

Cross-sectional Analyses of Self-employed & Directly Employed
Workers' Job-specific Well-being In Creative and Corporate
Workplaces

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Submitted in partial fulfilment of the requirements of the BA Hons in Psychology
at Dublin Business School, School of Arts, Dublin.

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Word Count: 8866

11th March 2020

Department of Psychology

Dublin Business School

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Declaration

I, Larry Maguire, declare that the enclosed thesis submitted by me to Dublin Business School for the award of BA (Hons) Psychology, is the result of my own investigations, except where otherwise stated and clearly acknowledged by means of direct quotations and references.

Furthermore, this is an original piece of work and has not previously been submitted for the award of any other degree.

Signed: Larry Maguire

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Acknowledgements

I wish to take this opportunity to thank my lecturers throughout the psychology undergraduate program, most notably, my project supervisor Dr. John Hyland for his support, guidance and feedback. I would also like to thank participants in the present study for their time and sincere contributions. In particular, I wish to acknowledge the vital support and encouragement from my wife Joanne and my children, without whom completion of this course and the enclosed thesis would not have been possible.

Abbreviations

Self-employed	SE
Directly employed	DE
Supervisory responsibility	SR
Job-specific well-being	JSWB
Dependent variable	DV
Independent variable	IV
Satisfaction With Work Scale	SWWS
Subjective Happiness Scale	SHS
General Health Questionnaire	GHQ
Creative Self-employed with Supervisory Responsibility	CSEwSR
Creative Self-employed without Supervisory Responsibility	CSEwoSR
Corporate Self-employed with Supervisory Responsibility	CPSEwSR
Corporate Self-employed without Supervisory Responsibility	CPSEwoSR
Creative Directly Employed with Supervisory Responsibility	CDEwSR
Creative Directly Employed without Supervisory Responsibility	CDEwoSR
Corporate Directly Employed with Supervisory Responsibility	CPDEwSR
Corporate Directly Employed without Supervisory Responsibility	CPDEwoSR
Creative Self-employed working from Necessity	CSE-N
Creative Self-employed working from Opportunity	CSE-O
Corporate Self-employed working from Necessity	CPSE-N
Corporate Self-employed working from Opportunity	CPSE-O

Abstract

The current mixed-methods study aimed at exploring differences in JSWB amongst SE and DE workers in creative and corporate workplaces. A descriptive research method using cross-sectional, non-probability purposive sampling was used for the quantitative element. For qualitative, an open-ended question was posed regarding respondents' relationship with their work. A self-report digital questionnaire was used for data collection and respondents (N=230) were sourced globally. Analyses showed; (a) a significant difference in JSWB between total SE and DE workers, (b) no significant difference in JSWB between SE workers based on supervisory responsibility, (c) a significant difference in JSWB between DE workers based on supervisory responsibility, and (d) no significant difference in JSWB between SE workers based on necessity and opportunity self-employment. Results both supported and countered existing research. Overall findings showed that both self-employed and directly employed workers in the current sample were dissatisfied with daily work.

Keywords: job-specific well-being, job satisfaction, work, employment, self-employed, entrepreneurship

Introduction

According to Peter Warr at the University of Sheffield, happiness and unhappiness are central to human existence (Warr, 2019). Happiness is a sense of overall psychological well-being, a close relation of which are work-related well-being and job satisfaction (Tait, Padgett & Baldwin, 1989). Daily work, and our feelings about it both influence, and in turn, are influenced by, overall life satisfaction. Consequently, job and life satisfaction are significantly and reciprocally related (Judge & Wantanbe, 1993). In his discussion on the relationship between general well-being and well-being at work, Peter Warr further suggests that daily work is a source of social cohesion, material welfare, and is critical to the mental and physical health of the individual (Warr, 2002 p. ix). Warr says that overall or “context-free” well-being has a broader concern than “job-specific” well-being, the latter being related to an individual’s feelings about themselves in their daily work. It is this latter aspect with which the current study is generally focused, and more pointedly, how job-specific well-being differs between self-employed and directly employed workers.

Another core aspect of interest for the current research is how “job-specific” well-being is reported by those engaged in creative work. Given that (a) the number of jobs considered creative that have been linked with lower levels of subjective well-being compared to non-creative jobs, and (b) the number of traditionally creative jobs that are associated with higher levels of subjective well-being than non-creative jobs (Fujiwara & Lawton, 2016), the current study aims to investigate job-specific well-being as it relates to creative versus corporate domains of work via the following three-part question. Firstly, is there a significant difference in job-specific well-being between self-employed and directly employed workers in creative and corporate workplaces? Secondly, is job-specific well-being (JSWB) amongst self-employed and directly employed workers in creative and corporate

domains of work dependent on supervisory responsibility? And thirdly, where workers in creative and corporate domains of work choose self-employment over direct employment, is job-specific well-being influenced by; (a) the necessity to find work through say, job loss, or (b) their recognition and pursuit of a commercial opportunity? The present study explores via quantitative analysis, differences between groups on a composite dependent variable of “job-specific well-being” (JSWB). Qualitative analysis is explored via a single open-ended question as to the nature of the individual’s feelings about their daily work. Given the scarcity in the available literature of research pertaining to job-specific well-being amongst those who regard their daily work as creative (as opposed to traditional corporate) and who are self-employed, the current study aims to afford the field of work psychology a reliable contribution for this cohort of the workforce. The following now outlines these research questions and their rationale in some detail.

1.1 Composite DV Rationale

The composite dependent variable selected is composed of Satisfaction With Work Scale (Bérubé, Donia, Gagné, Houlfort & Koestner, 2007), Subjective Happiness Scale (Lyubomirsky & Lepper, 1999), and the 12 item General Health Questionnaire (Goldberg & Williams, 2000). The selection of these measures accounts for the conceptual rationale that human relationship to daily work is not a discrete aspect of life to be examined in isolation. As highlighted by Judge & Wantanbe (1993), job and life satisfaction are significantly and reciprocally related. Unlike a significant portion of contemporary research which utilises individual measures of work-related well-being to assess workers’ attitudes about work in isolation, it is suggested herein that account of broader aspects of well-being should be included. The current research suggests that “the individual at work” overlaps and encompasses other conceptual life elements and is a fundamental component that influences,

and in turn, is influenced by broader aspects of life. It is considered, therefore, that the three measures selected may reflect a more balanced overall assessment of an individual's conception of self as it relates to daily work. Additionally, it was considered a significant benefit to the current study that a qualitative component be included such that individual responses might inform and aid interpretation of quantitative results obtained.

1.2 Job-specific Well-being In Self-employed Vs Direct Employed Workers

The pursuit of work-related success and happiness leads most individuals into direct salaried employment. An OECD recently reported that 85% of workers in 19 Euro area states are engaged in direct salaried employment compared to 15% in self-employment (OECD, 2019). Blanchflower (2004) suggested that rates of self-employment have been generally declining across OECD countries. More recently, research undertaken on behalf of the European Commission (Fondeville, Ozdemir, Lelkes, Ward, & Zolyomi, 2015), reports there to have been increases in self-employment in the EU since 2007. However, researchers accounted for this increase as due to “bogus self-employment” as opposed to “bonafide self-employment”. That is to say, these workers were ‘dependent’ on a single source of income (employer) rather than multiple sources as would be expected from bonafide self-employed. When self-employment rates were corrected for this and factors related to hours worked, a decline was observed. Despite the apparent declining, or at best, static trend in self-employment growth in the EU, a wealth of research shows that the self-employed are more satisfied with their work than directly employed workers (Benz & Frey, 2004; Anderson, 2008; Lange, 2012; Binder & Coad, 2013), and the self-employed report significantly greater accomplishment in their lives than those directly employed (Warr, 2008). This appears to run counter to data suggesting, for example, that (a) self-employed workers spend more time at work than their directly employed counterparts (European Commission, 2016b), (b) most

self-employed workers earn less than those directly employed (Hamilton, 2000; Green & Mostafa, 2012), and (c) self-employed workers experience higher levels of stress and anxiety (Warr, 2018) and regularly lose sleep over worry (Blanchflower, 2004). Additionally, results from a study by Jamal (2007) showed higher overall burnout, emotional exhaustion and lack of work satisfaction amongst self-employed compared to directly employed workers.

Interestingly, Hamilton (2000) further suggests that despite earning less, the non-pecuniary benefits of self-employment such as personal freedom and autonomy are substantial. In support of Hamilton, Warr (2018) indicated that these non-pecuniary benefits come despite the absence of sick-pay, employer pension contributions, and various other employee-specific benefits. Interestingly, however, research by Blanchflower (2004) suggested that directly employed workers reported a preference for self-employment. Turning attention to workers engaged in creative pursuits, studies report that creative capacity is not significantly correlated with overall happiness (Ceci & Kumar, 2016). Artists earn less, on average, than they would with the same qualifications in other professions, and their earnings reflect greater inequality than those of comparative groups (Steiner, 2017). Additionally, Steiner suggests that artists suffer from above-average unemployment and constrained underemployment such as non-voluntary part-time or intermittent work. However, according to their research, creative workers appear not to be outcome driven and greater job satisfaction is derived from superior procedural characteristics of creative work. It is this process driven aspect of creative work for which the current study aims to provide a contribution via the qualitative component. Additionally, it has been reported that on average, artists enjoy higher job satisfaction than other employees, mainly due to more autonomy (Steiner, 2017; Bille, Fjællegaard, Frey, & Steiner, 2013). This seems consistent with studies

which take a broader view of job-specific well-being and happiness amongst the self-employed.

