

AEI PUBLIC OPINION STUDIES

**THE STATE OF THE AMERICAN
WORKER 2008:
ATTITUDES ABOUT WORK
IN AMERICA**

(Updated August 26, 2008)

<http://www.aei.org/publicopinion17>

Table of Contents

Overall Satisfaction.....	3
Work Environment Today.....	12
Specific Aspects of Work.....	16
Work-Life Issues.....	25
Work Characteristics.....	28
Work Time and Commutes.....	31
Loyalty.....	34
The Boss.....	36
Attitudes about Leisure.....	41

OVERALL SATISFACTION: Poll questions from leading survey organizations show that the vast majority of workers are highly satisfied with their jobs. There has been little change in the responses since survey organizations started measuring them regularly in the 1970s. (The results from the major survey organizations are shown below.) Very few workers say they are completely or very dissatisfied with their jobs. Ninety percent of employed people said they were completely or somewhat satisfied with their jobs according to Gallup’s August 2008 poll. Only 9 percent said they were somewhat or completely dissatisfied. Dissatisfaction is slightly higher among some groups than others. Young people, for example, are just starting out and their salaries are often low. Their dissatisfaction is unremarkable. It is a product of their place in the life cycle.

Most pollsters in the public domain don’t ask questions about work attitudes very often. We report here on some older questions. A striking indicator of satisfaction comes from two identical questions asked twenty years apart. Sixty-nine percent in 1997, up slightly from 64 percent in 1977, told researchers that they would take the same job again “without hesitation.” Around a quarter said they would have “second thoughts.” Just 6 percent in 1997 (9 percent in 1977) said they would definitely not take the same job again.

In a July 2006 survey, 31 percent told Gallup/USA Today interviewers that they would be happier in a different job. Sixty-three percent said they would not. Those responses are virtually identical to Gallup’s 1955 responses, 32 and 63 percent, respectively.

Young people are more likely than older ones to say they have seriously considered changing jobs, an attitude that is also a function of their stage in life. But their expectations about their jobs today are different from the past, too. In 1977, in an Opinion Research Corporation survey, 47 percent of teens said “having a secure, steady job” was important to them in choosing a career. In 1999, 21 percent gave that response.

QUESTION: How satisfied or dissatisfied are you with your job? Would you say you are—completely satisfied, somewhat satisfied, somewhat dissatisfied, or completely dissatisfied with your job/the work you do.

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
July 1989	28	61	8	3
July 1991	31	30	6	6
May 1993	46	41	9	4
June 1994	39	47	11	3
Aug. 1997	35	51	10	3
Aug. 1999	39	47	12	2
Aug. 2001	41	44	11	4
Aug. 2002	43	46	9	2
Aug. 2003	44	41	11	4
Aug. 2004	50	39	11	3
Aug. 2005	42	44	11	3
Aug. 2006	43	47	8	2
Aug. 2007	46	48	4	2
Aug. 2008	48	42	7	2

NOTE: Sample is employed people.

SOURCE: Surveys by the Gallup Organization.

QUESTION: Next we would like to know how satisfied you are with each of the following aspects of your life—very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied. How satisfied are you with...your job, or the work you do?

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Nov. 1998 ^b	53	33	10	3
Jun. 2001 ^a	50	39	7	4
Jun. 2002 ^a	55	34	7	4
Jun. 2003 ^a	56	35	5	4

- a. Sample is employed people.
 b. Sample is employed people or those going to school.

SOURCE: Surveys by the Gallup Organization.

QUESTION: Would you say you are satisfied or dissatisfied with the following things about your life: Your job/the work you do?

	<i>Satisfied</i>	<i>Dissatisfied</i>
Jan. 1949	67	20
Jul. 1963	85	11
Aug. 1965	82	13
Sep. 1966	87	6
Oct. 1966	85	10
Nov. 1966	86	8
Apr. 1969	87	7
Apr. 1969	90	6
Aug. 1971	84	11
Dec. 1971	84	9
Jan. 1973	77	11
Dec. 1984	70	20
Sep. 1988	76	8
Dec. 1991	71	16
Apr. 1995	73	11
Feb. 1997	69	12
May 1998	75	16
Oct. 1998	70	9
Nov. 1999	71	10
May 2001	70	10

NOTE: In 1984, Gallup changed the wording of this question from “the work you do” to “your job or the work you do.” In 1998, 1999, and 2001 a volunteered “not applicable” category was added to the questionnaire. This change may explain the smaller number of total respondents in the substantive categories “satisfied” and “dissatisfied” in those years.

