

Affective Well-Being of Private Sector Employees in Slovakia¹

Miriam Martinkovičová – Miroslava Knapková² – Alena Kaščáková³
Faculty of Economics, Matej Bel University in Banská Bystrica

Affective Well-Being of Private Sector Employees in Slovakia. The primary aim of the paper is to present selected results of an original representative survey of the use of time in Slovak households, in which one of the methods of determining the affective component of subjective well-being was used for the first time in Slovakia. Based on the recommendations of the harmonized research on the use of time, we identified extremely positive emotion (happiness) by the means of 24-hour monitoring of the allocation and use of time for paid work, unpaid work and leisure time during the working day and free day. For this contribution, we selected those respondents who are private sector employees. We evaluated and processed the perception of the affective component of subjective well-being (SWB) in terms of age categories of employees, gender, and household category. The research has shown that the hedonic component of SWB, meaning an extremely positive emotion, is the most common among employees in the 25-49 age group at performing unpaid work activities during the working day. Employed women perform more unpaid work and they feel more positive emotions during its performance than working men. Employees living in households with children up to 15 years of age feel more positive emotions at performing unpaid work activities than employees without young children. On the other hand, employees living in households without children (up to 15 years of age) experience more positive emotions during leisure time activities.
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Introduction

Happiness, good life and satisfaction belong to those aspects which are significant for most of the people. Advices how to reach them originated from Aristotle through Jeremy Bentham to Stiglitz-Sen-Fitoussi Commission. The current increase in interest in these issues has undergone interesting and contradictory development, especially in terms of finding appropriate indicators and methods of their measurement.

The term "quality of life" appeared for the first time in the 1920s in connection with the ideas of the economic development and the role of the state

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² Address: doc. PhDr. Miriam Martinkovičová, PhD., Ing. Mgr. Miroslava Knapková, PhD., Department of Economics, Faculty of Economics, Matej Bel University in Banská Bystrica, Tajovského 10, 974 01 Banská Bystrica, Slovak Republic. E-mail: miriam.martinkovicova@umb.sk; miroslava.knapkova@umb.sk

³ Address: Ing. Alena Kaščáková, PhD., Department of Quantitative Methods and Information Systems, Faculty of Economics, Matej Bel University in Banská Bystrica, Tajovského 10, 974 01 Banská Bystrica, Slovak Republic. E-mail: alena.kascakova@umb.sk

in supporting lower social classes. The studies focusing on the quality of life have been published from the end of 1960s and the beginning of 1970s; firstly as a reaction to the growing wealth of the most advanced countries of Western Europe and the USA, accompanied by the growth of consumerism of their populations. These researches focused on economic and social indicators of well-being, such as income and material status, political freedom and independence, social justice, legal security and healthcare (Džuka 2004). Later, the interest shifted to the subjective indicators of quality of life, especially those that relate to individuals and their health. The World Health Organisation (WHO) defines quality of life as individually perceived life situation in the context of a specific culture and a dominant value system in relation to one's own ambitions, expectations, and interests. Such concept of quality of life is influenced by several indicators, such as physical health, mental state, the degree of independence, social relations, and quality of the environment (The WHOQOL-Group 1994).

Gradually, the research of quality of life has become more individualized and is currently focusing on subjective perception and assessment of one's own life. The broad scope of quality of life research is also related to inconsistent and ambiguous terminology. As noted by Heřmanová (2012: 409), in addition to the term "quality of life", there are other terms (although not sufficiently defined), such as "social well-being", "subjective well-being", "personal well-being", "social welfare", "human development", "standard of living", "happiness", "health", "wealth" and "satisfaction". In this context, we can divide the ongoing discourse in the scientific literature according to whether the terms are perceived as synonyms (Veenhoven 1997, 1984) or whether they express different aspects of the same construct (Diener 2005). Veenhoven (1997) identifies the quality of life as SWB in two meanings: (1) circumstances that are necessary for good life and (2) living a good life. He defines happiness as "the degree to which an individual judges the overall quality of his life favourably" (Veenhoven 1984: 22), and the terms happiness and satisfaction are identical meanings of favourable subjective assessment of one's life. On the other side, according to Diener (2005: 401-402), "quality of life usually refers to the degree to which a person's life is desirable versus undesirable", often with an emphasis on external components, such as environmental factors and income. In contrast to SWB, which is based on subjective experience, quality of life is often expressed as more "objective" and describes the circumstances of a person's life rather than his or her reaction to those circumstances.

The concept of "quality of life" has been studied in the context of social sciences (Blau 1977; Land et al. 2011; Slottje 2019) and medicine (Strine et al. 2009; Björkman – Svensson 2005; Comerota 2019), whereas the "subjective well-being" is an original psychological construct (Diener 1984, 2009;

Brunstein 1993; Chopik et al. 2019). According to Diener (1984), the well-being consists of two components:

emotional component (positive and negative affectivity) as hedonic orientation, cognitive component (global, wider social orientation, general satisfaction with life and various specific domains of life) as eudaimonic orientation.

In this article, we focus on hedonic part of SWB, namely positive affectivity (affective SWB) of employees in private sector in Slovakia. Employees of private sector represent specific group of individuals, whose daily routine is strongly influenced by the time spent in paid work. We are using specific form of measuring affective SWB – the Time Use Survey methodology with an information about the extreme feeling of happiness.

Well-being and its measurements

The multidimensionality of well-being can be studied in different ways, the most often by using indexes based by survey data. Some of index approaches represent synthetic indicators relating to overall well-being situation, others relate to subjective level only. The most famous of them are Human Development Index (HDI), introduced by the United Nations Development Programme (<http://hdr.undp.org>), and OECD Your Better Life index or Happy Planet Index (HPI), which was introduced by the New Economics Foundation (<http://happyplanetindex.org>).

