# The Influence of Occupatinal Communities upon Leisure Satisfaction

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## Abstract

The purpose of this study was to examine the influence of occupational communities upon leisure satisfaction. The data, obtained in 1978 through personal interviews with 3,692 persons 18 years of age and older, were a part of the Quality of American Life Survey. A recursive model which involves four variables : work role, marital status, the degree of integration into occupational communities, and leisure satisfaction was developed to analyze the structure underlying a set of categorical variables. Results revealed that an occupational community played an important role as an intervening variable between work role and leisure satisfaction, suggesting that the accuracy of the prediction of leisure can be increased by considering the concept of occupational communities.

KEY WORDS : *Occupational community, Leisure satisfaction, Log–linear analysis*

## Introduction

The concept of occupational communties has received little attention in sociological research concerning work/leisure relationships. The research which has been completed to date considered a number of possible relationships between work and leisure. Wilensky's (1960) spillover/compensation and Parker's (1971) extension/opposition/neutrality conceptual schemes are among those studies which have attempted to identify relationships between these two spheres. Conversely, a number of occupational studies such as those of Yorkshire miners (Dennis et al., 1957), business corporation staff (Whyte 1965), and fishermen (Tunstall, 1962), have attempted to identify the unique work/leisure dynamics among members of those occupational groups. Both of these approaches to the study of work/leisure relationships have some distinct limitations.

The first type of study sometimes oversimplified reality and tended to ignores the influence of important intervening factors such as structural characteristics of the work situation and individual worker's work–related attitudes. Also, the results of those studies vary in terms of their 'directional focus' of how the authors operationalize work and leisure (Zuzanek and Mannell, 1983). The second approach was often impressionistic and was supported by speculative insight rather than a comprehensive, systematic analysis of occupational and leisure experiences (Bacon, 1975).

A number of scholars have argued for the importance of occupational communities or occupational culture (Wilensky, 1961 ; Wilson, 1980 ; Zuzanek and Mannell, 1983 ; Gerstl, 1963). Especially, Durkheim (1883), the first sociological theorist who considered occupational communities directly, believed that in the modern work place it was the occupational group which drew the individual into the main stream of social life. He argued

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that anomie could be reduced through work-based normative systems-occupational corporations or communities.

Wilensky (1961) considered that occupational culture were rooted in common tasks, work schedules, job training and career patterns, and were often better predictors of human behavior than either social class and non-work experience. Godbey and Parker (1976) noted that, among those workers whose relation between work and leisure was "extension" (a lack of demarcation between work and leisure), there was a high likelihood of having some work colleagues among one's close friends. More recently, Wilson (1980) and Zuzannek and Mannell (1983) have recognized the importance of occupational communities and noted that such a concept may provide the best perspective for answering various questions concerning the effect of work on leisure. Hence, the concept of occupational communities may advance understanding of relations between work and leisure.

## Occupational Communities and Leisure Satisfaction

On most jobs, workers are able to talk about their work and leisure experiences and thereby have an opportunity to interact socially and to from occupational communities. According to Gerstl (1961), occupational communities reflect the pervasiveness of occupational identification in the convergence of informal friendship patterns and colleague relationshps. "Members of occupational communities built their lives on their work ; their work friends are their friends outside work and their leisure interests and activities are work based." (Salaman, 1974 : 14) One of the most striking findings to emerge from all the studies of occupational communities is that members share view points, values and attitudes with other members. They manifest a strong convergence of work and non-work life, and the most important aspect of this is that they prefer to be friends with people who share the same work experience. Therefore, it is not difficult to imagine that a high degree of integration into occupational communities create a powerful influence upon members' satisfaction with leisure.

The relationship between occupational communities and leisure satisfaction has not been systematically investigated by leisure researchers. The purpose of this study was to examine the effect of integration into occupational communities upon worker's leisure satisfaction.

