is a hedonic evaluation guided by emotions and feelings, while the cognitive part is an information-based appraisal of one’s life for which people judge the extent to which their life so far measures up to their expectations and resembles their envisioned ‘ideal’ life (Van Hoorn, 2007).

The aim of this article is to present results of SWB measurement in Slovakia. In the paper, we present results of both cognitive and affective SWB of private sector employees (as a specific research sample), based on modified Time Use Survey (TUS) methodology. The original contribution of the paper is filling the gap of the research in Slovakia in the field of employee wellbeing, using the Time use survey methodology, which has not yet been officially applied in Slovakia.

1. Theoretical background

The socio-demographic, contextual and situational determinants of SWB of private sector employees have been the focus of standard work-life quality surveys for a long time. The research concentrates on examining objective indicators of the quality of working life (salaries, type of employment, type of working contract, degree of the worker’s legal protection, working time and its flexibility) and subjective indicators of quality of working life. There is a wide range of theoretical approaches to the subjectively perceived quality of working life (Čadová, 2006; Sirgy et al., 2001; Tangian, 2007; Vinopal, 2011) that are based on the concept of human needs and their saturation. Their disadvantage is that they monitor only one (cognitive) component of employees’ SWB, which is focused on the evaluation of their satisfaction and the importance of certain working life factors. Subjective well-being of employees is often analysed in connection with the stress on the workplace (Bliese et al., 2017; Day et al., 2010), and possibilities of its reduction and hence increasing of SWB of employees at work (Kuehnl, Seubert et al., 2019; Pignata and Boyd, 2016; Holman et al., 2018). Other studies focus on the SWB of employees because of the aggression at the workplace (Goussinsky, 2011; Yragui, Demsky et al., 2017), and because of information and communication technologies (Day et al., 2010; Nixon and Spector, 2013).

Studies that analyse SWB of employees regarding their private life are focusing mostly on work-life balance and influence of the family life on employee's SWB at work. Grant –Vallone and Donaldson (2001) found out that work-family conflict was a longitudinal predictor of employee's positive well-being. However, there is a lack of studies analysing SWB of employees during the whole day that consider the division of time on paid activities, unpaid activities, and leisure (free) time. Some authors focus on the time allocation (time use, eventually work-life balance) of employees. For example, Thornthwaite (2004) analysed the working time preferences of employees, based on the comparison from various precedent research. Robinson and Bostrom (1994) used time diary to measure time that employees spent in their paid work. Major et al. (2002) developed and tested a model of the predictors of work time and the relationships between time, work interference with family, and psychological distress. During last years, researchers stress the difference between the time allocation of male employees and female employees. In their study, Hagqvist et al. (2019) analysed the time use of men and women in Sweden, comparing self-employed and employed individuals. Their results show that self-employed men and women distribute their time in a more gender-traditional manner than employees do. The age of the employees plays also an important role in distribution of the time. Virkebau and Hazak (2017) found that age of the employee is one of the factors (besides residential status, and the number of young children in the family) that influence requirement of employees in Estonia for flexible working time. Spieler et al. (2018) conducted two studies (in the first one, they analysed 298 bank employees; in the second one they analysed 608 workers) focusing on the relationship between the age and work-life balance. They found out that older workers enjoy higher work-life balance compared to young workers. Dahm et al. (2015) analysed time distribution in connection with the work-family conflict of employees. Their research showed that discrepancies between actual and preferred time allocations to work activities negatively relate to work satisfaction, psychological well-being, and physical well-being.

There are only few studies that focus on affective well-being of employees. Skakon and Nielsen et al. (2010) analysed 49 articles published in the period of 1980 – 2009, focusing on the impact of leaders and leadership styles on employee stress and affective well-being. Van Katwyk, Fox, and colleagues (2000) used various scales (matrix of similarity judgments, ratings of the affect statements, job-related affective well-being scale), to measure affective SWB of three groups of employees. Van den Heuvel et al. (2015) analysed influence of the crafting activities during the working time on affective SWB of employees. They found out that job crafting intervention may help employees to build resources and affective well-being at work. Ünal (2014) confirmed similar effect of leaders' humour on improving affective SWB of employees.