The problem of measuring the SWB is most visible when measuring the quality of life using one question, such as: “If you reflect upon your life and personal situation, how satisfied are you with your life as a whole?” (Cummins et al. 2003). This global assessment is so wide that it is impossible to identify the respective share of emotional evaluation and cognitive judgement in it, and above all, it is not possible to determine, what part of life reality a person reflected upon at the moment of responding to this question. Such measurement is loaded with another undesirable characteristic – it is strongly determined by the current emotional state of the respondent: how a person feels now considerably determines their response to the question of overall satisfaction. The result of this type of questioning is considered by one group of researchers as a quality of life indicator, by other group as an indicator of SWB and still by others as an indicator of both (Džuka 2004).

The differences in responses to questions about life satisfaction and happiness are consistent with the idea that SWB has two sides: an experiential or emotional (affective) side, and an evaluative or cognitive side (Diener et al. 2003; Diržytė et al. 2016). Of course, the limits between emotional and cognitive aspects of well-being are blurred in our minds, so in practice both kinds of questions measure both aspects to some degree. Indeed, researchers often construct ‘subjective well-being indexes’ where they simply average the

results from various types of the questions. The common denominator of these researches is that it is a memory-based (retro) measurement of SWB that requires the respondent to assess the intensity (not the frequency) of satisfaction or emotional states, over a period of time on an appropriate scale (Table 1). This is particularly problematic in case of emotion measurement, where there is no real-time link between the feeling and the activity that caused it. By recalling the experience with the passage of time, the validity of the data obtained is significantly reduced.

Table 1: Examples of survey/research questions

Survey/research	Question
European Values Study (EVS) (https://europeanvaluesstudy.eu)	Taking everything into consideration, would you say that you are 1 very happy, 2 rather happy, 3 not very happy, 4 not happy at all.
European Quality of Life Survey (EQLS) (https://www.eurofound.europa.eu/surveys/european-quality-of-life-surveys)	When considering all the circumstances, how happy would you say you are? 1 very unhappy ... 10 very happy.
European Social Survey (ESS) (https://www.europeansocialsurvey.org)	When considering all the circumstances, how happy would you say you are? 0 totally unhappy ... 10 totally happy.
Eurobarometer (https://ec.europa.eu/commfrontoffice/publicopinion/index.cfm)	Overall, would you say that you are ... with your life? 1 very satisfied, 2 rather satisfied 3 rather unsatisfied or 4 very unsatisfied.
The World Value Survey (WVS) (http://www.worldvaluessurvey.org)	Taking all things together, would you say you are? (i) very happy, (ii) rather happy, (iii) not very happy, (iv) not at all happy, (v) don't know.
The Gallup World Poll (the Cantril Ladder question) (https://gallup.com)	Please imagine a ladder, with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?
EU-SILC (https://ec.europa.eu/eurostat/web/microdata/european-union-statistics-on-income-and-living-conditions)	Life satisfaction questions with 15 life domains (focusing at the period during which survey was performed) and 5 emotional questions (monitoring emotional tension during the past four weeks).

Source: Own elaboration

Researches displayed in Table 1 are internationally accepted tools for SWB measurement. The methods of measuring both components of SWB, it means both cognitive and affective, by the means of memory-based detection, are sufficiently elaborated and regularly implemented. In order to avoid the loss of authentic experiences and emotions, it is, however, necessary to record those components also in the real time of their experience. The affective component of SWB is tied to the activity, stimulus or situation that caused it. According to Diener (1984), subjective well-being is considered as hedonic and assessment

is based on investigating pleasant emotions and moods, negative emotions and moods, and life satisfaction. Affective well-being refers to individuals' perceptions of their experiences pertaining to recent specific episodes in their daily lives (Davern et al. 2007; Kahneman – Krueger et al. 2004; Kahneman – Krueger 2006) and captures “how people experience their lives moment to moment as reflected in the positive and negative feelings that accompany their daily activities” (Krueger – Kahneman et al. 2009: 9). Affective experience provides quantitative information on respondents' time use and the intensity of stress, enjoyment, and other affective states during their various uses of time (Garcia – Erlandsson 2011; Gimenez-Nadal – Molina 2015; Lim 2016). Thus, compared with global well-being measures, time-based subject well-being connects individuals' reported well-being to actual events that occurred in their lives and provides a more accurate measure of what individuals experienced moment to moment (Krueger – Kahneman et al. 2009; Musick et al. 2016).

In our study, we present unique data on affective SWB obtained through the research using the Time Use Survey methodology. The TUS represents a research instrument suitable for measuring both components of subjective well-being, cognitive and affective, by linking three basic variables: time – activity – feeling. Specifically, the following methods are most used to measure affective well-being:

Thomas Juster, who used time diary data to assess levels of SWB (Juster et al. 1981), initiated systematic analyses of the relationships between time use and well-being by economists. In Juster's opinion, a summation of enjoyment ratings (process benefits) associated with activities performed during a specified period provides a more realistic valuation of SWB than general questions about life satisfaction or perceived happiness based on past recollections. Researchers proposed to calculate process well-being benefits (PWB) as a weighted index of the duration of activities and their level of enjoyment.

In the 2000s, interest in using time use data for the assessment of SWB was reviewed by Kahneman and Krueger (2006). Kahneman and Krueger's day reconstruction method (DRM) used ‘experienced utility’ valuations of time diary episodes to assess respondents' well-being. It was more process sensitive and accurate than Juster's PWB, and it shared with the latter assumption that SWB can be calculated as a multiple of activities' duration and their enjoyment ratings (Zuzanek – Zuzanek 2015).

The truly concurrent valuation of well-being connotations of daily activities was made possible by ESM surveys, where respondents were asked to record their feelings about what they were doing at the very moment when they were signalled by the pager. It is, generally accepted that Experience sampling methods „are the gold standard for assessing people's affective experience.

They can capture the experience in actual moment, while the person has access to current feeling, and hence minimize problems of recall and inference“ (Schwarz et al. 2009: 158).