## Development of a Recursive Model

To further the understanding of the relationship between occupational communities and leisure satisfaction, two variables - marital status and work role - were added to the investigation. Marital status is an important predictor of occupational communities, for example, Roberts (1978) reported that friendship at work among married, older employees reflected the manner in which relationships mature with passing time. Non-married respondents under 30 years of age, however, were more likely than married persons to be in the habit of socializing with work colleagues outside the work-place. Roberts (1978) suggested that the lifestyles of young single persons are ordinarily less home and family based than the lifestyles of married persons.

Anoter important predictor of occupational communities is the extent to which one's occupation is felt to be prestigeous (Gerstl, 1981). A number of studies have reported that blue-collar workers from informal groups largely from their own numbers, and, in many instances, the extended family has particular salience for contacts (Gordon and Anderson, 1965 ; Dotson, 1951 ; Cohen and Hodges, 1963). On the other hand, white-collar workers are more likely to continue to blend their work and non-work associates so that work colleagues become primary friends (Roberts, 1978). In the present study, work role including white-collar and blue-collar categories was selected as an indicator of worker's prestigeous level.

After adding marital status and work role to the examination of the relationship between occupational communities and leiure satisfaction, a recursive model was developed to detect the structure underlying these four variables. This model was based on several assumptions : (1) that respodents' marital status and work role were determinants of the degree of integration into an occupational community, (2) that the degree of integration into an occupational community has a direct influence on individual's leisure satisfaction, and (3) that both marital status and work role have independent influences on leiure satisfaction apart from the degree of integration into occupational community. A diagram of the recursive model is illustrated in Fig. 1.

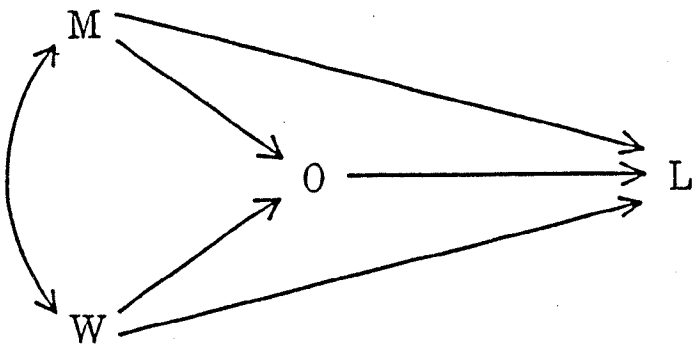


Fig. 1 Diagram of the recursive model (Variable Key : W = work role ; M = marital status ; O = the degree of integration into occupational communities ; L = leisure satiscaction)

## Methods

The data for this investigation were part of the Quality of American Life Survery, 1978, obtained through personal interviews with 3,692 persons 18 years of age and older. Interviews were conducted by the Survey Research Center during June, July, and August, 1978.

Of 683 variables investigated by the Survey Research Center, six variables were utilized for this analysis. For leisure satisfaction, respondents were asked : "Overall, how satisfied are you with the way you spend your spare time?" Their answers were grouped into two categories : (1) high (including completely satisfied, very satisfied, somewhat satisfied) and (2)

low (including neutral, mostly dissatisfied, unhappy, and terrible). In the recursive model, leisure satisfaction was treated as a response (dependent) variable.

To measure the degree of integration into occupational communities, three elements which were considered to be appropriate indicators were identified : (1) opportunity for on-job interaction, (2) association, and (3) job satisfaction. To translate these three elements into variables, three questions were asked : (1) "How did you get to know a good friend?" (2) "How often do you talk to this person?" (3) "How satisfied are you with your job?" Two sets of respondents were identified. The first set was comprised of individuals who were highly integrated into occupational communities. These individuals stated that they : (1) got know a good friend through work connections, (2) were in the habit of meeting with him or her almost daily, and (3) were completely satisfied with their jobs. The second met none of these criteria.