We tried to fulfil the gap in current research. We focus on SWB of employees not only at the workplace, but during the whole day (based on TUS methodology, the day is divided into three main groups of activities: paid work – unpaid work – leisure time). We analysed both components of the SWB – cognitive (represented by various factors influencing decision-processes of employees' households) and affective (represented by extreme positive emotion of private sector employees).

2. Material and methods

The most natural way to measure the subjective well-being is to ask people what they think and feel. Empirical research is currently the most widely used approach. In practice, researchers usually rely on questions that ask directly about happiness or questions about life satisfaction. The first one tends to measure the experiential or emotional aspects of subjective well-being (e.g. „I feel very happy“), while the second one tends to measure the evaluative or cognitive aspects of well-being (e.g. „I think I have a very positive life“). The measurement problem is most evident in the detection of SWB with one question only, for example: „If you think about your life and about your personal situation, how satisfied are you with your life as a whole?“ (Cummins et al., 2003). This universal evaluation is so general, that it is not possible to identify the respective fraction of emotional evaluation and cognitive judgment, and above all, it is not possible to determine which part of the life reality the respondent evaluates at the moment of the response to such a question.

The differences in answers to questions about life satisfaction (health, housing, family life, financial situation, work and its particular areas, environment in which the respondent lives, participation in the society, democracy and so on) and the feeling of happiness are in line with the underlying premise that SWB has two components: experiential (emotional) and evaluative (cognitive). Questions about happiness and satisfaction are related and there is a strong correlation between the answers. We can say that while satisfaction better reflects objective living (work) conditions, reactions to individual happiness are more influenced by emotions.

Inspired by the internationally valid methodology of subjective well-being research, we decided to examine two integral components of SWB, both the cognitive evaluation and emotional perception of the selected situations. This methodology used in Time Use Survey is beside the most valuable method of obtaining information about the individuals' SWB. This type of survey uses questionnaire survey (Household Questionnaire and Individual's Questionnaire), which represents cognitive measurement of subjective well-being. It is based on the assessment of satisfaction with life as a whole and with particular life domains (health, family, work, income, and housing). Parallel data collection technique is the Time Diary. It allows to monitor current feelings during the execution of specific activities in the time interval in which the activity takes place, which is an affective measurement of SWB. This part of the examination is realized through the Weekly/Daily Working Time Schedule, which monitors the use of time spent. In our research, we used all these tools of data collecting – Households Questionnaire, Individual's Questionnaire, and Time Diary.

The survey was conducted in March 2017 and we surveyed 833 households and 1,767 individuals (members of the households) in Slovakia. Households were personally visited and interviewed by volunteer students (students were trained to ask questions and to collect the data). Each student interviewed three different households and had two restrictions/criteria for contacting households. To achieve the representativeness by the area, the first contacted household was from Bratislava or Western Slovakia Region, second from Central Slovakia and the last from Eastern Slovakia Region. Next restriction concerned the household type: one contacted household was single-member household, second was a family household with children dependent on parent's income, in which there is at least

one child under 15 years of age (complete or incomplete family) and the third household was a family without dependent children in complete or incomplete family. Each member of the household older than 15 years of age was asked to fill in the data in Time Diary. In the Time Diary, individuals recorded activities (code of the activity, set as following: 1 Sleep, 2 Personal care (self-care, personal hygiene, dressing up, eating, healthcare), 3 Travelling (including to/from work, school), 4 Paid work (including overtime, work from home, self-employment), 5 Study and learning (learning and studying at school, at courses, at home), 6 Taking care of a household (food preparation, washing up, cleaning, doing the laundry, ironing, house/garden/car repairs and maintenance, shopping, including online shopping, dealing with authorities), 7 Childcare (playing, help with homework, reading, accompanying them to activities), 8 Adult care (seniors, adults with special needs), 9 Free time (rest, reading books and magazines, listening to music, watching TV, hobbies), 10 Free time – cultural and sport events (going to the theatre, concert, attending social events, meeting friends, religious activities), 11 Free time – physical activities (doing sport, exercise, walking and outdoor activities), 12 Free time – using modern technologies (internet, e-mail, social networks, playing virtual games), 13 Volunteering (formal and informal)), as well as interval of activity (starting from 00:00 o'clock). To identify groups of activities performing during the day, we draw from the HETUS 2008 classification (European Communities, 2009; more in Knapková and Kašćáková, 2018). Individuals were asked to fulfil a Time Diary for a working day, as well as for a free day.