Another option is single question, which is used as part of a time-use diary. It is the so-called “column of happiness”. This question should generally not be used in conjunction with the DRM, as it is a substitute, and should be completed by the respondent for all time-use diary activities. In the 2010, within the French TUS, the French national statistical office, added the intensity of emotional experience as a separate column in the time diary (enjoyment field), asking the respondent to record "was that moment pleasant or unpleasant" on a scale from minus 3 (unpleasant) to plus 3 (pleasant).

The last method used for assessing well-being also uses the diary logs of the respondents. It can be classified as way of establishing affective well-being (hedonic orientation). At the end of the diary day, the respondent is asked to choose an activity at which he experienced the most positive, the most negative or the most stress emotions. This method monitors only extreme emotional states as part of the SWB.

Affective well-being of employees

The socio-demographic, contextual and situational determinants of SWB of employees in the private sector have been the focus of standard work-life quality surveys for a long time. The research concentrates on examining objective indicators of the quality of working life (salaries, type of employment, type of working contract, degree of the worker's legal protection, working time and its flexibility) and subjective indicators of quality of working life. There is a wide range of theoretical approaches to the subjectively perceived quality of working life (Čadová 2006; Sirgy et al. 2001; Tangian 2007; Vinopal 2011), that are based on the concept of human needs and their saturation. Their disadvantage is that they monitor only one (cognitive) component of employees' SWB, which is focused on the evaluation of their satisfaction and the importance of certain working life factors.

Subjective well-being of employees is often analysed in connection with the stress on the workplace (Bliese et al. 2017; Day et al. 2010), and possibilities of its reduction and hence increasing of SWB of employees at work (Kuehnl – Seubert et al. 2019; Pignata – Boyd 2016; Holman et al. 2018). Other studies focus on the SWB of employees because of the aggression at the workplace (Kaukiainen – Salmivalli et al. 2001; Goussinsky 2011; Yragui – Demsky et al. 2017), and because of information and communication technologies (Day et al. 2010; Nixon – Spector 2013).

Studies, that analyse SWB of employees regarding their private life are focusing mostly on work-life balance and influence of the family life on

employee's SWB at work. Grant-Vallone and Donaldson (2001) found out that work-family conflict was a longitudinal predictor of employee's positive well-being. Neto and Carvalho et al. (2016) concluded that the work-family conflict decreases the employee psychological well-being at workplace. However, there is a lack of studies analysing SWB of employees during the whole day that consider the division of time on paid activities, unpaid activities and leisure (free) time. Some authors focus on the time allocation (time use, eventually work-life balance) of employees. For example, Thornthwaite (2004) analysed the working time preferences of employees, based on the comparison from various precedent researches. Robinson and Bostrom (1994) used time diary to measure time that employees spent in their paid work. Major et al. (2002) developed and tested a model of the predictors of work time and the relationships between time, work interference with family, and psychological distress. During last years, researchers stress the difference between the time allocation of male employees and female employees. In their study, Hagqvist et al. (2019) analysed the time use of men and women in Sweden, comparing self-employed and employed individuals. Their results show that self-employed men and women distribute their time in a more gender-traditional manner than employees do. The age of the employees plays also an important role in distribution of the time. Virkebau and Hazak (2017) found that age of the employee is one of the factors (besides residential status, and the number of young children in the family) that influence requirement of employees in Estonia for flexible working time. Spieler et al. (2018) conducted two studies (in the first one, they analysed 298 bank employees; in the second one they analysed 608 workers) focusing on the relationship between the age and work-life balance. They found out that older workers enjoy higher work-life balance – than young workers. Dahm et al. (2015) analysed time distribution in connection with the work-family conflict of employees. Their research showed that discrepancies between actual and preferred time allocations to work activities negatively relate to work satisfaction, psychological well-being, and physical well-being.

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

to build resources and affective well-being at work. Ünal (2014) confirmed similar effect of leaders' humour on improving affective SWB of employees.

In our article, we try to fulfil the gap in current research. We focus on SWB of employees not only at the workplace, but during the whole day (based on TUS methodology, the day is divided into three main groups of activities: paid work – unpaid work – leisure time). Even more, we analyse emotional (affective) part of SWB by using the data from original field research, that was conducted in Slovakia in 2017.

Research methodology

Until recently, the only method used for measuring the SWB in Slovakia was eudaimonic (cognitive) type of research using the questions about the overall life satisfaction, or some of its determinants (concerning health, housing, family life, financial situation, environment in which the respondent lives, participation in the society, etc.). They were part of the European surveys launched in Slovakia, such as ISSP, European Value Survey, EU SILC, Quality of Life Survey or Eurobarometer. The results of these researches served as a fundament for published studies on SWB in Slovakia (comparative analysis of four Central European countries) in relation to the individual material situation (Švorc 2018) and in relation with various economic characteristics of well-being (Želinský et al. 2018).

The first attempt to implement TUS in Slovakia was in 1990 (in ex Czechoslovakia), under the supervision of the Institute of Sociology of the Czechoslovak Academy of Sciences. The pilot testing of TUS in Slovakia took place in 1996 and 2006 (Statistical office of Slovak Republic). However, the TUS as a tool for measuring affective well-being has not been fully implemented in Slovakia by now.

Research and data processing

To analyse time use and SWB of individuals in Slovakia, we conducted an original field research, based on modified TUS methodology (diary time collection). Multidisciplinary team of researchers conducted the field research in 2017, within the VEGA project "Decision-making of Slovak households about time allocation for paid and unpaid work and effect of household strategies on selected areas of the economy". The aim of the research was to collect data on daily time use of individuals and households and to identify opinions, preferences, and attitudes of respondents towards the allocation of the time in paid and unpaid activities, including information about the happiest activity during the day (affective SWB). We surveyed Slovak households and individuals by the means of questionnaire survey.