The work role variable consisted of two categories : (1) blue-collar and (2) white-collar. A blue-collar worker included craftsman, operators (except transport, transport equipment operators), and laborers (except farmers). White-collar worker was a large category on non-manual workers including technical, sales, clerical workers, managers, and administrators. The respondents were also asked their marital status and answers were divided into two categories : (1) married and (2) unmaried. These four variables were denoted as L, O, W, and M, and coded as follows :

| | |
|---|---|
| (L) Leisure satisfaction | (1) High (2) Low |
| (O) The degree of integration into occupational communities | (1) High (2) Low |
| (W) Work role | (1) Blue (2) White-collar |
| (M) Marital status | (1) Married (2) Unmarried |

## Analysis of Data

Log-linear analysis was applied in an attempt to unravel potential "causative" relationships among the variables within a cross-classified categorical table of frequencies. Variables such as marital status, work role, and the degree of integration into occupational communities were diffcult to quantify and treat as dichotomous variables. Therefore, log-linear analysis which deals only with categories or groups of observations, was considered the appropriate statistical method for the present study. Log-linear analysis lnvolves a statisical measure of the fit between the 'observed' frequencies and those estimated by 'models' representing the possible interrelationships between variables. The likelihood ratio statistics [$G^2 = 2\Sigma$ (observed) log (observed/expanded)] was used to determine whether a model fit the observed data reasonably well (Fienberg, 1977).

## Result

Table 1 presents the 2 x 2 x 2 x 2 cross-classified table of frequencies for the variables L x O x W x M. Causal modeling must take into account the temporal ordering of variables, fitting a succession of models to various "collapsed" tables constructed from the full table in a

Table 1 Cross-classification of sample of 151 individuals according to (1) leisure satisfaction, (2) the degree of integration into occupational communities, (3) work role, and (4) marital status

| Leisure satisfaction | Marital status | White-collar | | Blue-collar | |
|---|---|---|---|---|---|
| | | Low integration | High integration | Low integration | High integration |
| High | Married | 22 | 23 | 12 | 17 |
| | Single | 11 | 25 | 4 | 5 |
| Low | Married | 15 | 3 | 15 | 1 |
| | Single | 10 | 10 | 8 | 2 |

specific manner. For example, from the four-way table pertaining to variables L, O, W, and M, we can obtain a two-way table pertaning to variables L and O (ignoring variables O and M), etc. Six two-way tables can be generated from the four-way table such as Table 1. Similarly, from the same table, we can obtain four three-tay tables.

Each recursive model was obtained by examining the data in Table 1 through a series of independent steps, each of which collapsed the table into subdivisions (subtables). Starting at the left of in the diagram illustrated in Figure 1, the two-way table of work role and marital status was formed by collapsing Table 1. over the integration into occupational communities and leisure satisfaction. Then the indepenent model was fitted to the two-dimensional data in Table 2 (a) to determine whether these two "predetermind" measures were related to each other. The value of $G^2$ indicated that the model of independence fits the data. This result implied that the two variables were independent and should not be connected in the diagram by a double headed arrow. The odds on being married are approximately the same in both white-collar and blue-collar workers.

The next step in finding the best-fitted causal explanation was to analyze the three-way subtable formed from the two predetermined variables and the first dependent variable in the sequence – the degree of integration into occupational communities. Even though the work role and marital status variables were found in the previous step to be independent, the logit model we estimated required that the marginal table for all causal antecedents be

Table 2

(a) Cross-classification of work role and marital status (number of respondents)

| | | Work role | |
|---|---|---|---|
| | | White-collar | Blue-collar |
| Marital status | Married | 73 | 45 |
| | Single | 25 | 8 |

(b) Fitting model (W) (M) to the table given:

| Model | df | $G^2$ | p |
|---|---|---|---|
| (W) (M) | 1 | 2.28 | .13 |

variable key: W=work role; M=marital status.

automatically fitted. Hence, analyses of the causal stucture of the three-way subtable, which included wor krole, marital status, and the degree of integration into occupational communities, must include the (WM) marginal subtable.