Notwithstanding the results of the aforementioned studies, there appears to be a lack of empirical evidence relating to job-specific wellbeing amongst creative self-employed workers. Moreover, there appears generally to be a paradoxical nature to broad based findings on the self-employed. Self-employment amongst the working population is much less compared to direct employment, yet research suggests the sense of autonomy and fulfilment amongst self-employed workers appears to be higher than that of directly employed workers. Self-employed workers' compensation is often lower and their working hours higher. The self-employed seem to suffer adverse psychological affect from their work, yet research suggests that those who choose self-employment are happier. Therefore, the first aim of the current study seeks to examine job-specific well-being in self-employed workers compared to their directly employed counterparts in creative and corporate domains of work, where it is predicted that differing levels of job-specific well-being will be recorded.

1.3 Influence of Supervisory Responsibility on Workers' Job-specific Well-being

As reported by a significant portion of the available literature and referenced repeatedly herein, self-employed workers generally speaking, appear to be happier than directly employed workers. However, where the specific domains of creative and corporate work are concerned, does the supervision of staff have a bearing? Are self-employed workers who oversee staff and directly employed workers in managerial positions affected equally by supervisory responsibility or is there a significant difference in job-specific well-being between these two groups? The current study recognises a gap in the available literature in this regard and aims to explore these questions.

Research on workplace well-being comparing that of self-employed versus directly employed workers is extensive and generally finds self-employed workers reporting greater job satisfaction than those directly employed (Warr, 2008; Warr 2018; Anderson, 2008; Smeaton, 2003). This observation has also been recorded in studies examining participants in global samples (Benz & Frey, 2008; Lange, 2012). Exploring this further, Warr and Inceoglu in a 2018 study reported that autonomy is a significant mediator of well-being amongst these groups (Warr & Inceoglu, 2018). In support of this finding, research examining stress-strain in business owners versus non-business owners found that the former experienced lower levels of role ambiguity and role conflict, reduced emotional exhaustion, and higher levels of job and professional satisfaction than the latter (Tetrick, Slack, Da Silva & Sinclair, 2000). Further, Jamal (1997) found that role ambiguity and role conflict is higher for directly employed workers than the self-employed. In the aforementioned study by Tetrick et al. (2000), researchers also found that directly employed workers in corporations who occupy managerial positions and supervisory roles report increased levels of job satisfaction over those who do not. Interestingly, findings for self-employed workers with supervisory responsibility for staff appear to reflect the contrary.

By way of illustration, in a study on personal values and varieties of happiness and unhappiness in the workplace, Peter Warr (2018) found that job satisfaction amongst the self-employed exceeds that of directly employed workers but only where the former have no supervisory responsibility for other workers. Warr's research reports that where supervisory responsibility for others is absent, being directly employed is pointedly different from being self-employed. In an organisation, Warr suggests, workers with non-supervisory responsibility are directed by managers and work within the often strict constraints of their role. On the contrary, solo self-employed workers responsible for only themselves, must

continually self-regulate, self-direct and be largely autonomous. The difference in the nature and demand on self-employed versus directly employed workers in these contrasting situations, Peter Warr continues, can account for the difference in their self-reported job-specific well-being. Turning attention to workers with supervisory responsibility; self-employed workers hiring subordinate staff for the first time may have previously been successful working alone. However, demanding tasks for which they usually found solutions may now weigh heavily on their subordinates subsequently creating management challenges for the new employer. Not only must the new employer maintain current business activities, but they must now also supervise staff, but also navigate associated employee-related challenges. Unlike their contemporaries in management positions under direct employment, self-employed workers with supervisory responsibility for others have perhaps little peer support, established routines or management practices upon which they can rely. Warr (2018) indicates that management of staff under these conditions reduces the new employer's autonomy and job-specific wellbeing.

Warr's research findings seem to suggest that job-specific well-being is dependent on workers' personal values such as autonomy and ability to self-direct, and for the self-employed who would normally experience higher levels, there is a reported reduction in well-being where they are required to supervise staff. On the other hand, positions of responsibility within the structures of an organisation appear to be associated with increased job-specific well-being over that reported by non-supervisory workers under the same corporate structures. In examination of the available research, the current study notes the absence of data specific to creative self-employed workers and, therefore, aims to establish the extent to which differences in their job-specific well-being and that of their directly employed counterparts is moderated by supervisory responsibilities. In doing so, it is

anticipated that findings may afford research in this area reliable data pertaining to the impact of supervision of others on job-specific well-being in these groups.

1.4 Influence of Necessity & Opportunity Self-employment on Workers Job-specific Well-being

Amongst the self-employed, and the creative self employed in particular, does the need to generate income and provide for their family (necessity) or the recognition of a commercial opportunity (opportunity) influence their reported levels job-specific well-being? In other words, does losing a job and being forced by conditions to work for oneself as opposed to recognising a business opportunity and going after it, mediate happiness at work for those who enter self-employment? One of the aims of the current research is to explore this question.

“Necessity” entrepreneurship is somewhat a new and perhaps controversial term in contemporary employment/self-employment research and was first introduced in the Global Entrepreneurship Monitor (GEM), the country by country global study of entrepreneurship (Frederick & Carswell, 2001). It has been deemed controversial insofar as it has been linked to corporate pursuit of perhaps unfair cost efficiencies which are said to “force” direct employees into forms of “bogus” self-employment. As noted in the earlier cited study by Fondeville et al. (2015), this bogus self-employment has been shown to contribute significantly towards recorded increases in self-employment levels in Europe since 2007. As per research by Perulli (2003), this form of employment exists within a “grey area” between employment and bonafide self-employment. In a 2009 study by Block and Koellinger (2009), researchers made the distinction between necessity and opportunity entrepreneurship, where necessity entrepreneurs have a lower average satisfaction with their startup than their counterparts who were motivated through opportunity. Binder & Coad, (2013) suggest

“necessity” and “opportunity” self-employment are mediating choice factors with self-employment often chosen as a means to escape unemployment rather than for reasons related to personal factors such as autonomy. The researchers regard this distinction to be one of the most significant influences towards heterogeneity in the self-employed. In research examining the impact of “necessity” as a motivation for new business start-up on entrepreneurial satisfaction conducted by Kautonen & Palmroos (2010), it was discovered that participants were somewhat more likely to want to return to direct employment later in their careers. Given the nature of research findings in this area, and once again, the absence of data pertaining specifically to creative self-employed, the current study aims to examine necessity versus opportunity as mediating factors in job-specific well-being amongst workers in the creative arts and corporate domains.

1.5 A Qualitative Perspective on Workers' Feelings About Their Daily Work

In the present study, it was considered perhaps valuable to gather data specific to respondents' feelings about their daily work in anticipation that responses may inform quantitative findings. Subsequently, the study proposed to analyse responses and compile themes which reflect respondents' relationship with work.

1.6 Research Hypotheses & Central Research Question

1.6.1 Hypothesis 1.

Hypothesis 1 proposes that self-employed workers (SE) in both creative and corporate domains of work will show significantly different levels of well-being compared to their directly employed counterparts on a composite measure of “job-specific well-being” (JSWB).

1.6.2 Hypothesis 2.

Hypothesis 2 will show that on a composite measure of “job-specific well-being” (JSWB), differences will be demonstrated amongst (1) creative self-employed workers with supervisory responsibility (CSEwSR), (2) creative self-employed workers without supervisory responsibility (CSEwoSR), (3) corporate self-employed workers with supervisory responsibility (CPSEwSR), and (4) corporate self-employed workers without supervisory responsibility (CPSEwoSR).

1.6.3 Hypothesis 3.

Hypothesis 3 will show that on a composite measure of “job-specific well-being” (JSWB), differences will be demonstrated amongst (1) creative directly employed workers with supervisory responsibility (CDEwSR), (2) creative directly employed workers without supervisory responsibility (CDEwoSR), (3) corporate directly employed workers with supervisory responsibility (CPDEwSR), and (4) corporate directly employed workers without supervisory responsibility (CPDEwoSR).

1.6.4 Hypothesis 4.

Hypothesis 4 will show that on a composite measure of “job-specific well-being” (JSWB), differences will be observed amongst self-employed workers in four groups dependent under conditions of “necessity” or “opportunity” self-employment; (1) creative self-employed workers under necessity (CSE-N), (2) creative self-employed workers under opportunity (CSE-O), (3) corporate self-employed workers under necessity (CPSE-N), corporate self-employed workers under opportunity (CPSE-O).

1.6.5 Central Research Question

The central research question of the current study sought to understand how participants felt about their current daily work and posed a single open-ended question as follows; In your own words, briefly describe how you feel about your current daily work.

Methodology

2.1 Materials

Participants completed a self-report questionnaire consisting first of six demographic questions which included age group, employment status, domain of work (creative or corporate), whether respondents' work was primary source of income, if they had supervisory responsibilities, and where applicable, their reason for choosing self-employment (see Appendix B). Three psychometric measures employed would later be compiled into a composite measure of well-being titled "job-specific well-being". IBM SPSS software was used to analyse the data. NVivo software was used to analyse qualitative responses (see design section). Psychometric measures employed were as follows;

2.1.1 Satisfaction With Work Scale (SWWS)

The Satisfaction With Work Scale (Bérubé et al., 2007) is adapted from the Satisfaction with Life Scale (SWLS) (Diener, Emmons, Larsen, & Griffin 1985) and is applicable to a workplace context to obtain a short global measure of work satisfaction. The SWWS (Appendix C) is a reliable and valid measure of satisfaction at work with a reported internal reliability $\alpha = .75$. The scale offers five statements with which respondents may agree or disagree using the following 1 - 7 scale; 7 - Strongly agree, 6 - Agree, 5 - Slightly agree, 4 - Neither agree nor disagree, 3 - Slightly disagree, 2 - Disagree, 1 - Strongly disagree. The scores are then totalled to a maximum score of 31-35 indicating extremely satisfied down to minimum score of 5-9 indicating extremely dissatisfied.