We used CAPI (Computer Assisted Personal Interview) method to record answers of respondents. We divided all acquired data into two databases – database of responses from households and database of responses from respondents. After weighing all data, we confirmed representativeness of the sample by the number of household members and by the region (database of households) and by the age and sex (database of respondents). For this article, we exported and analysed data on partner households. We used SPSS software, version 25, and we tested the hypothesis at the significance level 0.05 (Kašćáková et. al., 2018)

In the article, we offer results of both components of subjective well-being – cognitive and affective. To analyse cognitive SWB of employees, we used factor analysis and data from Households Questionnaire and Individual's Questionnaire. To analyse affective component of employees SWB, we used the Time Diary (which included also information about extreme positive emotion). Both methods are described below.

By the means of Household Questionnaire and Individual's Questionnaire we tried to investigate the cognitive component of SWB. We collected data on attitudes, opinions and expectations of individuals concerning areas of paid work, unpaid work, leisure time activities, and households' stereotypes. We recoded all answers and prepared the data for further proceedings by using the factor analysis method. Factor analysis is the method of data reduction and it assumes that the multiple observed variables have similar patterns of responses because they are all associated with a latent (i.e. not directly measured) variable. It seeks lower amount of the new latent variables that contain maximum of the information of the observed variables. There are many different methods that can be used to do factor analysis (such as principal axis factor, generalized least squares, maximum likelihood) and it is necessary to establish a number of factors that we want to extract. There are several

types of rotations that can be performed after the initial factor extraction. Therefore, it is not surprising when different analysts analysing the same data file reach different results. For factor extraction we used the maximum likelihood method followed by the varimax rotation.

To monitor the affective component of SWB we used individual Diary. In addition to the standard questionnaire survey, we consider using the Diary to be an added value of our research. The Diary allows us to observe the parallel interconnection of specific activities - the time interval when they were performed - and experienced feelings, which - in our opinion, will bring realistic and unique information about the emotional component of SWB. The Diary was created to record activities during the 24-hour working and free day. Due to the possibilities of the research project (type of grant scheme, project time span, financing, research team members, opportunities to address respondents, software processing of results), we used one of the method of measurement (extreme positive emotions - happiness) to determine the affective component of SWB (Kaščáková and Martinkovičová, 2019). After completing the Diary, there was a part that served to identify the specific activity during which the respondent felt the happiest. The question "At what activity did you feel the happiest?" made it possible to connect subjective feeling of happiness with the exact daily activity for the first time in Slovakia.

For this article, the sample of respondents consisted of private sector employees. Private sector employees represent the largest proportion of surveyed individuals. At the same time, they represent a specific group of persons because of their significant differences in terms of time distribution across all three monitored areas – paid work, unpaid work and leisure activities during the working day and free day. It is also possible to observe perception of subjective happiness (extreme positive emotions) in these differentiated conditions in this group of respondents. In the survey, out of a total of 1,767 individuals, 679 were private sector employees (more than 38 % of all individuals). We used IBM SPSS Statistics software, version 25, to analyse data and to test hypothesis at significance level 0.05. We used non-parametric Chi-Square test to test representativeness, frequency tables, column proportions z-test, Shapiro-Wilk normality test, independent samples T-test and non-parametric Spearman's correlation to analyse data on employees in private sector. We tested representativeness of the research sample according to the age groups of respondents and according to the gender (Martinkovičová et al., 2020).