Table 3 (a) was formed by collapsing tablb 1 over leisure satisfaction. Table 3 (b) shows the four models to be tested. These models were those involving the relationship of the integration into occupational communities with the two antecedents, work role and marital status. The results in Table 3 (b) suggested that model 3 and 4 both provided an acceptable fit to the data. The difference in $G^2$ for the two models when referred to a chi-square table was not significant : $G^2(4) - G^2(3) = 1.27(df = 1, p < .30)$. The inclusion of the (OM) effect did not significantly increase the degree of fit to the data, and this result revealed the lack of statistical association between O and M. The best model for this step was thus (WM) (OW) that

Table 3
(a) Cross-classification of work role. the degree of integration into occupational communities, and marital status formed by collapsing data in Table 17 (number of respondents)

| | | Work Role | | | |
|---|---|---|---|---|---|
| | | White-collar | | Blue-collar | |
| Integration Level | | High | Low | High | Low |
| Marital status | Married | 37 | 36 | 27 | 18 |
| | Single | 21 | 35 | 12 | 7 |

(b) Models fitted to the table given:

| Model | df | $G^2$ | p |
|---|---|---|---|
| 1 (WM) (O) | 3 | 6.69 | .08 |
| 2 (WM) (OM) | 2 | 4.76 | .09 |
| 3 (WM) (OW)* | 2 | 2.29 | .32 |
| 4 (WM) (OM) (OW) | 1 | 1.02 | .31 |

Variable key : W=work role ; M=marital status ; O=the degree of integration into occupational communities.
* Best fitted model.

Table 4
Results of fitting model to the date in Table 17 to detect relationships among the four variables

| Model | df | $G^2$ | p |
|---|---|---|---|
| 1 (MOW) (ML) | 6 | 32.64 | .01 |
| 2 (MOW) (OL) | 6 | 10.94 | .09 |
| 3 (MOW) (WL) | 6 | 32.83 | .01 |
| 4 (MOW) (ML) (OL)* | 5 | 5.83 | .32 |
| 5 (MOW) (ML) (WL) | 5 | 27.44 | .01 |
| 6 (MOW) (OL) (WL) | 5 | 10.18 | .07 |
| 7 (MOW) (ML) (OL) (WL) | 4 | 4.55 | .34 |

Variable key: M=marital status; W=work role; O=the degree of integration into occupational communities; L=leisure satisfaction.

implied the O–W association.

Finally, the third step in the analysis sequence treated leisure safisfaction as the independent measure, fitting the three–way marginal (MOW) in the process of identifying the best logit model to explain the observed frequencies in the overall 2 x 2 x 2 x 2 x table (Table 1). Table 4 shows the results from the series of possible models. These results revealed that models 4 and 5 both provide a reasonable fit to the data. Since the difference in $G^2$ for two models was not significant, model 4 was chosen as the best fitted model. This model has $G^2 = 5.83$ with $df = 5$ and exhibited significant M – L and O – L associations. The lack of statistical association between W and L corresponded with the results in Table 9 described in the preious section.

The final recursive model is shown in Figure 2. This model indicated the lack of statistical association between M and W, ana the effect of M on O, and the effect of W on L was nil. The beta coefficient on the effect of W on O was obtained from the model (WM) (OW) ; the beta coefficient on the effect of on M on L and the effect of O on L was acquired from the model (MOW) (ML) (OL). These values were reported in Figure 2.

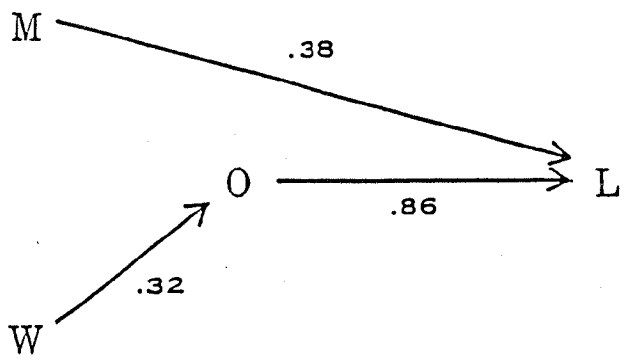


Fig. 2 Final recursie model indicating how occupational community influences subjective leisure experience (leisure satiscaction)