SOURCE: Surveys by the Gallup Organization.

QUESTION: On the whole, how satisfied are you with the work you do—would you say you are very satisfied, moderately satisfied, a little dissatisfied, or very dissatisfied?

	<i>Very Satisfied</i>	<i>Moderately Satisfied</i>	<i>A Little Dissatisfied</i>	<i>Very Dissatisfied</i>
1972	49	37	11	3
1973	50	37	8	4
1974	50	38	8	4
1975	56	33	8	3
1976	53	33	9	5
1977	49	39	10	2
1978	52	37	8	4
1980	47	37	12	4
1982	48	39	9	5
1983	53	36	8	4
1984	47	35	12	6
1985	49	38	10	3
1986	49	40	9	2
1987	46	38	11	4
1988	48	40	10	3
1989	48	38	10	4
1990	48	39	10	4
1991	46	42	8	4
1993	44	43	10	4
1994	47	40	11	3
1996	46	40	11	4
1998	48	39	10	3
2000	45	44	9	3
2002	50	36	9	4
2004	50	36	9	4
2006	49	38	8	4

NOTE: Sample is employed people.

SOURCE: Surveys by the National Opinion Research Center.

QUESTION: How satisfied are you with the kind of work you do?

	<i>Completely satisfied</i>	<i>Mostly satisfied</i>	<i>Mostly unsatisfied</i>	<i>Completely unsatisfied</i>
Jul. 1989	41	52	6	1

SOURCE: Survey by Gallup.

QUESTION: How satisfied are you with the kind of work you do?

	<i>Completely satisfied</i>	<i>Mostly satisfied</i>	<i>Mostly unsatisfied</i>	<i>Completely unsatisfied</i>
Jun.-Jul. 2006	43	49	6	1

NOTE: Samples are employed adults.

SOURCE: Survey by PSRA/Pew Research Center.

QUESTION: Overall, how satisfied are you with your job? Are you....

	<i>Completely satisfied</i>	<i>Mostly satisfied</i>	<i>Mostly unsatisfied</i>	<i>Completely unsatisfied</i>
Jul. 1997	24	62	10	3
Jun.-Jul. 2006	28	61	8	2
Jan. 2008	31	56	10	3

NOTE: Samples are employed adults.

SOURCE: Surveys by PSRA/Pew Research Center.

QUESTION: How satisfied or dissatisfied are you with your job? Would you say you are ...

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	48	43	6	3

SOURCE: Survey by AP/Ipsos.

QUESTION: How satisfied are you with your job – very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied?

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Dec. 1995#	43	42	11	4
Dec. 1996#	45	40	9	6
Jul. 1999#	47	41	8	4
Mar. 2005	47	41	9	4

NOTE: Sample is employed adults.

SOURCE: # Survey by *New York Times*. Mar. 2005 survey by CBS News/*New York Times*.

QUESTION: I am going to read you a series of statements about your job. For each series, please tell me which statement comes closer to your own view, A or B. Statement A: I am not happy with my present job and I'd like to have a different one. Statement B: I like my present job and I'm not interested in changing it.

	<i>I Like My Present Job/Not Interested in Changing</i>	<i>Not Happy With Job/Like A Different One</i>
Feb. 2005	72	27

SOURCE: Survey by Zogby International/Public Service Research Foundation.

QUESTION: All in all, how satisfied would you say you are with your job—very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
1973 ^a	57	33	7	3
1974 ^a	59	33	5	3
1978	45	31	7	5
1984	59	32	6	3
1991	43	41	12	3
1992	52	34	9	5
1993	43	44	10	2
1994	46	38	12	5
1996	45	43	9	3
1997 ^a	54	36	4	5
1999	54	37	6	3
2000 ^b	54	37	6	2
2000 ^a	50	42	6	1
2001 ^a	58	36	5	1
2002	49	40	8	3

NOTE: a. Sample is employed people. b. Sample is employed/unemployed/retired/formerly employed.

SOURCE: Surveys by Harris Interactive.

QUESTION: Next, we'd like to know whether or not you feel good about various things in this country and in your life. Do you feel good about...your job if you have one, or not?

	<i>Feel Good</i>	<i>Do Not Feel Good/Not Applicable</i>
1997	60	40
1998	67	33
1999	65	35
2000	63	37

2001	64	36
2002	62	38
2003	64	36
2004	60	40

NOTE: Question wording varied.