To identify groups of activities performing during the day, we draw from the HETUS 2008 classification (European Communities 2009). In the HETUS classification, there are ten fundamental groups of activities: personal care, employment, study, household and family care, voluntary work and meeting, social life and entertainment, sports and outdoor activities, hobbies and computing, mass media, travel, and unspecified time use. Fundamental groups are divided in three, more detailed levels. For our project and research, we selected thirteen groups of activities from all available groups and sub-groups. We maintained the original fundamental classification of HETUS and we divided group “household and family care” into three sub-groups: housekeeping, childcare and help to an adult household member; and group “personal care” into two sub-groups: sleeping and personal care (Knapková – Kaščáková 2018).

Our survey was conducted in March 2017 and we questioned 833 households and 1767 individuals (they were members of the surveyed households) in Slovakia. We used CAPI (Computer Assisted Personal Interview) method to record answers of respondents. Afterwards, we recode all answers and prepare data for further proceedings. We divided all acquired data into two databases – database of answers from households and database of answers from individuals. After weighing all data, we confirmed representativeness of the sample by the number of household members and by the region (database of households) and by the age and gender (database of individuals). For this article, we exported and analysed data on private sector employees (we used database of answers from individuals).

We used IBM SPSS Statistics software, version 25, to analyse data and to test hypothesis at significance level 0.05. We used non-parametric Chi-Square test to test representativeness, frequency tables, column proportions z-test, Shapiro-Wilk normality test, independent samples T-test and non-parametric Spearman’s correlation to analyse data on employees in private sector.

Aim of the study, research sample and hypothesis

The aim of the study is to examine affective well-being of private sector employees in Slovakia. We chose private sector employees because they represent the largest proportion of surveyed individuals. At the same time, they represent a specific group of persons because of their significant differences in terms of time distribution across all three monitored areas – paid work, unpaid work and leisure activities during the working day and free day. It is also possible to observe perception of subjective happiness (extreme positive emotions) in these differentiated conditions in this group of respondents.

Out of a total of 1767 individuals, 679 were private sector employees (more than 38 % of all individuals). According to the activity status, other respon-

dents were employees in the public sector (approx. 17.4 %, self-employed and other entrepreneurs (9.1 %), persons on parental leave (without paid work - 2.6 %), unemployed (1.2 %), pupils and students (14.8 %), pensioners (14.6 %), partially or permanently disabled (1.3 %), persons occupied in households (0.4 %), and otherwise inactive persons (0.1 %).

We analysed 679 private sector employees, allocation of their daily time (24 hours, or 1440 minutes) into 13 activities (sleeping, personal care, travelling, paid work, study and self-study, housekeeping, children care, adults care, free time, cultural and social activities, sport, usage of modern technologies, voluntary activities) and their subjective happiness (affective SWB).

Using the example of private sector employees, we try to point out various possibilities of using time-use research, which enables to identify both the cognitive and affective components of SWB. Employees, besides fulfilling their work responsibilities, also ensure activities of their households and families.

In our survey, we questioned 679 respondents who are employed in the private sector (according to the employment contract). To check representativeness and accuracy of the research sample, we used data from Ministry of Finance of Slovak Republic for year 2017 (Revízia výdavkov zamestnanosti a odmeňovania vo verejnej správe 2018). We tested representativeness of the research sample according to the age groups of respondents and according to the gender. By the means of Chi-Square test, we confirmed that research sample (679) is representative and adequate according to the age groups ($p = 0,086$). We divided the age of respondents into 6 groups, namely 15 – 19 years, 20 – 24 years, 25 – 49 years, 50 – 64 years, 65 – 79 years, more than 80 years. In the last age category, as well as in the official statistics used to test the sample for representability, there were no employees, so we excluded this age category (80+) from testing. The reason for the exclusion of ages up to 15 years is the fact that in Slovakia child labour is prohibited (pursuant to § 11 part 4 of the Labour Code, natural persons aged under 15 years or natural persons aged over 15 years who have not completed compulsory schooling yet are forbidden to work). Persons aged 15 and over can perform dependent work (become an employee) from the moment they finish compulsory education. At the same time, according to the methodology of the Statistical Office of the Slovak Republic, persons aged 15 – 64 are considered as working age population (Jurčová 2005).

In the Table 2, there are data on the structure of research sample (according to the age groups), and results of Chi-Square test.

The largest age group consists of 25 to 49 years old (67 %), which corresponds to the fact that employees are mainly people of working age. In the lowest age group of 15 to 19 years old, there are only 2 persons (0.3 %) in our

research sample, which corresponds to the fact that this age group should be primarily involved in the education process (secondary school). There are only 4 employees in the 65 – 79 age group. In the private sector, we consider this to be a standard phenomenon, as the retirement age in 2017 (when respondents filled in a questionnaire and reported their current socio-economic data) was 62 years and 76 days (source: www.socpoist.sk).

Table 2: Age groups of employees and Chi-square test

Age groups	Frequency	Percent	Test Statistics	
15 – 19	2	0.3	Chi-Square	8.153
20 – 24	32	4.7	df	4
25 – 49	455	67.0	Asymp. Sig.	0.086
50 – 64	187	27.5		
65 – 79	4	0.5		
Total	679	100.0		

Source: Own elaboration based on VEGA data

In the Table 3, data on gender structure of employees, as well as results of Chi-Square test are included. We confirmed that research sample is also representative and adequate according to the gender. In the research, 396 (58.3 %) male employees and 283 (41.7 %) female employees were included.

Table 3: Gender of employees and Chi-Square test; own elaboration

Gender	Frequency	Percent	Test Statistics	
Male	396	58.3	Chi-Square	0.170
Female	283	41.7	df	1
Total	679	100.0	Asymp. Sig.	0.681

Source: Own elaboration based on VEGA data

Beside gender and age group of employees, we were also interested in data on whether employees live in a family or non-family household. In our opinion, this fact significantly influences the decision-making of individuals on the division of time between various activities (paid work, unpaid work and leisure) as well as the emotional states they feel (sense) during performing them. In the research, we rely on the methodology of the Statistical Office of the SR, which is used for the collection of data within the Population and Housing Census (2011).