3. Results and discussion

In our survey, we questioned 679 respondents who are employed in the private sector (according to the employment contract). To check representativeness and accuracy of the research sample, we used data from Ministry of Finance of Slovak Republic for year 2017 (Revízia výdavkov zamestnanosti a odmeňovania vo verejnej správe 2018). By the means of Chi-Square test, we confirmed that research sample (679) is representative and adequate by the age groups ($p = 0.086$) and by the gender ($p = 0.681$).

In the following subchapters, we present findings of two SWB components – cognitive SWB and affective SWB.

3.1 Decision-making process and cognitive well-being of employees

The cognitive well-being reflects evaluation, (dis)satisfaction, views and expectations about different aspects of person life. Investigation of cognitive SWB was included in 5 modules of the survey questionnaire, two of which were devoted to paid work, one to unpaid work within a household, one to preferred way of spending free time and one dealt with the family functioning models. These modules included 36 different variables and respondents filled their answers on a scale: 1 - certainly yes, 2 - rather yes, 3 - rather not, 4 - certainly not, 5 - didn't think about it/does not concern me. Based on previous research and findings (Kika and Martinkovičová, 2015; Uramová and Orviská, 2016), we assumed that non-economic variables that have a socio-relational dimension (motives, partnerships, intergenerational and interpersonal relationships, raising children, solidarity, tradition) will prevail over economic decisions (income, social status, education) in decision - making processes in households. Based on this, we formulated the following hypothesis:

H1 Classical and prosocial categories of factors will influence decision-making processes in households more significantly than modern and market-oriented categories of factors.

Firstly, we verified if we can effectively extract factors from the original variables. For that, we used Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy. The KMO = 0.738 indicated we may proceed with the factor analysis. According to the Kaiser's rule, we analysed only those factors whose eigenvalues exceeded one. We analysed 11 factors (using the factor analysis) that explain 57.25% of the variance of the original observed variables. These factors may fundamentally influence decision-making processes regarding the household operation, paid work, career orientation, gender position, family relations, and free time activities and represent cognitive dimension of respondent's subjective well-being. Basic division and primary characteristics of the factors can be found in the Table 1.

Table 1 Factors influencing decision-making process and their categories

Factor	Name of the factor	Category
1.	Gender and role traditionalism	classic
2.	Career and status self-realisation	modern
3.	Relax within a family	classic
4.	Family solidarity	classic
5.	Free time activism	prosocial
6.	Pro-market substitution orientation	market
7.	Work flexibility	modern
8.	Career ambitions	modern
9.	Employability	modern
10.	Work motivation	modern
11.	Pro-market substitution orientation	market

Source: Own elaboration, based on research results, 2020.

Based on the research results, it is especially interesting to compare the so-called classical and modern factors that influence satisfaction or dissatisfaction with individual determinants in the field of paid work and family. The factor “Gender and role traditionalism” shows the signs of typical gender traditionalism or conservatism in the view of the family functioning and the ways of performing unpaid work at the household. Ideas included in this factor defend traditional way of arranging the household work with a strong emphasis on the gender assignation. There is a low level of openness to more modern alternatives represented e. g. by dual-career model or equal division of work among partners. The only exception some respondents are willing to make in terms of equal division of housework is that the jobs (paid work) are divided into those done by men and those done by women, which at the end endorses the basic feature of this factor (Table 2).

Table 2 Classic factor - Gender and role traditionalism

Variables	Factor loadings
Family model - The man should pursue a career and the woman should take care of the family	0.808
Family model - The man should secure the family financially and the woman should take care of the family	0.750
The way of securing unpaid work – Household is a sole responsibility of a woman	0.736
Family model - Dual-career model	-0.628
The way of securing unpaid work - Equal division of household chores between spouses/partners	-0.571
The way of securing unpaid work - Division of jobs within the household into those typically done by men and women	0.482

Source: Own elaboration, based on research results, 2020.