SOURCE: Surveys by Harris Interactive.

QUESTION: Everything considered, the satisfaction you get from the work you do, what it pays, etc.–how satisfied are you with the field of work you chose to go into—extremely satisfied, fairly well satisfied, not too satisfied, or not at all satisfied?

	<i>Extremely Satisfied</i>	<i>Fairly Satisfied</i>	<i>Not too Satisfied</i>	<i>Not at all Satisfied</i>
Nov. 1973	38	47	9	5
Nov. 1976	41	43	11	4
Nov. 1979	33	49	12	6
Nov. 1980	37	47	11	4
Nov. 1983	36	47	11	5
Oct. 1988	33	52	10	4
Nov. 1991	34	49	12	3
Apr. 1994	27	54	15	4
Apr. 1996	31	52	12	4
Apr. 1999	27	58	11	3
Apr. 2001	32	56	8	3

NOTE: Sample is employed people.

SOURCE: Surveys by Roper GfK-NOP.

QUESTION: Now I'd like to find out how satisfied you are with different aspects of your job. Please tell me whether you are very satisfied, somewhat satisfied, neither satisfied nor dissatisfied, somewhat dissatisfied, or very dissatisfied with it. How satisfied are you with your job overall?

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Neither</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 1998	55	34	2	5	3
Feb. 1999	54	34	3	6	2
Aug. 1999	59	32	2	5	2
Jan. 2000	51	33	5	8	4
May 2000	49	36	3	7	5
Aug. 2000	58	30	3	6	3
Apr. 2001	49	38	5	6	2
Oct. 2001	57	30	5	6	2

NOTE: Asked of employed people.

SOURCE: Surveys by the Center for Survey Research and Analysis and the John J. Heldrich Center at Rutgers.

QUESTION: To what extent are you satisfied with your present job?

	<i>Satisfied (Points 1-2)</i>	<i>Not Satisfied/ Neutral (Points 3-5)</i>
1995	59	41
2000	51	49
2002	51	49
2003	49	51
2005	50	50

NOTE: Mail survey.

SOURCE: Surveys by NFO WorldGroup for The Conference Board.

QUESTION: Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide...Would you decide without hesitation to take the same job, would you have second thoughts, or would you decide definitely not to take the same job?

	<i>Would take the same job</i>	<i>Would have second thoughts</i>	<i>Would not take the same job</i>
1977 U. Mich.	64	28	9
1997 Harris	69	26	6

SOURCE: Surveys by the Survey Research Center, University of Michigan for the Department of Labor and Harris Interactive for the Families and Work Institute.

QUESTION: Which of the following best tells how well you like your job...I hate it, I dislike it, I don't like it, I am indifferent to it, I like it, I am enthusiastic about it, or I love it?

	Aug. 1999
Love my job	28
Enthusiastic about it	26
Like it	33
Indifferent	6
Don't like it	3
Dislike it	2
Hate it	2

SOURCE: Survey by the Center for Survey Research and Analysis and the John J. Heldrich Center at Rutgers.

QUESTION: All in all, which of the following best describes how you feel about your job...?

	Aug. 2001	Aug. 2005
Love it	32	32
Like it	59	59
Dislike it	6	7
Hate it	2	2

SOURCE: Surveys by the Gallup Organization.

QUESTION: Do you enjoy your work so much that you have a hard time putting it aside?

	<i>Yes</i>	<i>No</i>
1955 Gallup	51	45
1988 Gallup ^a	33	67
2001 Ipsos-Reid ^a	23	77

NOTE: ^a Sample is employed people.

SOURCE: Surveys by the Gallup Organization and Ipsos-Reid.

QUESTION: In the past year, have you seriously considered changing your job?

	<i>Yes</i>	<i>No</i>
July 1981	34	65
Mar. 1994	32	66
Apr. 1994	35	64
Apr. 2000	30	68
May 2001	34	66

NOTE: Sample is employed people.

SOURCE: Surveys by Roper GfK-NOP.

QUESTION: Do you think you would be happier in a different job?

	<i>Yes</i>	<i>No</i>
1955	32	63
1965	21	66
2001	33	61
2006	31	63

NOTE: 1955 and 1965 samples are in-person.

SOURCE: Surveys by the Gallup Organization, 1955-2001, PSRA/Pew Research Center, 2006.

QUESTION: Do you think you would be happier if you made more money?