2.1.2 Subjective Happiness Scale (SHS)

The Subjective Happiness Scale (Lyubomirsky & Lepper, 1999) is a short 4-item scale designed to measure respondents subjective happiness at a given point in time (Appendix D). Each item in the scale is completed by choosing one of 7 options (1-7) that

reflect the respondent's level of agreement with the given sentence. Previous research by the author (Lyubomirsky & Tucker, 1998) found that self-rated happy respondents tended to think about both positive and negative life events more favourably and adaptively. To score the scale, the 4th item is reverse coded (i.e., 7 becomes 1, 6 becomes 2, 5 becomes 3, 3 becomes 5, 2 becomes 6, 1 becomes 7). The mean of the 4 items is then calculated.

2.1.3 General Health Questionnaire (GHQ-12)

The General Health Questionnaire (GHQ) (Goldberg & Williams, 2000) is a self administered screening instrument designed to detect depth of current mental disturbances and disorders. It is a widely employed mental health measure for detection of emotional disturbances. GHQ has four versions based on the number of items; GHQ-60, GHQ-30, GHQ-28 and GHQ-12. The current study employs the GHQ-12 with Yusof (2010) reporting reliability range from 0.85 to 0.93 (Appendix E). Each item on the scale is scored by four responses; 'not at all,' 'no more than usual,' 'rather more than usual' and 'much more than usual'. Scoring ranges from 0 to 3 respectively: with the least symptomatic answer scores 0 and the most symptomatic answer scores 3. The score is used to generate a total score ranging from 0 to 36. The positive items were corrected from 0 (always) to 3 (never) and the negative ones from 3 (always) to 0 (never). High scores indicate worse general mental health.

2.2 Participants

Participants were English speaking, sourced from a global population and were non-gender specific. Inclusion required participants to be minimum 18 years-old, self-employed or directly employed, and working in a creative or corporate environment. Participants were sourced via business social platforms such as LinkedIn, forums, Facebook, Twitter, WhatsApp and business contacts list. Participants were required to be full-time, with their daily work providing their primary income means. Unemployed and retired workers were

excluded through demographic questions posed. No prior or later notice of exclusion was offered to participants. Minimum total participants required was 35 per group to ensure robustness as per sample size and normality requirements for proposed statistical measure. However, responses far exceeded this requirement. A total of 230 responses were collected for the current study for which 11.3% were aged 18-30 (N=26), 20.9% were 31-40 (N=48), 47% were 41-50 (N=108), 13.5% were 51-60 (N=31), and 7.4% were 60+ (N=17). For employment status, 40.4% (N=93) indicated they were self-employed while 56.1% (N=129) indicated direct employment. 2.6% of respondents (N=6) indicated they were unemployed and were subsequently excluded. 0.9% (N=2) indicated they were retired and were also excluded from results. 30% (N=69) reported themselves working in a creative environment while 70% (N=161) reported their work to be corporate based. Where informed consent was refused, participation ended and no data was collected. Group assignment was based on participant self-selection of demographic data (Appendix B).

2.3 Design

For the current research, a mixed-methods design employing quantitative and qualitative elements was conducted. For the quantitative component, A descriptive research method using a cross-sectional, non-probability purposive sampling was used with a self-report questionnaire means of data collection employed. For the qualitative component, an open-ended question was presented to respondents and responses examined using the inductive means of analysis outlined via Thematic Analysis (Braun & Clarke, 2006). The self-report questionnaire was constructed using Microsoft Forms and distributed via online platforms to gather data from a globally based audience. A multivariate analysis of variance (MANOVA) was used to examine the group mean differences on a composite measure of workplace wellbeing referred to as “job-specific well-being” (JSWB). Individual measures

comprising the composite DV were; the Satisfaction With Work Scale (Bérubé, Donia, Gagné, Houlfort, & Koestner, 2007), Subjective Happiness Scale (Lyubomirsky & Lepper, 1999), and the General Health Questionnaire (Goldberg & Williams, 2000). **For hypothesis 1**, the independent variable Employment Status comprising two levels; total self-employed (SE) and total directly employed (DE), was analysed using one-way MANOVA for differences on the composite dependent variable “job-specific well-being” (JSWB). **For hypothesis 2**, an independent variable was calculated in SPSS (Total_SESR) with four levels; creative self-employed with supervisory responsibility (CSEwSR), creative self-employed without supervisory responsibility (CSEwoSR), corporate self-employed with supervisory responsibility (CPSEwSR), corporate self-employed without supervisory responsibility (CPSEwoSR) and was analysed using one-way MANOVA for differences on the composite dependent variable “job-specific well-being” (JSWB). **For hypothesis 3**, an independent variable was calculated in SPSS (Total_DESR) with four levels; creative directly employed with supervisory responsibility (CDEwSR), creative directly employed without supervisory responsibility (CDEwoSR), corporate directly employed with supervisory responsibility (CPDEwSR), corporate directly employed without supervisory responsibility (CPDEwoSR), and was analysed using one-way MANOVA for differences on the composite dependent variable “job-specific well-being” (JSWB). **For hypothesis 4**, an independent variable was calculated in SPSS (Total_SENO) with four levels; creative self-employed acting under necessity (CSE-N), creative self-employed acting under opportunity (CSE-O), corporate self-employed acting under necessity (CPSE-N), and corporate self-employed acting under opportunity (CPSE-O), and was analysed using one-way MANOVA for differences on the composite dependent variable “job-specific well-being” (JSWB). Descriptive statistics were examined for errors in categorical and continuous variables in advance of analysis. Individual

ANOVAs could have been used here, however, doing so inflated the risk of incurring Type-1 error and as such were not selected. MANOVA, on the other hand, controls or adjusts for this risk while additionally providing univariate results for each dependent variable separately.

2.4 Procedure

Microsoft forms was utilised to construct the digital questionnaire, the link for which was then compressed and simplified using a link shortener. The shortened link was then circulated via WhatsApp groups, Facebook, Twitter, LinkedIn, email list and contacts lists. An automation tool was also used to circulate the questionnaire link to social media accounts for several weeks on rotation. Upon clicking the shortened link, potential participants were directed to the introductory page of the Microsoft form digital questionnaire. Here they were briefly introduced to the researcher and were informed as to the nature and intent of the study. They were further advised that some questions may cause minor negative feelings and assured that the questionnaire was of a standardised psychological format and used widely as a research method. Additionally, the cover sheet advised visitors that participation was entirely voluntary and should they choose to take part, responses would be anonymous and confidential and as such, later withdrawal would not be possible. Participants then moved through the question sequence commencing first with demographic questions, which were made compulsory due to group inclusion/exclusion criterion, then the SWWS, then SHS, and finally the GHQ. A debrief sheet with contact details for support services (Appendix H), was presented on the final page of the questionnaire and participants were advised to make necessary contact with relevant services in the event they were negatively affected by the study. Upon final completion, the participants were thanked for their participation. After a two week period, on the 2nd December 2019, the questionnaire was closed to new

participants. Raw data was then extracted in .csv file format on 2nd February 2020, was subsequently formatted and tidied prior to import to IBM SPSS and NVivo software for analysis.

2.5 Ethics

The current research study endeavoured to recognise that people's thoughts and feelings regarding their work is an intensely private and personal matter. Therefore, it was a requisite of the current study to ensure informed consent, anonymity and confidentiality of all participants. As such, no personally identifiable information was collected and participants' right to withdraw was explicitly offered in advance of data collection. The following steps were taken to ensure ethical requirements were met; (a) a cover letter explaining the sensitive nature of the study and outlining informed consent was presented in advance (Appendix A), and (b) a debrief sheet including contact details for relevant mental health services was presented to participants on completion (Appendix H). More generally, the current research study recognises the requirement for strict adherence to the following ethical requirements; 1. Respect for the rights and dignity of the person, 2. Competence with reference to professional standards, 3. Responsibility for that which is within the researcher's power, control & management, 4. Acting with integrity, truthfulness, honesty and consistency as per PSI Code of Professional Ethics. Finally, permission was sought from forum and social media group moderators via email/direct message prior to circulation of the questionnaire (Appendix G). GDPR compliance was also taken into account where email marketing software was used. With specific regard to the qualitative component of the current study, it was taken into account that participants were sharing potentially sensitive personal feelings and emotions regarding their working life. It was therefore important that participants were

not identifiable through quotes used or other information. Participants were advised in advance as to how data was being collected, stored and after twelve months, that it would be destroyed.

2.6 Data Analysis

Prior to conducting the qualitative data collection and analysis, explicit decisions were required with regard to certain important issues and considerations. Reflection on the following elements was made prior and throughout the process.

1. With regard to the research question; "In your own words, briefly describe how you feel about your current daily work," what counts as a theme? Themes then reflected a pattern in the responses received.
2. Is the report a rich description of the entire data set or only one aspect? The current research will report a rich description of the entire data set.
3. Is an inductive or deductive approach being taken? The current research selected an inductive approach not driven by established theory.
4. Is a semantic or latent analysis to be used? A semantic analysis will be used rather than a latent, or interpretive.
5. What is the epistemological approach? The current research selected the realist (individual reality) over the constructionist (social reality) approach.
6. What is the overall research question? Responses to the specific question guided coding and contributed to the overall thrust of the current research.