Modern factors (factors 2., 7., 8., 9., 10.) are becoming more important in the decision-making processes in households and their influence on decision-making is growing. It is especially evident in the attitudes towards the paid work. In this area, we can observe high self-confidence and determination to succeed on the labour market, as well as achieving a corresponding social status linked with the growing career. After evaluating modern factors, we find an interesting fact regarding the education. Respondents do not consider existing (attained) education as an important determinant of their work or career success. They show a great deal of flexibility and work ambition in this respect demonstrated by the willingness to work also outside of their professional background or undergo further training or work for a minimum wage (which might be due to the regional disparities on the labour market). These findings also indicate the major failure of our education system due to which graduates, entering the labour market, lack the skills and knowledge which employers demand.

Preferring work and career over family or willingness to move with a family to secure or retain a good job are apparent from several compared determinants. These opinions and attitudes naturally affect the ideas of family functioning and represent the cognitive aspects of SWB (Table 3).

Table 3 Modern factors of decision-making process

Career and status self-realisation	
Variables	Factor loadings
Decision to do paid work - Self-fulfilment	0.752
Decision to do paid work - Social status	0.726
Decision to do paid work - Career growth	0.557
Decision to do paid work - social contacts	0.501
Decision to do paid work – Interesting work	0.447
Decision to do paid work - Opportunity to apply and use my education	0.345
Work flexibility	
Retaining (obtaining) paid work - Work in a position outside my specialisation and not matching my qualifications	0.803
Decision to do paid work - Opportunity to apply my education	-0.700
Retaining (obtaining) paid work - Work for a minimum wage	0.393
Career ambitions	
Decision to do paid work – Career growth	0.484
Decision to do paid work – Social contacts	-0.459
Family model – First build a career and have children later	0.677
Retaining (obtaining) paid work - Work for a minimum wage	-0.440
Retaining (obtaining) paid work - Move with the family	0.402
Retaining of a job	
Retaining (obtaining) paid work - Commute to work outside my hometown	0.753
Retaining (obtaining) paid work - Reduce the time that I spend with my family	0.609
Retaining (obtaining) paid work - Move with the family	0.457
Decision to do paid work - Job that is not very time consuming	-0.361
Work motivation	
Decision to do paid work – Interesting work	0.341
Retaining (obtaining) paid work - Move with the family	0.362
Decision to do paid work - Job that is not very time consuming	0.315
Retaining (obtaining) paid work - Go through requalification/lifelong learning course	0.710
Decision to do paid work – Work that is not very time-consuming	0.324

Source: Own elaboration, based on research results, 2020.

It is mainly the high employment rate of women resulting from their higher education attainment levels, their economic independence, freedom in decision-making processes regarding the partner choice, establishing family and motherhood and spatial mobility that

significantly determine the decision-making processes within households. Subsequently, they lead to weakening the influence of traditional and conservative models of family behaviour that used to be typical for our country until recently. Based on the findings, we deny hypothesis H1.

This finding influenced the selection of a research sample of respondents for a parallel examination of affective well-being – private sector employees. This group represents almost 64.9% of the total sample and allocates time between all three basic dimensions of the day, it means paid work, unpaid work and free time. We were therefore interested in whether the shift from traditional work and life models to more modern alternatives would also be reflected in their affective well-being.

3.2 Affective well-being (extreme positive emotions of happiness) of private sector employees

We monitored the affective well-being over 24-hour working day (Time Diary) by the means of the extreme feeling of happiness (extreme positive emotion). We analysed the extreme feeling of happiness by age, gender, and the type of household in which the respondents (private sector employees) live. To analyse affective SWB, we set following hypotheses:

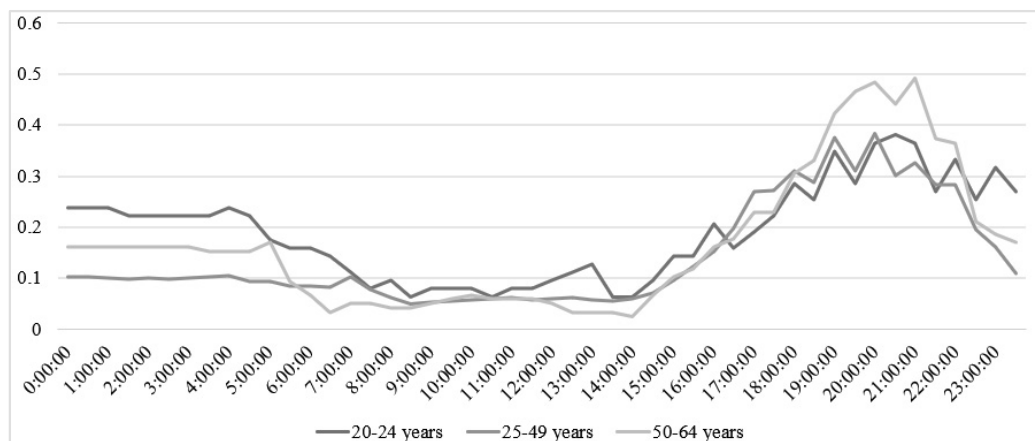
H2 We assume that employees in the 25 – 49 age group perceive the highest positive emotions of happiness comparing to other age groups at performing unpaid work activities during the working days.

H3 We assume that employed women feel happier than employed men do during the performance of unpaid work activities during the working days.

H4 We assume that employees in households with children up to 15 years of age will be more likely to experience positive emotions of happiness during the performance of unpaid work activities and leisure time activities comparing to households without children (one-person households and households without children up to 15 years) during the working day.

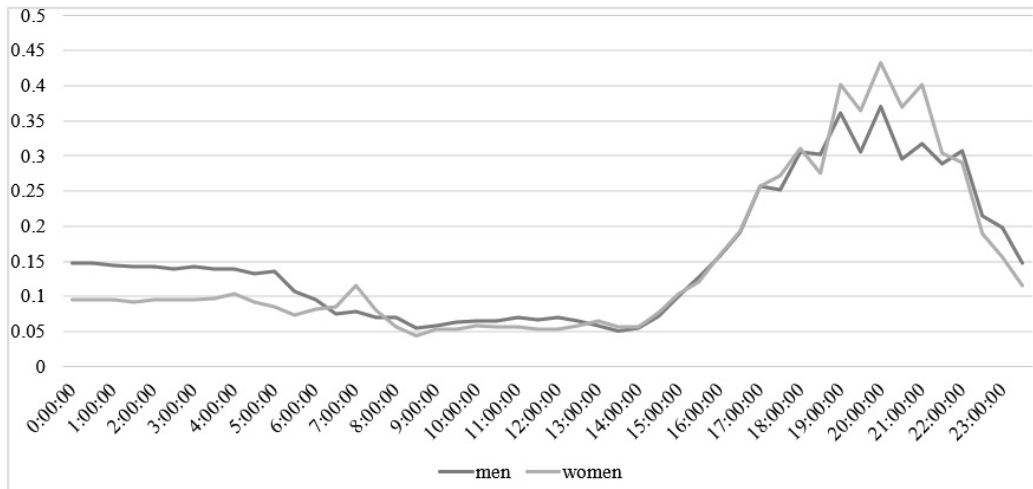
Hypothesis H2 is based on the findings that paid work (in case of employees in productive age) is mostly perceived as a means to ensure livelihood and preferred way of life, therefore, it is more an obligation and not a pleasure (Major et al., 2002; Virkebau and Hazak, 2017; Spieler et al., 2018). Based on this idea, positive emotions are more concentrated in the field of unpaid work in households, where it is possible to utilise the results of paid work by purchasing and meeting the needs of family members. Hypothesis H3 is based on the previous findings from our research on unpaid work (Uramová and Orviská, 2016; Knapková and Kašćáková, 2018; Kika and Martinkovičová, 2015), as well as from other studies (e.g. Hagqvist et al., 2019). These findings point to the persistently high positive emotional perception of employed women compared to employed men regarding the performance of unpaid work, especially during busy working days. Our research team used the results of our own previous research when defining the second research assumption which concerned this issue. Even though unpaid work does not always evoke only positive emotions, we assume that the presence of children in the family generates more positive than negative emotions than in the case of households without children. This fact is reflected in hypothesis H4.