In the research, we focused on jointly managed households, it means households consisting of persons living together in one dwelling and jointly covering the greater part of main household expenditure (housing, food,

household maintenance, heating, electricity, gas, etc.). We subdivided the jointly managed households into family households (consisting of at least two persons) and non-family households (consisting of one natural person living alone in the household – the household of an individual, eventually one-person household). For the purposes of time distribution, as well as to determine the affective component of SWB of employed household members, we subdivided family households into those with a child up to 15 years of age (it means a child who cannot participate in the labour market; these are children with the age 14.99 years or younger) and those without children under 15 years of age (it means all household members can participate in the labour market in terms of age). We have not examined other circumstances such as disability, mental or physical disability, etc. Of the total number of 679 employees, 117 (17.23 %) live in a non-family households, 398 (58.62 %) in a family household without a child under 15 years of age, and 142 (20.91 %) employees in a family household with at least one child under 15 years of age. Other 22 employees (3.24 %) did not provide data according to which we could classify them into a family or non-family household.

To display data on the affective well-being (extreme positive emotion, or happiness) we used line graphs. On the x-axis of the graphs (graphs 1 and 2), there are time intervals (from 0:00 to 24:00, divided by 30 minutes). The y-axis shows the shares of the total number of employees in the monitored category who feel extremely positive emotions (happiness) at a given time. Graphs 1 – 3 illustrate how an extremely positive emotion develops throughout the day (24 hours) for different categories of employees by gender, age, and household category on working days.

To display information about extreme positive emotions (happiness) within 24 hours, we divided the day into 30-minute intervals. Although these are relatively long intervals (as a standard, a division on 10-15 minutes intervals is used (HETUS 2018)), we consider this classification enough. Since this is the very first documentation of the affective component of the SWB by the method of detecting extremely positive emotions during various activities of the day in Slovakia, even such a “wider” time division allows us to obtain interesting results.

We set following research hypothesis:

H1 We assume that employees in the 25 – 49 age group perceive the highest positive emotions of happiness comparing to other age groups at performing unpaid work activities during working days.

H2 We assume that employed women feel happier than employed men do during the performance of unpaid work activities during working days.

H3 We assume that employees in households with children up to 15 years of age will be more likely to experience positive emotions of happiness during

the performance of unpaid work activities and leisure time activities comparing to households without children (one-person households and households without children up to 15 years) during the working day.

Hypothesis H1 is based on the findings that paid work (in case of employees in productive age) is mostly perceived as a means to ensure livelihood and preferred way of life, therefore, it is more an obligation and not a pleasure (Major et al. 2002; Virkebau – Hazak 2017; Spieler et al. 2018). Based on this idea, positive emotions are more concentrated in the field of unpaid work in households, where it is possible to utilise the results of paid work by purchasing and meeting the needs of family members.

Hypothesis H2 is based on the previous findings from our research on unpaid work (Uramová – Orviská 2016; Knapková – Kaščáková 2018; Kika – Martinkovičová 2015), as well as from other studies (e.g. Hagqvist et al. 2019). These findings point to the persistently high positive emotional perception of employed women compared to employed men regarding the performance of unpaid work, especially during busy working days. Our research team used the results of our own previous research when defining the second research assumption which concerned this issue.

Even though unpaid work does not always evoke only positive emotions, we assume that the presence of children in the family generates more positive than negative emotions than in the case of households without children. This fact is reflected in hypothesis H3.

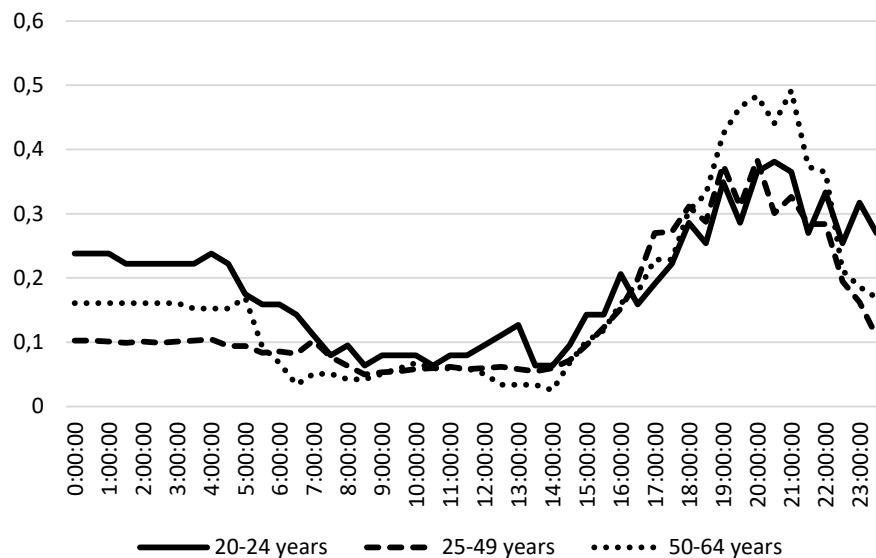
To verify hypothesis H1 to H3, we followed the answers of the respondents to the question: “In which activity did you feel the happiest?”

Results and discussion

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

paid work itself. The distribution of answers of employees on the happiness according to the age within the working days is displayed in the graph 1.

Graph 1: Extreme positive emotion (happiness) by age group of employees during the working day



Source: Own elaboration based on VEGA data

To test the hypothesis H1, we grouped together those activities: 1. sleeping and personal care, 2. housekeeping, children care, adults care (we refer to them as unpaid work), 3. free time, cultural and social activities, sport, usage of modern technologies, voluntary activities (we refer to them as free time).