Results

3.1 Quantitative Results

A series of one-way between-groups multivariate analysis of variance (MANOVA) were conducted to examine differences between groups on a composite measure of job-specific well-being (JSWB). Composite DV consisted; satisfaction with work (SWW) (M=15.19) indicating overall sample dissatisfaction with work, subjective happiness (SH) (M=5.13) indicating overall sample were less happy than the average person, and general health (GH) (M=11.99) indicating low-medium probability of clinical disorder. Preliminary assumptions checking for normality, linearity, multivariate and univariate outliers, homogeneity of variance-covariance matrices, and multicollinearity were carried out and, unless otherwise indicated, no serious violations were found. Internal reliability for SWWS ($\alpha=.86$) and SHS ($\alpha=.78$) were found to be acceptable, however, reliability for GHQ ($\alpha=.48$) was found to be lower than that reported for the scale. See table 1.0 for descriptive statistics. Observing histogramatic representation of data, SWW was somewhat positively skewed, SH was reasonably symmetrical and GH curve was symmetrical. Kurtosis values showed negative excess with all measures displaying platykurtic distribution and, therefore, was considered absent of outliers.

Table 1.0

Descriptive Statistics

Measure	EmpStatus	N	Mean	SD	α	Skewness	Kurtosis
Work Satisfaction	Self*	89	12.82	5.67			
	Direct**	125	17.03	6.20			
	Total	229	15.19	6.35	.86	.61	-.24
Subjective Happiness	Self*	89	5.17	1.24			
	Direct**	125	5.10	.95			
	Total	229	5.13	1.08	.78	-.37	-.25
General Health	Self*	89	11.94	3.42			
	Direct**	125	11.92	2.93			
	Total	224	11.99	3.12	.48	.09	-.32

* Self-employed workers in both creative and corporate domains of work

**Directly employed workers in both creative and corporate domains of work

3.1.1 Hypothesis 1: Total SE workers Vs Total DE workers on measure of JSWB

A one-way MANOVA was conducted to examine total SE workers (N=89) and total DE workers (N=125) in both creative and corporate domains of work (IV) on a composite measure of JSWB (DV). Multivariate tests were conducted and Pillai's trace effect found statistically significant difference between SE workers and DE workers ($F(9,654) = 3.39$, $p < .001$, $\eta^2 = .045$) therefore the null can be rejected. Following a Bonferroni adjustment to 0.17 and examination of univariate results, a statistically significant difference was found on SWWS ($F(3,218) = 8.97$, $p < .001$, $\eta^2 = .11$) for SE workers (M=12.82) reporting that on average they are dissatisfied with their work, and DE workers (M=17.03) reporting that they

are slightly dissatisfied with their work. There was no significant difference found between groups on SHS ($F(3,218) = .18, p = .91, \text{effect size} = .002$) or GHQ ($F(3,218) = .62, p = .61, \eta^2 = .008$). Figure 1 below illustrates visually a breakdown of results for group means on individual measures.

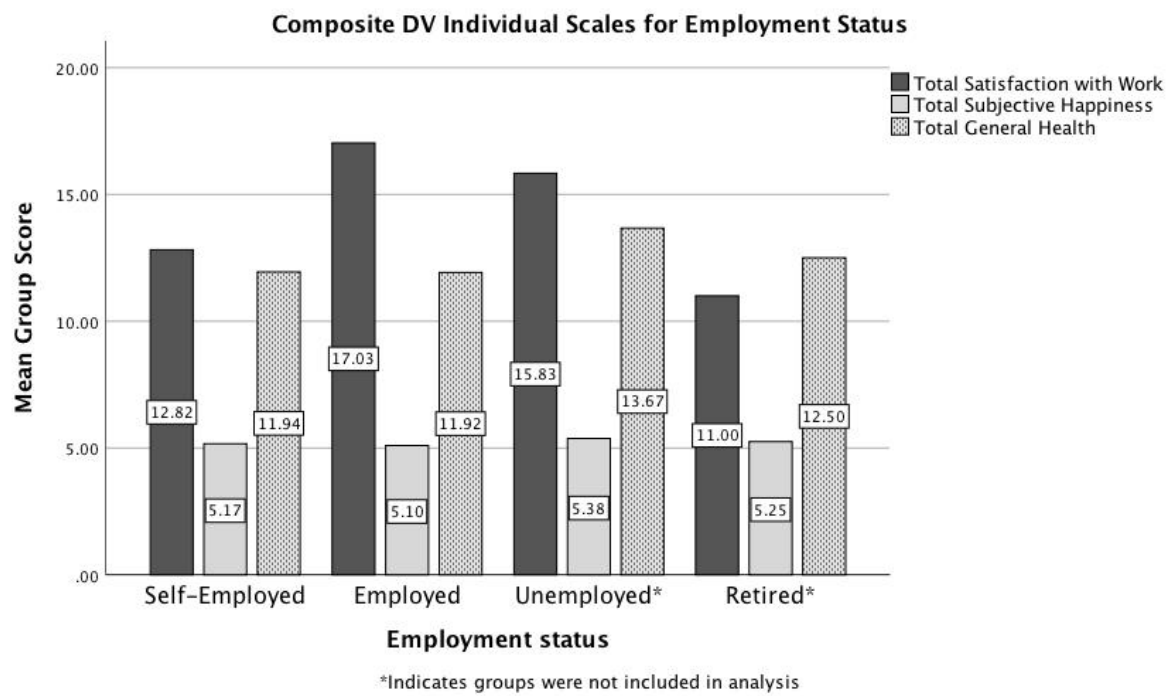


Figure 1. H1 mean group scores on individual measures comprising dependent variable JSWB

3.1.2 Hypothesis 2: SE workers with and without SR on measure of JSWB

A one-way MANOVA was conducted to examine SE workers with/without SR (IV) on a composite measure of JSWB (DV). A new IV with four levels as follows was computed; CSEwSR (N=14), CSEwoSR (N=29), CPSEwSR (N=32) and CPSEwoSR (N=14). Multivariate tests were conducted and Pillai's trace effect showed no statistically significant difference between groups ($F(9,202) = 1.58, p = .12, \eta^2 = .053$) therefore the null can be accepted. Mean score difference between CSEwSR (M=12.13), CSEwoSR (M=12.7) and CPSEwSR (M=12.26) on SWWS was small and according to the scale, accounts for dissatisfaction with work for these groups. Mean score on SWWS for CPSEwoSR (M=14.14) was higher indicating slight dissatisfaction with work. SHS mean score for CSEwSR (M=5.23), CSEwoSR (M=4.85), CPSEwSR (M=5.39) and CPSEwoSR (M=5.39) showed little difference. As per SHS, a score below 5.6 shows groups were less happy than the average person. GHQ mean score for CSEwSR (M=13.57) was higher than other groups. GHQ mean score for CSEwoSR (M=11.72) and CPSEwSR (M=11.97) were similar and CPSEwoSR (M=10.93) group were the healthiest of the four groups. See table 2.0 for descriptives and figure 2 for visual representation of individual scale results.

Table 2.0

Self-employed workers with/without Supervisory Responsibility

Measure	Supervisory Responsibility (SR)	N	Mean	SD
Work Satisfaction	CSEwSR	14	12.13	5.67
	CSEwoSR	29	12.7	6.20
	CPSEwSR	32	12.26	6.35
	CPSEwoSR	14	14.14	6.37
	Total	89	12.82	5.66
Subjective Happiness	CSEwSR	14	5.23	1.15
	CSEwoSR	29	4.85	1.22
	CPSEwSR	32	5.39	1.23
	CPSEwoSR	14	5.39	1.28
	Total	89	5.17	1.24
General Health	CSEwSR	14	13.57	3.36
	CSEwoSR	29	11.72	3.10
	CPSEwSR	32	11.97	3.62
	CPSEwoSR	14	10.92	3.45
	Total	89	11.94	3.42