Since the entire system was composd of dichotomous variables, the single betas for each partial relationship may be interpreted as effects of the independent variables on the odds (logged) of the dependent variables. That is, the beta coefficients are interpreted similarly to the additive coefficients of ordinary regression. Positive values indicated that the independent variable raised the odds on the dependent measure, while negative betas show that the odds were decreased. Thus, the beta coefficients in Figure 2 indicated that white–collar workers tended to be members of occupational communities, and that married workers were more likely to be satisfied with leisure than single workers. The odds on indicating high leisure satisfaction were raised by the high integration into occupational communities. The meaning of beta coefficients can be understood more precisely by taking its anti–log to translate the model into odds rather than log odds. For example, the anti–log of 0.86 (the effect of O on L) was 2.36, and this value indicated the odds of high leisure satisfaction vs. low leisure

satisfaction among members of occupational communities. That is, given equal values of M, workes who are highly integrated into occupational communities were more likely to report high leisure satisfaction. Similarly, the valuef of 0.38 (the effect of M on L) implies that he odds of high leisure satisfaction vs. low leisure satiscaction for married workers were 1.46 (anti-log of 0.38).

## Conclusions

Leisure behavior research has relied on social aggregate variables like occupation, income, education, and age, almost entirely as a basis to predict the amount or type of leisure participation. However, once non participants have been eliminated from consideration in the analysis, the major source of statistical difference measured by social aggregate variables has been removed, resulting in the failure of variables alone to explain he variability of dependent variable. Likewise, the relationships between social aggregate variables and the perceived quality of leisure participation (leisure satisfaction) are uncertain. For example, Homans (1961) observed that satisfaction is verbal and emotional behavior, and its realation to social aggreate variables is not all clear.

In the present study, the concept of occupational communities was introduced to enhance knowledge about leisure satisfaction. An analysls of a recursive model revealed that an occupational community played an important role in predicting individual's leisur satisfaction. On the other hand, traditional social aggregate variables such as type of occupation (work role) exhibited only the indirect causal effect upon such satisfaction. This result implies that the accuracy of the prediction of an individual's satisfaction with leisure experience can possibly be increased by accounting for the concept of occupational community. In other word, considering an occupational community as an intervening variable provides researchers more precise information concerning worker's off-the-job social network, which is considered the most important determinant of the quality of their leisure experience.

While work and leisure satisfaction may be though of as related, the relationship may rest more on the opportunity for socialization at the work place and the opportunity for the development of friendships that on the nature of the task. While white-collar workers may be more likely to have such opportunities, Schrank (1979) observed that these opportunities could be extended to blue-collar workers. Desks can be turned to face each other, CB radios installed in company trucks, machines positioned so workes can talk to each other. While Schrank argued that such changes would result in higher satisfaction with work (without decreasing prodoctivity), these changes might also result in greater satisfaction with leisure.

A final consideration is whether or not satisfaction with leisure is largely attributable to the existence of close friendships. Those who develop close friendships at work may simply have a greater capacity or predisposition for establishing souch relationships, regardless of the social setting. If so, friendships may be the independent variable more likely to explain satisfaction with leisure, while work role, occupational prestige or the nature of the task serve as varables intervening on this relationship.

職業コミュニティーがレジャー
満足に及ぼす影響

原　田　宗　彦

本研究の目的は，一般社会人の職業コミュニティーへの統合度が，どのようにレジャー満足に影響を及ぼすかを考察することにある。そこで，レジャー満足には，仕事役割と結婚の２つの社会経済変数と，媒介変数としての職業コミュニティーへの統合度が影響を及ぼしているという仮説が立てられ，それら４つの属性変数を含む逐次モデルが提起された。分析には質的変数の解析に有効な，対数線型分析とロジットモデルが適用された。データは，1978年に行われた「アメリカ人の生活の質に関する調査」の中で，18才以上の男女，3,692名に対して行われたインタビューの結果を用いた。分析の結果，２つの社会経済変数とレジャー満足の間で，職業コミュニティーへの統合度が媒介変数として重要な役割りを果たしていることがわかった。このことより，レジャー満足の理解には社会経済変数のみならず，職場における人間関係を考慮する必要性のあることが明らかになった。

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