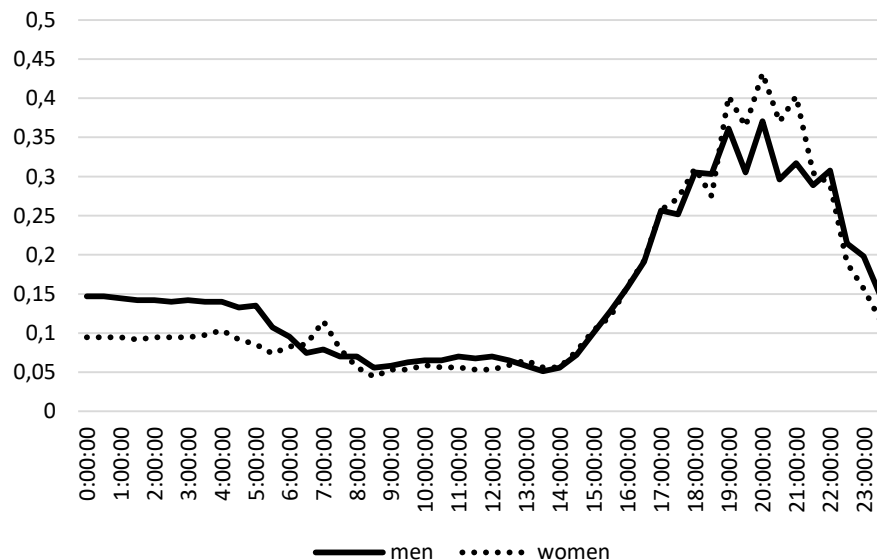
We used the proportionality test and the independence test to verify hypothesis H1. We found a statistically significant difference between the group of employees in the age category of 25 – 49 years and other age categories. Employees of 25 – 49 years feel the happiness during the performance of unpaid work activities (during the working day) in greater extent than employees in other age categories ($p\text{-value} = 0$). It means the H1 hypothesis is confirmed.

When examining the affective component of SWB of employees using the TUS methodology, we should focus on gender criterion. The time-use research offers a unique opportunity to identify and compare the structure of 24-hour working day and free day for both genders. The monitored time span covers time spent at work (paid employment), time devoted to performing unpaid work in households, and time devoted to leisure activities. International surveys

as well as our original research on unpaid work in Slovakia (Uramová – Orviská 2016) have shown long-term unequal distribution of participation of men and women on unpaid work and draw attention to the ongoing trend of greater participation of women in unpaid work activities. The question of whether women can still feel joy or happiness, that is, to experience positive emotions when doing unpaid work, is almost provocative.

By using the TUS methodology, we were able to ask about the affective component of SWB, it means to find out, whether women feel more positive emotions while performing unpaid work activities than men do. Since we only processed the answers of employed respondents for the purposes of this article, the whole problem is moving to the double burden of women. In the Graph 2, happiness of men and women within the working day is displayed.

Graph 2: Extreme positive emotion (happiness) by the gender of employees during the working day

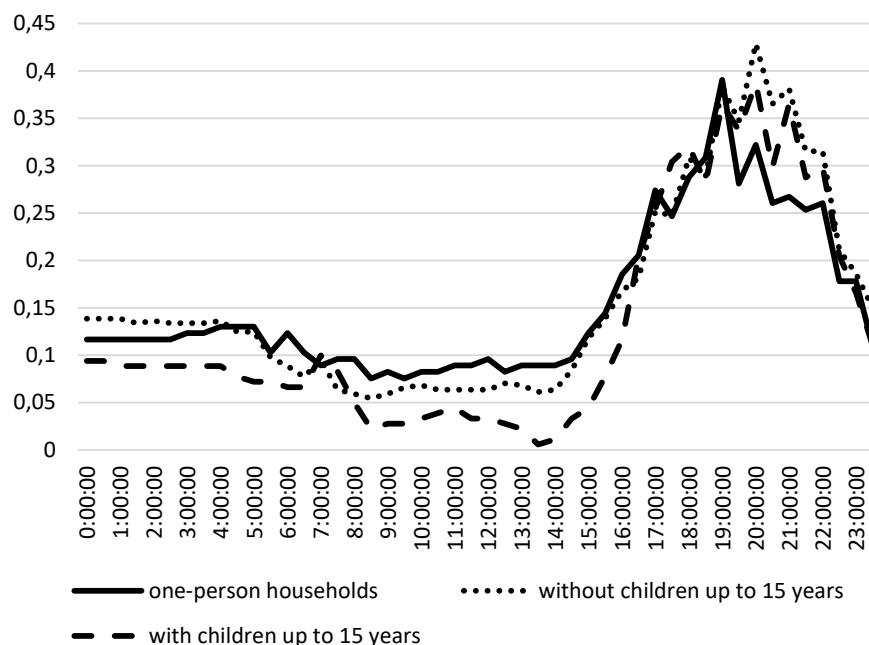


Source: Own elaboration based on VEGA data

In verifying the H2 hypothesis, we focused on monitoring two groups of unpaid work in employees' households, namely housekeeping and children care. We used a T-test (the condition of normal distribution was satisfied). The average length of performing housekeeping for men was 11.38 hours per week, and 16.41 hours for women. An extreme feeling of happiness in doing housekeeping was reported by 30 respondents, of which 17 were men and 13

women out of a total of 656 valid answers. Assuming that the respondent experienced an extreme sense of happiness throughout the indicated activity and with regard to the longer duration of these activities in the group of women, we can confirm that women experienced a longer period of happiness (average 184.32 minutes per day) than men (108.22 minutes per day) in performing housekeeping (p-value = 0.013). We confirmed similar results also in case of children care. The average time during which women feel an extreme feeling of happiness by performing children care was 138.84 minutes a day, for men it was 106.83 minutes. We were able to confirm that there is a statistically significant difference in perceiving extreme feeling of happiness during the children care between the men and women, for the benefit of women (p-value = 0.02). It means, we confirmed hypothesis H2.