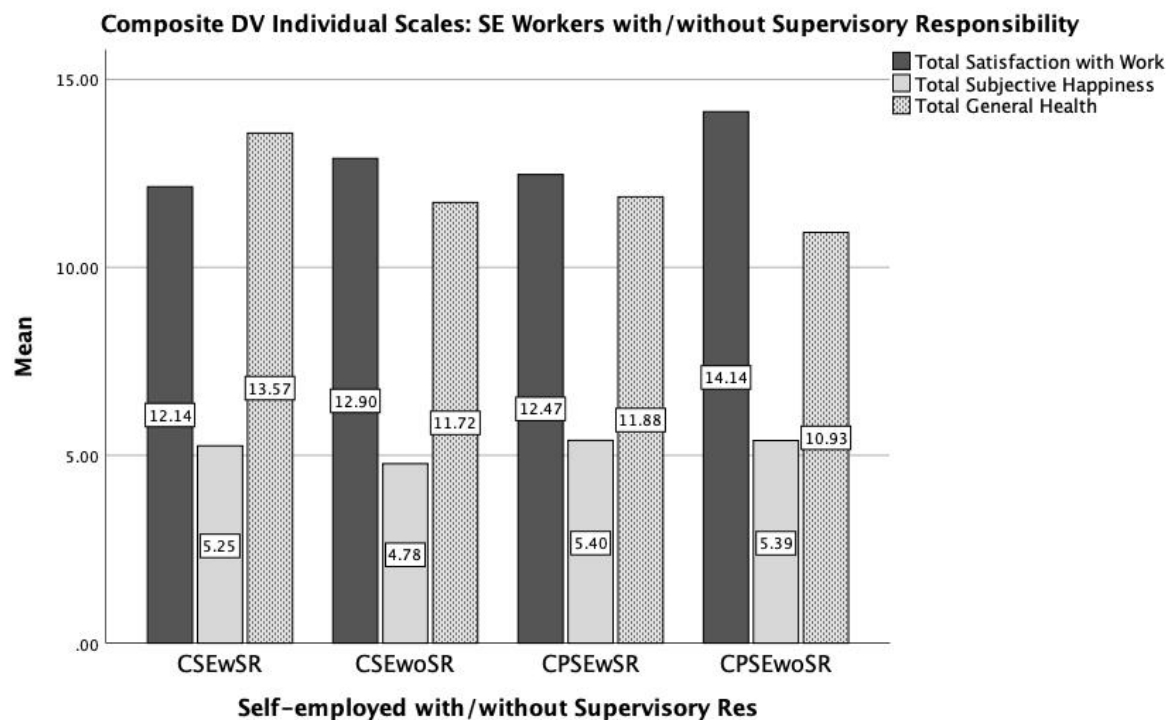


Figure 2. H2 group mean scores on individual measures comprising dependent variable JSWB

3.1.3 Hypothesis 3: DE workers with/without SR on measure of JSWB

A one-way MANOVA was conducted to examine DE workers with and without SR (IV) on a composite measure of JSWB (DV). A new IV with four levels was computed as follows; CDEwSR (N=15), CDEwoSR (N=3), CPDEwSR (N=64) and CPDEwoSR (N=43). Multivariate tests were conducted and Pillai's trace effect found a statistically significant difference between groups on JSWB ($F(9,290) = 2.70, p = .005, \eta^2 = .062$) therefore the null can be rejected. Following a Bonferroni adjustment to 0.17 and examination of univariate results, no significant difference was found between groups on SWW ($F(3,121) = 1.93, p = .13, \eta^2 = .046$) or SH ($F(3,121) = 1.01, p = .39, \eta^2 = .024$). However, there was significant difference shown on GH ($F(3,121) = 5.16, p = .002, \eta^2 = .113$) between groups CDEwSR (M=14), CDEwoSR (M=11.67), CPDEwSR (M=11.09), and CPDEwoSR (M=12.44).

CDEwSR group showed higher levels of psychological disorder than their peers. Table 3.0 illustrates descriptive statistics and figure 3 offers visual of individual scale results.

Table 3.0

Directly Employed workers with/without Supervisory Responsibility

Measure	Supervisory Responsibility (SR)	N	Mean	SD
Work Satisfaction	CDEwSR	15	14.8	4.62
	CDEwoSR	3	15.67	7.37
	CPDEwSR	64	16.50	6.13
	CPDEwoSR	43	18.70	6.51
	Total	125	17.03	6.20
Subjective Happiness	CDEwSR	15	4.75	1.20
	CDEwoSR	3	4.67	.72
	CPDEwSR	64	5.22	.86
	CPDEwoSR	43	5.06	.97
	Total	125	5.10	.95
General Health	CDEwSR	15	14	2.56
	CDEwoSR	3	11.67	3.21
	CPDEwSR	64	11.09	2.95
	CPDEwoSR	43	12.44	2.59
	Total	125	11.92	2.93

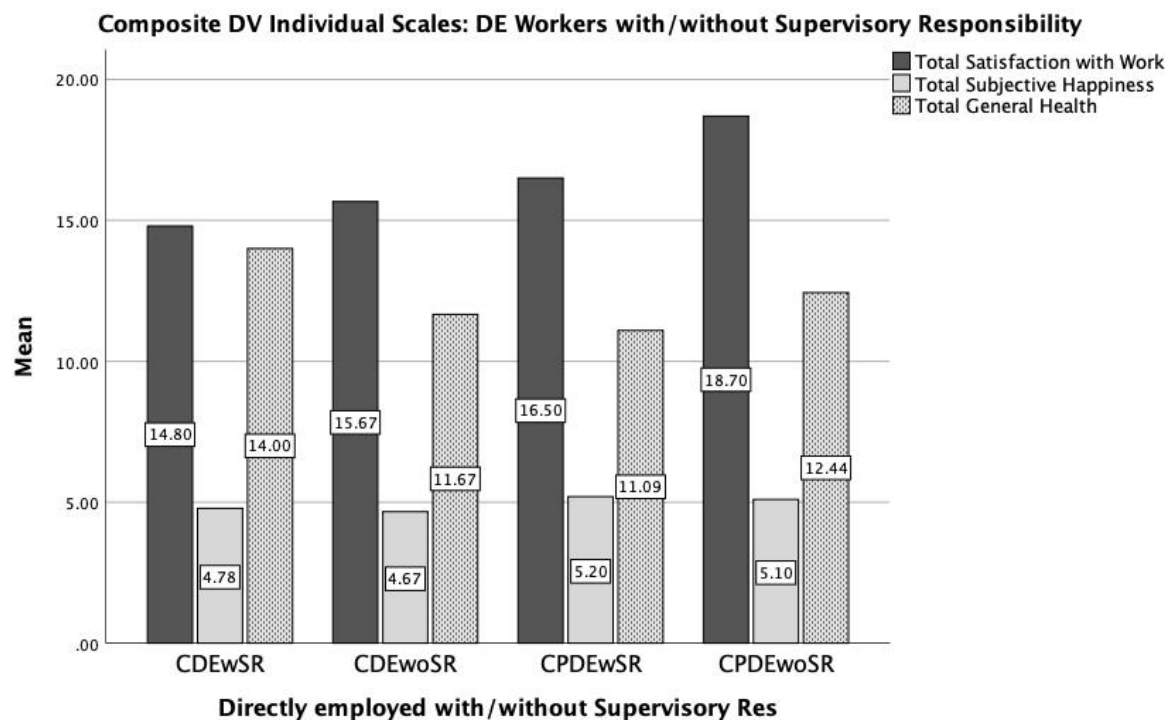


Figure 3. H3 group mean scores on individual measures comprising dependent variable JSWB

3.1.4 Hypothesis 4: Influence of necessity vs opportunity on SE workers JSWB

A one-way MANOVA was conducted to examine SE workers who commenced self-employment out of necessity or opportunity (IV) on a composite measure of JSWB (DV). A new IV with four levels was computed as follows; CSE-N (N=7), CSE-O (N=32), CPSE-N (N=5) and CPSE-O (N=37). Multivariate tests were conducted and Pillai's trace effect showed that there was no statistically significant difference between groups on JSWB ($F(9,231) = .90, p = .53, \eta^2 = .034$) therefore the null can be accepted. Mean score on SWW for CSE-N (M=15.71) was highest indicating slight dissatisfaction with work. Mean score difference on SWW for CSE-O (M=11.79), CPSE-N (M=12) and CPSE-O (M=13.03) was small and accounted for dissatisfaction with work. SH mean score for CSE-N (M=4.43), CSE-O (M=5.07), CPSE-N (M=5.25) and CPSE-O (M=5.3) showed little difference although CSE-N scored lowest. As per SHS, scores below 5.6 show these groups are less happy than the average person. GHQ mean score for CSE-N (M=14) was highest indicating greater

probability of clinical disorder than peer groups. GHQ mean score for CSE-O (M=11.81)

CPSE-N (M=11.6) and CPSE-O (M=11.7) showed little difference in terms of general health.

See table 4.0 for descriptives and figure 4 for visual representation of individual measures.

Table 4.0

Necessity versus Opportunity Self-employed workers

Measure	Necessity/Opportunity	N	Mean	SD
Work Satisfaction	CSE-N	7	15.71	5.96
	CSE-O	32	11.79	4.73
	CPSE-N	5	12	4.74
	CPSE-O	37	13.03	6.78
	Total	81	12.86	5.86
Subjective Happiness	CSE-N	7	4.43	1.07
	CSE-O	32	5.07	1.27
	CPSE-N	5	5.25	1
	CPSE-O	37	5.3	1.27
	Total	81	5.1	1.25
General Health	CSE-N	7	14	2.71
	CSE-O	32	11.81	3.38
	CPSE-N	5	11.6	2.07
	CPSE-O	37	11.7	3.88
	Total	81	11.89	3.52