The age of employees is one of the important determinants that influence not only work performance, but also satisfaction with work and family life. The current dynamic labour market is increasing the demands on employees' readiness in terms of their level of knowledge, skills, abilities, creativity, work and technology flexibility and loyalty. Various age categories of employees handle these requirements in a highly differentiated way, which is naturally reflected in their SWB. It is expressed in the form of their satisfaction, pride, inner feeling of positive fulfilment of expectations, or on the other side, in the form of frustration, restlessness, and awareness of decreasing or lack of necessary energy. In the research, we focus on the category of employees aged 25 – 49 years, for whom the satisfied family, the secure household, time spent with children, or their own lifestyle (in the case of one-person households) are the rewards for coping with labour market requirements. We assume that this develops affective well-being of employees in this age group more than the paid work itself. The distribution of answers of employees on the happiness according to the age within the working days is displayed in the Graph 1. Our findings show that assumption in H2 is correct and we can confirm hypothesis H2.



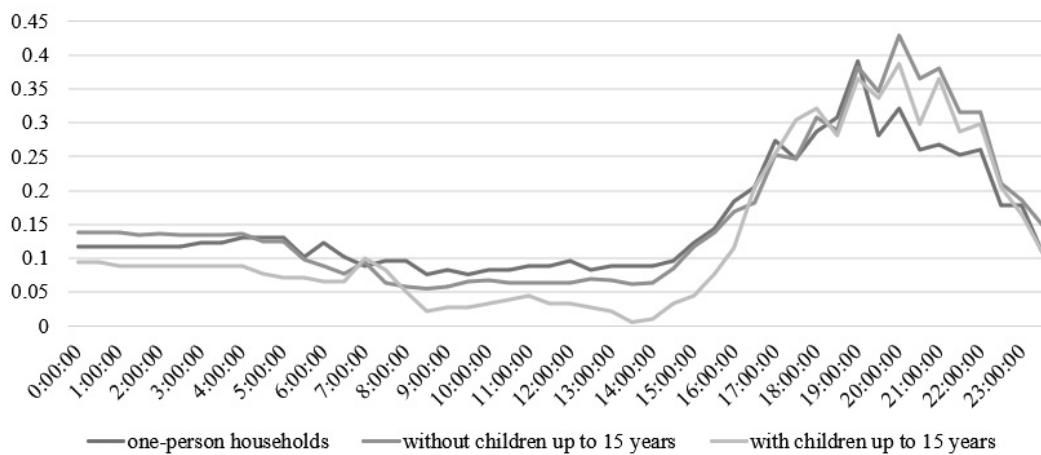
Graph 1 Extreme positive emotion (happiness) by age groups of employees (working day)
Source: Own elaboration based on research data, 2020.

When examining the affective component of SWB of employees using the TUS methodology, we should focus on gender criterion, too. The time-use research offers a unique opportunity to identify and compare the structure of 24-hour working day and free day for both genders. The monitored time span covers time spent at work (paid employment), time devoted to performing unpaid work in households, and time devoted to leisure activities. International surveys as well as our original research on unpaid work in Slovakia (Uramová and Orviská, 2016) have shown long-term unequal distribution of participation of men and women on unpaid work and draw attention to the ongoing trend of greater participation of women in unpaid work activities. The question of whether women can still feel joy or happiness, that is, to experience positive. In the Graph 2, happiness of men and women within the working day is displayed. The obtained and verified results confirm hypothesis H3.



Graph 2 Extreme positive emotion (happiness) by the gender of employees (working day)
Source: Own elaboration based on research data, 2020.