Graph 3: Extreme positive emotion (happiness) by the household category during the working day



Source: Own elaboration based on VEGA data

The important socio-demographic determinants of happiness include whether a person lives alone, in a family or in non-family relationship, or the presence of children (Frey – Stutzer 2012). Therefore, we decided to examine the affective component of SWB of employees who live in the household with a child up to 15 years of age and employees living without children up to 15

years. The choice of progressive life strategies for young people, manifested by a decreasing share of officially married marriages, and a concomitant decline in birth rates, significantly affects the allocation of time of persons. The presence of a partner and especially children generates a greater number of emotionally rich situations and activities. Of course, both positive and negative. As we were interested in extreme positive emotions (happiness), we relied on previous knowledge and experience. They have proved that the presence of children in the family, care, and family education fulfil the meaning of life, bring the feelings of pride, joy and contentment, and thereby they increase emotional subjective well-being. The distribution of answers of employees on the happiness according to the household category during the working days is displayed in the graph 3.

From the group of employees living in households without children up to 15 years of age, 12 % stated that they feel the happiest when performing unpaid work. In households with children, this share was 32.4 %. Using the Column proportions z – test, we found that there is a statistically significant difference between the proportion of employees who indicated that they are the happiest while performing unpaid work in households with children and households without children ($p\text{-value} = 0$). The share of the happiest employees in performing unpaid work is directly influenced by the employee's membership in the household with or without children; the strength of the dependence is weak to moderate (Spearman's correlation coefficient = 0.226). We found that there is an opposite situation in performing leisure time activities. We confirmed statistically significant dependence of the extreme feeling of happiness on the presence of children up to 15 years of age ($p\text{-value} = 0$). However, a higher proportion of employees from households without children indicated that they are the happiest while performing leisure time activities (Spearman's correlation coefficient = -0.122). We were able to confirm hypothesis H3 only partially – households with children up to 15 years of age experience more positive emotions of happiness during the performance of unpaid work activities (however, we did not prove that it is true also in case of leisure time activities).

Conclusions and final remarks

In this paper, we presented selected results of the SWB survey, especially results concerning employees from the private sector in Slovakia. The research is based on the TUS methodology, in a modified form based on the recommendations and international experience of the harmonized time use (European Communities 2009; HETUS 2018). In this article, we focus on the affective component of SWB, which we monitored by using the method of detecting extremely positive emotions (happiness) during the performance of

various activities within a 24-hour working day. We monitor data on activities and happiness by the means of time diary. The advantage of this method is that it can be used to monitor a real time emotion, not a memory-based measurement of SWB. We selected and processed the hedonic (affective) orientation of SWB with respect to the age category of employees, gender, and household category.

The results of analysis of affective component of SWB in the relation to the age group of employees could be interesting for further research and useful to employers. It seems natural to analyse positive emotions in those age groups, where emotions are plays vital role – among young people. Therefore, we originally analysed affective well-being of employees aged 20 – 24 during the working day for. Young employees are more personally, temperamentally and emotionally spontaneous, in contrast to older colleagues, who tend to control, and rationalize their experience and behaviour (Virkebau – Hazak 2017; Spieler et al. 2018). Therefore, we assumed that young employees express more positive feelings of happiness in a formal work environment than older employees. Due to the low number of respondents in this age category, we were unable to confirm this hypothesis.

Therefore, we focused our attention on the largest group of employees, it means employees of 25 – 49 years. For these employees, the paid work and paid employment are the tools to obtain enough sources, and the mean to secure their families and households. Therefore, for this age category of employees, we considered job security and adequate evaluation to be more important priorities within formal employment than experiencing feelings of happiness and joy at work (Klobucký – Bahna 2017). The results of the research confirmed our assumption and stressed the special importance of unpaid work phenomenon for human beings. In this context, we plan to continue with the research, involving also group of entrepreneurs and self-employed persons. They perceive work environment as a challenge for self-realization and satisfaction of their own professional ambitions. To achieve success or prevent the failure in business, they dedicate a significant time to the paid work (which often become their "second home"). It naturally includes emotions, both positive and negative, that affect the individual affective well-being of these individuals. This issue may be the subject of further research.

In case of relation between the affective component of SWB and the gender of employees, our research confirmed our previous findings, indicating a continuing trend of greater involvement of employed women in unpaid work compared to employed men. Survey of unpaid work in Slovakia (Kaščáková – Kika et al., 2015; Martinkovičová – Kika 2012; Vallušová et al. 2016; Kaščáková – Nedelová 2017) has shown that besides important economic factors of unpaid work (region, unemployment rate, household income, number of

household members, market price of adequate substitutes, availability of goods and services on the market) it is necessary to take into account also non-economic criteria. These criteria look, at first glance, less important than economic factors. Paradoxically, they influence the volume of unpaid work, the extent of its occurrence, and the tendency of its persistence in families more than we would expect. Non-economic factors include motives and reasons for unpaid work, attitudes towards various types of unpaid work, participation of household members on the performance of unpaid work, the role and expectations of family members, the involvement of children in housework, intergenerational transfer of experience, maintaining traditions and habits within the family, creating and maintaining a certain level of family intimacy, confidentiality, solidarity and mutual assistance, the development of social behaviour patterns and standards of respect and their consequent adherence to the wider social environment outside the family (neighbours, local community, school, other public, state and private institutions, working group). Thus, unpaid work has an economic but also a significant social value (Kika – Martinkovičová 2015). Most of these activities, family actions, regular cycles (such as cooking, washing, ironing, learning with children, helping in the garden and others) have significant reinforcing nature and importance. These activities positively influence the social and family relationships of respondents, both in terms of creating educational patterns, understanding their place in the family as traditional work, or in the context of meaningful leisure time in own family environment. Available data sources (Antonopoulos – Hirway 2009; OECD 2011) show that, in all surveyed countries, women spend more time on unpaid work (4.7 hours / day) than men (2.2 hours / day). Based on our research, this finding is valid also for Slovakia. Considering both seasonal and non-seasonal activities, women spend in average 4.41 hours per day on unpaid work (while men spend only 2.43 hours per day on unpaid work). At the same time, the research confirmed the persisting tendency to divide various types of unpaid work activities in households to so-called 'male activities' (such as repair of machinery and equipment, construction and reconstruction) and typically 'female activities' (such as food preparation, cleaning, childcare). In terms of socio-economic context, the interesting findings brought by the study of unpaid work in terms of participation in gender-based work include the finding that women in developed countries (OECD 2011) spend at unpaid work roughly the same time as women in developing countries (despite the fact that their employment rate is higher and they devote longer average time to paid work (Huňady – Orviská 2013)). This finding strongly corresponds to the problem of double burden on women. In the context of this knowledge, our finding that positive emotion (as a component of SWB) while performing unpaid work activities is more common among