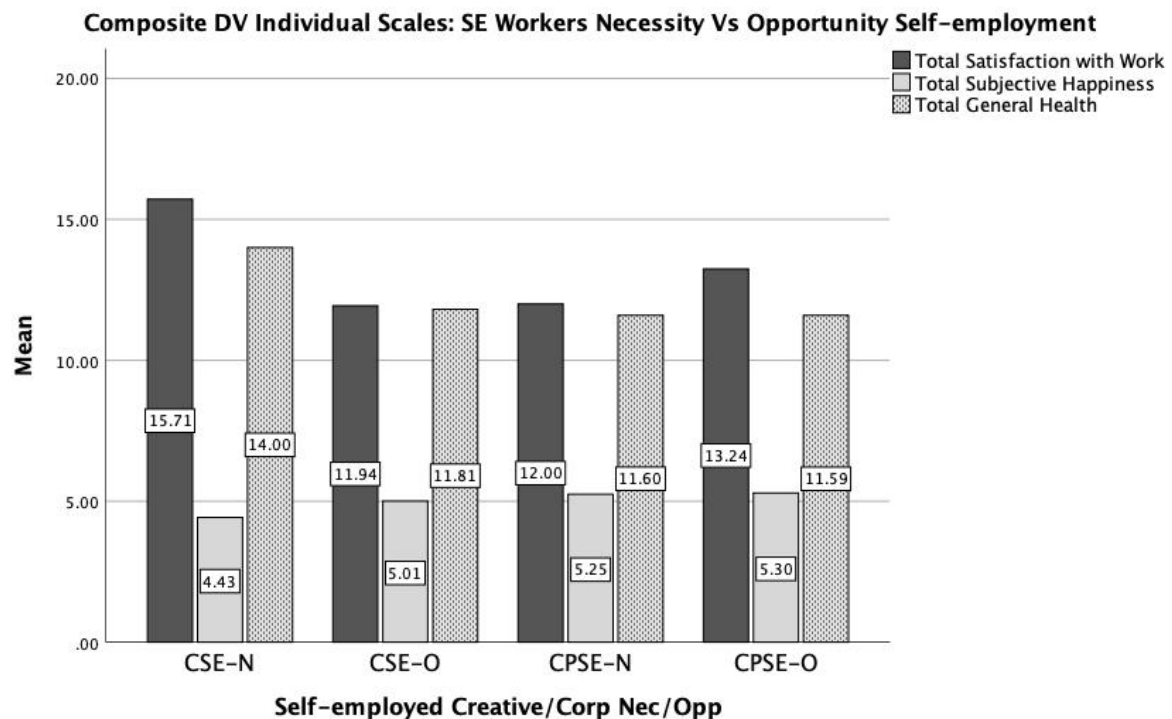


Figure 4. H4 group mean scores on individual measures comprising dependent variable JSWB

3.2 Qualitative Results

Thematic analysis (Braun & Clarke, 2006) was employed in the current study to analyse responses to the qualitative component open-ended question. The following analytic steps involved a non-linear inductive process of coding the data revealing common themes in the responses.

1. Familiarisation with the data — repeated reading of the data was required to establish familiarisation with the form and structure of responses received.
2. Creation of codes from responses - Initial coding commenced, highlighting specific aspects and stand-out features were then isolated from the responses.
3. Formation of themes from the coding - From initial coding, basic themes were formed consisting of the coded data extracts. Main themes were then formed.

3.2.1 Theme 1: Contentment

This first theme can be defined as a particular degree of neutral contentment with work and reflects 5% of responses coded. There was neither stress and anxiety or excitement and enthusiasm present in themed responses. Respondents reported to be “generally happy,” “relatively happy,” and “comfortable” as can be observed by participant 65’s response; “Generally happy with daily work. Could be managing diary and time a bit better, but improving in this area constantly”.

3.2.2 Theme 2: Disaffected

Theme 2 can be defined as indifference, disengagement and an apathetic relationship with work and reflects 13% of responses. Respondents reported to be bored and lacking enthusiasm for work. This can be recognised from the comment from respondent 147; “Mostly boring and repetitive with the occasional challenge. Good relationship to my boss, which helps, but the tasks are too monotone to compensate,” and participant 154; “Do not 'love it' but not the worst”.

3.2.3 Theme 3: Enjoyment & Meaning

By far the most numerous response type which can be observed from figure 5 above, was that of enjoyment, happiness and positive relationship with work. Theme 3 represents 53% of responses and is defined as feelings of challenge but reward and meaning. Participants used words such as “grateful,” “fortunate” and “blessed” to describe their relationship with work. As respondent 176 expressed it; “I feel honoured that I get to serve other people”. Participant 189 suggests; “I know I am possibly in a rare situation as an

employee but I do very much enjoy my work," and participant 10; "I'm fulfilled by my work, it is corporate in nature but it has meaning".

3.2.4 Theme 4: Means to an end

Theme 4 can be defined as a transactional relationship with work and accounts for 11% of coded responses. Terms such as "tedious," "necessary" and "pays the bills" were used to describe participants' feelings about work. As participant 44 puts it; "It's a grind, only doing it cos it pays the bills and hopefully provide a starting block for the kids when the time arises". Participant 166 reports; "I work to live, I don't live to work," and participant 119; "A means to an end to get what I want".

3.2.5 Theme 5: Stressed

Theme 5 can be defined as a feeling of working too hard and being emotionally stretched and represents 18% of coded responses. Words such as "under-appreciated," "overwhelmed" and "frustrated" were used to describe this feeling. Participant 101 responded; "frustrating, broke, abandoned". Participant 94 suggests; "I go home exhausted and stressed over stupid insignificant problems. I often want to shut off my mind and I've been living a bit on auto pilot lately."

Discussion

It was the aim of the current study to investigate how well-being at work differed between self-employed and directly employed workers in creative and corporate workplaces. Research questions were explored via four hypotheses measuring group differences on the composite DV of “job-specific well-being” (JSWB). DV consisted of satisfaction with work (SWWS), subjective happiness (SHS) and general health (GHQ-12). Group inclusion was based on demographics of employment status, work domain, supervisory responsibility, and necessity/opportunity self-employment. Additionally, a qualitative component explored respondents’ feelings about their daily work. Subsequently, themes were compiled through Thematic Analysis via inductive means (Braun & Clarke, 2006).

For hypothesis 1, results showed a significant difference in job-specific well-being between self-employed workers in both creative and corporate workplaces when compared to their directly employed counterparts and, therefore, supported the hypothesis. However, results for the current sample showed directly employed workers were more satisfied with their work than self-employed workers which runs counter to established research findings (Benz & Frey, 2004; Anderson, 2008; Lange, 2012). Binder & Coad (2013), for example, reported their findings ‘robust’ that self-employed workers enjoyed higher job satisfaction than directly employed workers. The current findings are not in agreement and offer the opposite finding. Why total self-employed workers scored lower on satisfaction with work than total directly employed is not clear, however, it may reflect previous research suggesting that self-employed workers are broadly considered to be under high strain from commercial insecurity (Warr, 2018), show higher overall burnout, emotional exhaustion and lack of work satisfaction (Jamal 2007). The aforementioned contradictory study findings and present results perhaps highlight the weakness of questionnaire based assessment of well-being in the

workplace, and provide opportunity for further investigation perhaps on a longitudinal basis and utilising alternative means of assessment. Additionally of note, both self-employed and directly employed group mean scores on SWW reported dissatisfaction with work. In fact, none of the groups under examination across the breadth of the study showed satisfaction with work. Finally for hypothesis 1, no statistically significant difference was observed between total self-employed and total directly employed groups on general health or subjective happiness, although, means scores on subjective happiness were below that suggested for the average person.

Hypothesis 2 examined job-specific well-being (JSWB) amongst self-employed workers with and without supervisory responsibility in both creative and corporate domains of work. It was expected that results would support current available research in this area which suggests that well-being at work amongst the self-employed is contingent upon the presence or absence of supervisory responsibility for others (Warr, 2008; Warr, 2018). Warr suggests that having little or no peer support or proven and established systems of management, work satisfaction of self-employed workers is moderated by supervisory responsibility. However, no significant difference between groups was revealed (see table 2.0), therefore, results did not support the hypothesis. In other words, the current study found that self-employed workers in creative and corporate domains were, on a statistical basis, no more satisfied or dissatisfied with work based on supervisory responsibility. Notwithstanding this, results for individual measures, albeit not statistically significant, found that corporate self-employed workers without supervisory responsibility (CPSEwoSR) were more satisfied with their work and had lower probability of clinical disorder than other self-employed groups. Looking at creative self-employed, CSEwoSR group were fractionally more satisfied with their work and had lower probability of psychological disorder than CSEwSR. Results

on SWW, therefore, point towards support for Warr (2018). Measures of subjective happiness provided very similar results for the four groups analysed, however, group mean scores were below that indicated by the measure as normal for the average person. Additionally, self-employed workers in creative domains of work with supervisory responsibility (CSEwSR) recorded the highest probability of clinical disorder and lowest on work satisfaction. This does not support findings that artists enjoy higher job satisfaction than other employees (Bille et al., 2013). Present results may reflect the finding that artists and creatives suffer adversely from above-average unemployment and constrained underemployment (Steiner, 2017). Taking into account Steiner's view that the relationship between pay and satisfaction is weaker for artists than non-artists (Steiner, 2007), perhaps this can be accounted for by present results and may be a variable worth examining in future research.

Further exploring the second of three research questions, hypothesis 3 sought to investigate job-specific well-being (JSWB) differences amongst directly employed workers in creative and corporate domains with and without supervisory responsibility. Once again, it was expected that results would support previous research which suggests that workplace well-being is dependent on the presence or absence of supervisory responsibility (Warr, 2008), and directly employed workers in supervisory roles show higher job satisfaction over those who are not (Tetrick et al., 2000). Results showed a significant difference between groups on the composite measure of job-specific well-being (see table 4.0) and, therefore appeared to support the hypothesis and previous research. Subsequent analysis of individual measure results, however, showed that statistically differences on GH accounted for results. Similar to findings for hypothesis 2, individual measure results showed directly employed workers in corporate domains without supervisory responsibility (CPDEwoSR) were higher on work satisfaction than those with supervisory responsibility (CPDEwSR) and, therefore,

did not support findings by Tetrick et al., (2000). Perhaps paradoxically, results also showed CPDEwoSR were higher on probability of clinical disorder than CPDEwSR and may reflect a disconnect between how respondents actually feel and how they want to feel about their work. Additionally, results for directly employed workers in creative domains without supervisory responsibility (CDEwoSR) also showed higher work satisfaction, but in this case, lower probability of clinical disorder than their creative counterparts with supervisory responsibility (CDEwSR). Individual measure results do not support Warr (2018) and Tetrick et al., (2000), however, the mean score differences were small and not significant. It is worth noting that in examination of satisfaction with work, all respondent groups reported dissatisfaction with work ranging from dissatisfied to slightly dissatisfied. It is also of note that group sizes were not equal with CDEwSR (N=3) markedly lower than other groups. This perhaps represents a significant weakness in the current study and future examinations of workplace wellbeing amongst creative directly employed workers should ensure adequate sample size.