The important socio-demographic determinants of happiness include whether a person lives alone, in a family or in non-family relationship, or the presence of children (Frey and Stutzer, 2012). Therefore, we decided to examine the affective component of SWB of employees who live in the household with a child up to 15 years of age and employees living without children decreasing share of officially married marriages, and a concomitant decline in birth rates, significantly affects the allocation of time of persons. The presence of a partner and especially children generates a greater number of emotionally rich situations and activities. Of course, both positive and negative.



Graph 3 Extreme positive emotion (happiness) by the household category (working day)
Source: Own elaboration based on research data, 2020.

As we were interested in extreme positive emotions (happiness), we relied on previous knowledge and experience. They have proved that the presence of children in the family, care, and family education fulfil the meaning of life, bring the feelings of pride, joy and contentment, and thereby they increase emotional subjective well-being. Based on the data displayed on Graph 3 (happiness of private sector employees by the household category), it is evident that in the standard time period of the day (16.00 - 22.00 o'clock), when unpaid work and leisure are most often performed, positively stimulates emotions in all types of examined households (not only in those where there are children under the age of 15). The highest feeling of happiness in the period from 16:00 to 17:30 was in the group of one-person households, and from 19:00 to 22:00 in the group of households without children. Only in the period between 17:30 to 18:00, the highest feeling of happiness was in the group of households with children up to 15 years of age. It means, we confirm hypothesis H4 only partially.

Conclusion

The research of cognitive dimension of subjective well-being pointed to the current situation of the Slovak households. Results indicate increasing importance of modern factors at decision-making concerning economic and financial aspects, success on the labour market or career orientation. Modern factors gradually replace classic, pro-family, relational and other non-economic determinants of family behaviour. On the other hand, an examination of the affective component of SWB revealed that traditional stereotypes and common patterns of behaviour towards partners, children and families continue to survive in Slovak households. Positive emotions, feelings of happiness and joy were expressed in our research not only by employed women but also by employed men. It was evident in all examined age categories and types of households, especially within the time periods after the paid work, when unpaid domestic work and leisure activities predominate. The methods used to measure affective well-being show that paid work, income, career, and other economic factors influencing individuals' SWB are only a means and not the goal of human endeavour.

Non-economic factors include motives and reasons for unpaid work, attitudes towards various types of unpaid work, participation of household members on the performance of unpaid work, the role and expectations of family members, the involvement of children in housework, intergenerational transfer of experience, maintaining traditions and habits within the family, creating and maintaining a certain level of family intimacy, confidentiality, solidarity and mutual assistance, the development of social behaviour patterns and standards of respect and their consequent adherence to the wider social environment outside the family (neighbours, local community, school, other public, state and private institutions, working group). Thus, unpaid work has an economic but also a significant social value (Kika and Martinkovičová, 2015).

In this paper authors presented results of the SWB survey in Slovakia. The research was based on the modified TUS methodology. Results and findings focused on the specific group of respondents (private sector employees in Slovakia), differentiated variables (age, gender, activity status, type of household, education), SWB of different life domains of

respondents (work, household, family, leisure). Our research material is, however, rich and allows to elaborate also more analysis and obtaining more findings about both cognitive and affective components of SWB of employees. These analysis will be subject-matter of our further research and analysis.

The study confirmed that SWB research needs to be conducted comprehensively, it means it needs to examine both the cognitive and affective components of SWB. Such a comprehensive approach to SWB research makes it possible to identify interesting correlations and connections with other topics such as heavy-work investment, work-life balance, or double-burden of women. The intention was also to show great potential and usability of this type of research not only for national purposes. The implementation of such research is even more beneficial, provided that a harmonized research methodology is used, for the international comparison of results and the possibility of knowing the current situation in individual countries as well as identifying development trends in the near future.

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Authors' addresses: doc. PhDr. Miriam Martinkovičová, PhD., Ing. Mgr. Miroslava Knapková, PhD., Ing. Alena Kašáková, PhD., Faculty of Economics, Matej Bel University in Banská Bystrica, Tajovského 10, 975 90 Banská Bystrica, e-mail: miriam.martinkovicova@umb.sk; miroslava.knapkova@umb.sk; alena.kascakova@umb.sk