employed women than among employed men, is a valid argument for why unpaid work will have had a significant place in households and families also in the future.

The purpose of categorization of households into one-person households, households without children up to 15 years, and households with children up to 15 years of age, was not only to monitor the affective component of SWB, but also to point out a demographic problem, which also relate to this component of SWB.

In the case of households with children under 15 years of age, the results show a low affective well-being within the paid work and the highest level of affective SWB (comparing to other types of households) during the time of unpaid work activities. Employees living in households without young children experienced the highest level of affective SWB (comparing to employees living without children up to 15 years of age) while performing leisure time activities. This is natural, as these are either families with children over the age of 15 (who no longer require such attention) or households in the "abandoned nest" situation, where parents can once again enjoy their free time after work.

The prognosis of the development of families and households in Slovakia by 2030 predicts that, if there is no increase in the level of reproduction in Slovakia, especially in connection with second children, we will see a further significant decline in fertility (Podmanická 2015). This development will be reflected also in the structure of families and households according to the number of members. However, it is already clear, that we can expect a further reduction in the number of children in family households, because of increasing proportion of women with only one child or increasing childlessness. This may be associated with a further increase of the number and share of one-person households of young individuals (Prognóza 2030). In general, due to a significant decrease in fertility, to the changes in its timing and transformation in terms of legitimacy, there is a decrease in the number and proportion of two-parent families with more than one child. Some research (Potančoková 2008; Šprocha 2013) confirm that childlessness in Slovakia will increase. We assume that part of the married couples will not only postpone the birth of the first child from marriage to later period, but they will also programmatically refuse entry into parenthood. The impact of this trend is far-reaching and alarming at the same time. Postponing birth, or even childlessness, drastically empties and impoverishes the emotional and relationship potential of those who until recently had been brought up in families with children. Mostly their parents highly appreciate the involvement of the children in the unpaid work, participation in the running of the household, taking part of the responsibility for assigned tasks. The absence of themselves as educational models for their children could lead to a blunting of susceptibility to human feelings and needs

in general, which in turn can weaken the affective component of the individual's SWB. Analysis of the affective SWB of persons living alone and childless couples may be the subject of further research.

Results of our research, particularly results included in this study, can serve as unique source of information not only for marketers, policymakers, employers and employees, but can also represent a methodology basement for further research. Utilisation of information about affective well-being through household time research is broad. This study documents only selected options (affective component of SWB of private sector employees). In principle, the results obtained by this methodology can be used in many areas, as they provide a relatively detailed view on the functioning of households, depending on the selected variables (age, gender, education, economic status, type of housing, type of household, etc.).

In terms of paid work, the study indicates the usefulness of exploring the affective part of well-being and the age structure of employees for corporate management. In a broader context in support of the happy-productive worker thesis, a growing body of empirical research has found significant associations between various measures of well-being and measures of job-related performance; the authors found that affective well-being was a positive predictor of job performance (Proto 2016; Cropanzano – Wright 1999, 2001; Cropanzano et al. 1993).

In the case of unpaid work, the potential of our research is even greater. One option is to identify possibilities for outsourcing unpaid work activities from the market. It can lead to the support of business activities (also locally specified) by identifying the demand for market substitutes for unpaid work in the field of personal services and household services.

There are, however, several limitations of our research and findings. It was the first survey focusing on the affective component of SWB that was realised in Slovakia. It will be necessary to repeat the survey in regular intervals to confirm our findings and to identify trends and changes in the time allocation and happiness perception of the employees, but also of other groups of individuals. Data from our research can be used not only for comparison of daily time use and affective SWB of various groups of individuals, but also for analysing work-life balance, decisions about the time allocation, and comparison of affective and cognitive component of SWB. We consider necessary to continue with the research and to extend the research (questionnaire) with questions, which will allow to analyse SWB in relationship with other variables. It will be also interesting to compare results of our research with situation in other countries.

Miriam Martinkovičová is an Associate Professor at the Faculty of Economics, Matej Bel University in Banská Bystrica, Slovakia. She focuses on the issues of applied social

sciences in the field of ethics, philosophy and political sciences. Within her research activities, she devotes to the problems of professional ethics, to the professionalization of employees. In the current period, she explores the social dimensions of unpaid work in households and variables of well-being and multitasking within the European time-use survey.

Miroslava Knapková works at the Department of Economics at the Faculty of Economics, Matej Bel University in Banská Bystrica. In her teaching and research work, she focuses on the interactions between the law and economy and economic and legal aspects of entrepreneurship, business companies, paid and unpaid work. Since 2012, she is a member of the research team that focus on the particularities of the labour market in the context with the unpaid work, time use, time allocation, and decisions of the households.

Alena Kašáková deals with and focuses on the applications of statistical methods in economics, economic demography, statistical methods in analysis of questionnaire surveys and quantitative methods in research. In her scientific research, she analyses the socio-economic situation and the management of households. Since 2011, she is a member of the research team that focus on the particularities of the labour market in the context with the unpaid work, time use and allocation. She is a member of the authors' team of Multivariate statistical methods that focus on solving problems in economic practice.

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