Hypothesis 4 explored differences in job-specific well-being (JSWB) amongst SE workers in creative and corporate domains whose self-employment choice was influenced by either necessity or opportunity. That is to say, group inclusion was determined by whether self-employed workers were forced into self-employment through unemployment (for example), or they realised and pursued a commercial opportunity. Results found no statistically significant difference between groups and, therefore, did not support the hypothesis. According to research, “opportunity” entrepreneurs compared with “necessity” entrepreneurs, are more satisfied with self-employment (Block & Koellinger 2009; Kautonen & Palmroos 2010). Binder & Coad (2013) suggest that those who enter self-employment through necessity experience reduced subjective happiness and general health than

comparative groups. However, although not statistically significant, current results were not completely in agreement. Analysis of individual measures showed CSE-N workers recorded higher levels of SWW than the other three groups, but again perhaps paradoxically, SH and GH scores for CSE-N workers indicated lower subjective happiness and greater probability of clinical disorder respectively, than other groups examined. As suggested for hypothesis 3, results may reflect a disconnect between how respondents actually feel and how they think they should feel about their work. Additionally, and perhaps a significant consideration in attempting to explain results, is that overconfidence biases of entrepreneurs has been found in self-report measures (Binder & Coad, 2013).

Although not investigated and compared directly, upon examination of CSE and CDE workers with/without SR, similar scores were observed across individual measures, however, work satisfaction was higher for CDE workers. Additionally, results on all measures for both CSE and CDE workers were lower on SWW and SHS, and higher on GH than their corporate counterparts and perhaps reinforces the persistent cultural idea of the starving artist. Results here further support findings by Bille et. al., (2013) and Steiner (2007) suggesting that for CSE workers whose motivation may not be outcome based, the pressures of business may weigh heavily on psychological well-being. Future research should explore self-employed and directly employed creative workers in effort to further understand these results and perhaps develop useful interventions. The examination of workplace well-being amongst self-employed and directly employed workers in creative and corporate domains offers a seldom explored comparison and represents a particular strength of the current study. Additionally, results herein question the validity of prior research as it applied to creative groups and highlights the need for further specific investigation of the psychology of creative people at work. Looking at the qualitative component, it can be observed that 53% of

responses coded reflected a positive relationship with work, 42% were negative and 5% were neutral and perhaps do not adequately reflect quantitative findings. SWW showed all groups scored in the dissatisfied range and SH showed all groups were below the measure of normal for the average person. It can be argued, perhaps, GH results were reasonably matched to qualitative findings.

In conclusion, one of the overriding aims of the current study was to explore job-specific well-being as it relates to self-employed workers compared with directly employed workers in creative and corporate workplaces. Although some results ran counter to previous research and were perhaps paradoxical, it may be possible to draw some tentative conclusions. The general findings of the current study are five-fold; (1) Self-employed workers as a whole, are less satisfied with work than directly employed workers. (2) Where supervisory responsibility exists, both self-employed and directly employed workers engaged in creative domains are generally less satisfied with work and have greater probability of psychological disorder than those in corporate domains. (3) Necessity based creative self-employed are highest on work satisfaction but lowest on general health. (4) Both self-employed and directly employed workers regardless of their domain of work, supervisory duties, or nature of taking up self-employment (where that applied to self-employed only), are dissatisfied with work, do not differ and are below normal levels on measures of subjective happiness. (5) A significant portion of the workforce are stressed, unhappy, and disaffected in their work. The current study, therefore, concludes that existing research pertaining to the workplace well-being of the self-employed does not accurately apply to creative self-employed workers. Furthermore, existing research pertaining to creatives and artists also does not accurately apply to creative self-employed workers.

Although the current study may be considered weak in respect to group sizes in certain cases, means and method of data collection, and results may not be applicable to the general working population, results may be a valuable step towards understanding factors influencing workplace well-being amongst the creative self-employed. An additional strength of the current study can be observed in the platykurtic and symmetrical distribution of data highlighting the absence of outliers in the dataset. Subsequent research may benefit from a more selective means of participant selection and perhaps repeated measures design.

Furthermore, a deeper examination of supervisory role, number of staff under management and extent of management experience, and the exclusion of part-time workers would aid group selection. Notwithstanding study weaknesses, where the creative self-employed are concerned, the current study has highlighted perhaps a neglected area of research within work psychology, offering counter results to respected papers on workplace wellbeing of the self-employed. Therefore, research must be committed to examining the creative self-employed as a subgroup of self-employed in order to inform theories of work motivation and occupational choice for this cohort. Industry leaders, local politicians and small business support groups can therefore better assist the creative self-employed to grow their businesses. The creative self-employed can broaden the reach of their work and contribute not just aesthetically, but economically and socially towards the establishment of improved workplace practices that benefit overall life and well-being of individuals.

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Appendices

Appendix A Cover Sheet

Cross-sectional Analyses of Self-employed & Directly Employed Workers' Well-being In Creative Arts and Corporate Workplaces

My name is Larry Maguire and I am a final year psychology student conducting research in the Department of Psychology at Dublin Business School, Aungier Street, Dublin, Ireland. **My research is seeking to explore differences in workplace well-being between the self-employed and directly employed workers in the creative arts and corporate environments.** This research is being conducted as part of my BA studies and will be submitted for assessment and final grading.

You are invited to take part in this study. Participation involves completing and returning the attached anonymous survey. (No personally identifiable information will be gathered). While the survey asks some questions that might cause some minor negative feelings, it is a standardised and widely used psychological research method. If any of the questions raise difficult feelings for you, contact information for mental health support services is included on the final page.

Participation is completely voluntary and so you are not obliged to take part.

Participation is anonymous and confidential. Therefore, responses cannot be attributed to any one participant. For this reason, it will not be possible to withdraw from participation or edit your response after the questionnaire has been submitted. The questionnaires will be securely stored and data from the questionnaires will be transferred from the electronic record to CSV file format and stored on a password-protected computer. One question requires your open-ended response. Anonymous text quotations from this response may be used in the final research report which may be issued for publication and/or presented at conferences. Data will be retained for 12 months subsequent to completion of the study, then destroyed.

It is important that you understand that by completing and submitting the questionnaire that you are consenting to participate in the study.

Should you require any further information about the research, please contact Larry Maguire, 10354999@mydbs.ie. My supervisor, Dr. John Hyland, can be contacted at john.hyland@dbs.ie.

Thank you for taking the time to complete this survey.

✓ I have read the above information, I understand the nature of the study and I offer my full consent to take part. I understand that the data I submit is anonymous and once I submit my response it cannot be removed from the study.

*Appendix B Demographics***Demographic Questions**

Question 1: To what age group do you belong?

(a) under 18, (b) 18 to 30, (c) 31 to 40, (d) 41 to 50, (e) 51 to 60, (f) 60+

Question 2: What is your current employment status?

(a) self-employed, (b) directly employed, (c) part-time, (d) unemployed/not working, (e) retired

Question 3: What is the primary nature of your daily work?

(a) I work in the Creative Arts (b) I work in the Corporate sector. (c) Other

Question 4: Is your current work your primary source of income or is it a hobby?

(a) a primary source of income (b) a hobby

Question 5: In your job, do you have supervisory responsibility for other workers?

(a) Yes (b) No.

Question 6: If applicable, what was your reason for choosing self-employment?

(a) It was necessary (b) I took advantage of an opportunity (c) not applicable to me

*Appendix C Satisfaction With Work Scale (SWWS)***Satisfaction With Work Scale (SWWS)**

Below are five statements that you may agree or disagree with. Using the 1 - 7 scale below, indicate your agreement with each item by placing the appropriate number on the line preceding that item. Please be open and honest in your response.

- 7 - Strongly agree
- 6 - Agree
- 5 - Slightly agree
- 4 - Neither agree nor disagree
- 3 - Slightly disagree
- 2 - Disagree
- 1 - Strongly disagree

___ In general, the type of work I do corresponds closely to what I want in life.

___ The conditions under which I do my work are excellent.

___ I am satisfied with the type of work I do.

___ Until now, I have obtained the important things I wanted to get from my work.

___ If I could change anything at work, I would change almost nothing.

Scoring Procedure

The total score for all five answers to the five statements are calculated. Below is how you can interpret individual scores.

- 31 - 35 Extremely satisfied
- 26 - 30 Satisfied
- 21 - 25 Slightly satisfied
- 20 Neutral
- 15 - 19 Slightly dissatisfied
- 10 - 14 Dissatisfied
- 5 - 9 Extremely dissatisfied

Appendix D Subjective Happiness Scale (SHS)

The Subjective Happiness Scale (SHS) is a 4-item scale of global subjective happiness. Two items ask respondents to characterise themselves using both absolute ratings and ratings relative to peers, whereas the other two items offer brief descriptions of happy and unhappy individuals and ask respondents the extent to which each characterisation describes them. The SHS has been validated in 14 studies with a total of 2,732 participants. Data has been collected in the United States from students on two college campuses and one high school campus, from community adults in two California cities, And from older adults, as well as from students and community adults in Moscow, Russia. Results have indicated that the SHS has high internal consistency, which has been found to be stable across samples. Test-retest and self-peer correlations have suggested good to excellent reliability, and construct validation studies of convergent and discriminant validity have confirmed the use of this scale to measure the construct of subjective happiness.

How to Score Subjective Happiness Scale:

To score the scale, reverse code the 4th item (i.e., turn a 7 into a 1, a 6 into a 2, a 5 into a 3, a 3 into a 5, a 2 into a 6, and a 1 into a 7), and compute the mean of the 4 items. That answer is your “subjective happiness score”.

Interpretation of results

The average score runs from about 4.5 to 5.5, depending on the group. College students tend to score lower (averaging a bit below 5) than working adults and older, retired people (who average 5.6). If you're past college age, and your happiness score is lower than 5.6, then you're less happy than the average person. To put it another way, more than 50 percent of people in our age group rate themselves higher on the scale. If your score is greater than 5.6, then you're happier than the average person. Of course, what the “average person” is for you will depend on your gender, your age, your occupation, ethnicity, etc. But what's important to remember is that no matter what your score is, you can become happier.

The Subjective Happiness Scale (SHS)

For each of the following four statements and/or questions, please circle the point on the scale from 1 to 7 that you feel is most appropriate in describing you.

1. In general, I consider myself:

1	2	3	4	5	6	7
not a very happy person			a very happy person			

2. Compared to most of my peers, I consider myself:

1	2	3	4	5	6	7
less happy			more happy			

3. Some people are generally very happy. They enjoy life regardless of what is going on, getting the most out of everything. To what extent does this characterisation describe you?

1	2	3	4	5	6	7
Not at all			A great deal			

4. Some people are generally not very happy. Although they are not depressed, they never seem as happy as they might be. To what extent does this characterisation describe you?

1	2	3	4	5	6	7
Not at all			A great deal			

Appendix E General Health Questionnaire (GHQ12)

The General Health Questionnaire GHQ-12 (Goldberg, 1992) is a shortened version of the well-validated full version, the GHQ-60 (Goldberg, 1978), but is equally valid and reliable. The items selected load heavily in the factor analysis of the full version and avoid symptoms of physical illness. Each of the 12 items asks whether the respondent has experienced a particular symptom or item of behaviour recently using a four-point scale; 'less than usual', 'no more than usual', 'rather more than usual' or 'much more than usual.' The scale is self-administered using the instructions on the form, and takes about five minutes.

How to score the measure

There are two scoring systems: GHQ scoring, where responses score 0, 0, 1 and 1 respectively; and Likert scoring, where responses score 0, 1, 2, and 3 respectively. The first method gives scores ranging from 0 to 12 and is appropriate for detecting cases. The second method is more useful for comparing the degree of disorder as it gives a less skewed distribution of scores, ranging from 0 to 36.

Interpretation

Higher scores indicate a greater probability of clinical disorder. Based on five validation studies, the recommended cut-off threshold for psychiatric disorder is 2/3 using the first method of scoring. Cut-offs have not been validated for Likert scoring. Higher cut-offs may be necessary for respondents with somatic symptoms which can inflate scores.

Evaluation and psychometric status

Psychometric properties of the GHQ-12 are mentioned briefly here. Detailed information is available in Goldberg and Williams (1988). Internal consistency as assessed by Cronbach's alpha ranged from 0.82 to 0.90 in a series of studies. The split-half reliability was 0.83 and test-retest reliability was 0.73. Validity has been evaluated by assessing its sensitivity in detecting cases of psychiatric disorder. In the original validation sensitivity was 93.5 per cent and the specificity in detecting cases of disorder only was 78.5 per cent. There have been six

further studies validating the GHQ-12 against standardised interviews of psychiatric disorder and each produced satisfactory sensitivity and specificity figures.

Comparison

The GHQ is the best validated, self-administered measure for detecting psychiatric disorder in a British population and has also been validated and translated for other populations. The GHQ-12 performs well by comparison with the longer versions of the GHQ in detecting psychiatric disorder. It does not give the sub-scales available on the 28-item version of the GHQ which assess somatic symptoms, anxiety and insomnia, social dysfunction and severe depression. This and various translations of the GHQ can be obtained from NFER-NELSON.

The following items examine how your general health has been **over the past few weeks**. Please read each statement and select on the scale A, B, C, or D where it most describes how you felt over the last few weeks only.

Over the past few weeks, have you been or felt...

		A	B	C	D
1	Able to concentrate	Not at all	No more than usual	Rather more than usual	Much more than usual
2	Loss of sleep over worry	Not at all	No more than usual	Rather more than usual	Much more than usual
3	Playing a useful part	Not at all	No more than usual	Rather more than usual	Much more than usual
4	Capable of making decisions	Not at all	No more than usual	Rather more than usual	Much more than usual
5	Felt constantly under strain	Not at all	No more than usual	Rather more than usual	Much more than usual

6	Couldn't overcome difficulty	Not at all	No more than usual	Rather more than usual	Much more than usual
7	Able to enjoy day-to-day activities	Not at all	No more than usual	Rather more than usual	Much more than usual
8	Able to face problems	Not at all	No more than usual	Rather more than usual	Much more than usual
9	Feeling unhappy & depressed	Not at all	No more than usual	Rather more than usual	Much more than usual
10	Losing confidence	Not at all	No more than usual	Rather more than usual	Much more than usual
11	Thinking of self as worthless	Not at all	No more than usual	Rather more than usual	Much more than usual
12	Feeling reasonably happy	Not at all	No more than usual	Rather more than usual	Much more than usual

*Appendix F Qualitative Question***Qualitative Open-ended Question**

Question: In your own words, being as descriptive as possible, explain how you feel about your current daily work.

6 Phases of Thematic Analysis

1. Familiarisation with data looking for patterns
2. Generate initial codes
3. Combine codes into overarching themes
4. Observe how themes support data
5. Define the themes
6. Produce the report

Checklist for good Thematic Analysis (As per Braun & Clarke)

1. The data have been transcribed to an appropriate level of detail, and the transcripts have been checked against the tapes for 'accuracy'
2. Each data item has been given equal attention in the coding process.
3. Themes have not been generated from a few vivid examples (an anecdotal approach), but instead the coding process has been thorough, inclusive and comprehensive
4. All relevant extracts for all each theme have been collated.
5. Themes have been checked against each other and back to the original data set
6. Themes are internally coherent, consistent, and distinctive
7. Data have been analysed, interpreted, made sense of rather than just paraphrased or described
8. Analysis and data match each other the extracts illustrate the analytic claims

9. Analysis tells a convincing and well-organised story about the data and topic
10. A good balance between analytic narrative and illustrative extracts is provided
11. Enough time has been allocated to complete all phases of the analysis adequately, without rushing a phase or giving it a once-over-lightly
12. The assumptions about, and specific approach to, thematic analysis are clearly explicated.
13. There is a good fit between what you claim you do, and what you show you have done ie, described method and reported analysis are consistent
14. The language and concepts used in the report are consistent with the epistemological position of the analysis
15. The researcher is positioned as active in the research process; themes do not just 'emerge'.

Appendix G Forum Permissions & Outreach

The following messages were submitted to moderators prior to sharing the research study questionnaire with forum members and also over email and social media.

Business WhatsApp Group.

Hello [First Name], I'm doing final year research project looking at workplace wellbeing in self-employed vs directly employed workers. Two domains of work, creative arts and corporate. Can I share questionnaire with group? Here's the link; <http://bit.ly/wellbeingLGM>

Facebook Group for Creatives

Hi [First Name], hope you're well. I'm wondering if I can ask a favour... I'm doing final year research project (Psychology) looking at workplace wellbeing in self-employed vs directly employed workers. Two domains of work, 1) creative arts and 2) corporate. Can I share questionnaire with group? Here's the link; <http://bit.ly/wellbeingLGM>

Email & Direct Message Outreach

Hi [First Name], my degree studies in psychology are coming to a close shortly, and for my final year thesis I'm conducting a study looking at workplace wellbeing in self-employed vs directly employed workers across two domains of work; creative arts and corporate. Can you take 5 or 6 mins to take part? Here's the link; <http://bit.ly/wellbeingLGM>

Regards & thanks, Larry

Social Media Post Example

Are #selfemployed people happier at work than directly employed workers? This is the question my research is asking. Can you take 5 mins to complete a questionnaire?
#employment #work #happiness #psychology <http://bit.ly/wellbeingLGM>

*Appendix H Debrief Form***Debrief Form**

Many thanks for taking part in this study. Your response has been recorded.

The research being conducted is setting out to explore workplace well-being amongst self-employed and directly employed workers in the creative arts and corporate workplaces. If you would like to receive a copy of the final research report you can do so by emailing me a request at 10354999@mydbs.ie. The final paper will be available from September 2020.

If you feel that answering this survey has raised some mental health issues for you, please consider contacting some of the support services listed below, or speak to a friend, family member or professional.

Aware:

The Aware Support Line 1890 303 302

Available Monday – Sunday, 10am to 10pm.

Email for support at: supportmail@aware.ie

<https://www.aware.ie/>

The Samaritans:

Call on: 116 123

Available 24hrs a day, 365 days a year. Free to call.

Email: jo@samaritans.org

<https://www.samaritans.org/ireland/samaritans-ireland/>