	<i>Yes</i>	<i>No</i>
Jul. 24-27, 2006	73	26

SOURCE: Survey by the Gallup Organization.

QUESTION: How much more money per year would it take to make you happy?

Jul. 24-26, 2006

<i>None/ Not happier</i>	<i>\$ 5,000- or less</i>	<i>\$5,001- 10,000</i>	<i>\$10,001- 20,000</i>	<i>\$20,000- 50,000</i>	<i>\$50,001- 100,000</i>	<i>More than \$100,000</i>
26	11	17	17	14	5	3

Mean (including none/not happier): \$32,629

Mean (excluding none/not happier): \$45,934

Median (including none/not happier): \$10,000

Median (excluding none/not happier): \$17,000

SOURCE: Survey by the Gallup Organization.

QUESTION: What best describes how you feel about your job?

	<i>Something You Only Do to Earn Money</i>	<i>An Important Part of Who You Are As A Person</i>
Aug. 2004	39	61

SOURCE: Survey by AP/Ipsos.

Question: How important is your job to your overall satisfaction with life? Would you say ...

	<i>Very important</i>	<i>Somewhat important</i>	<i>Not too important</i>	<i>Not at all important</i>
Aug. 2004	47	44	6	3

SOURCE: Survey by AP/Ipsos.

QUESTION: Here are two different ways of looking at your job. Some people get a sense of identity from their job. For other people, their job is just what they do for a living. Which of these best describes the way you usually feel about your job?

		<i>Sense of Identity</i>	<i>Just What You Do</i>
1989	Gallup	57	40
1992	PSRA/ <i>US News</i>	51	41
1993	Gallup	58	41
1998	Gallup	57	40
1999	Gallup	51	47
2001	Gallup	54	44
2003	Gallup	56	43
2006	PSRA/Pew	51	45

NOTE: Asked of adults employed full or part-time. In a Harris poll conducted in 1996, 51 percent of employed Americans said their “job gives [them] a sense of purpose in life,” 26 percent said their job was “nothing more than a source of income,” and 22 percent said it was “an obligation I must fulfill.” In Japan, the responses were 29, 57, and 8 percent, respectively.

SOURCE: Surveys by the Gallup Organization and Princeton Survey Research Associates for *U.S. News & World Report*.

QUESTION: Here are two different ways of looking at your job. Some people get a sense of identity from their job. For other people, their job is just what they do for a living. Which of these best describes the way you usually feel about your job?

		<i>Sense of identity</i>	<i>Just for a living</i>
Jul. 1989	Gallup	57	40
Aug. 1999	Gallup	51	47
Aug. 2001	Gallup	54	44
Aug. 2003	Gallup	56	43

NOTE: Samples are employed adults.

QUESTION: I’m going to read you some statements related to your job. For each of these statements, please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement...my job allows me to achieve my full potential.

	<i>Strongly Agree</i>	<i>Somewhat Agree</i>	<i>Somewhat Disagree</i>	<i>Strongly Disagree</i>
Aug. 2004	36	39	17	8

SOURCE: Survey by AP/Ipsos.

QUESTION: Do you think of the work you do as a “job”, or do you think of it as “a career”?

		<i>Job</i>	<i>Career</i>
Jan. 1985	Roper GfK-NOP	47	52
Mar. 1985	Roper GfK-NOP/VA Slims	51	49
Dec. 1986	Black/ <i>USA Today</i>	30	70
Feb. 1987	Black/ <i>USA Today</i>	35	63
Apr. 1987	Black/ <i>USA Today</i>	39	61
Jun. 1987	Roper GfK-NOP	43	54
1988	Roper GfK-NOP	42	57
Jun. 1989	<i>NYT</i>	51	47
Oct. 1989	Yankelovich	47	52
Nov. 1993	Roper GfK-NOP/ <i>Worth</i>	50	48
Mar. 1994	Roper GfK-NOP	45	53
Apr. 1994	Roper GfK-NOP	45	53
Aug. 1994	Roper GfK-NOP	45	53
Jul. 1995	<i>US News</i>	35	62
Aug. 1996	Am. Viewpoint	48	51
Aug. 1996	Roper GfK-NOP	44	53
Jul. 1997	PSRA/Wisconsin	41	58
Sept. 1997	CBS News	38	62
Sept. 1997	Roper GfK-NOP	45	53
May 1998	Yankelovich	44	54
Jun. 1998	Roper GfK-NOP	45	54
Jul. 1998	Hart/Shell	41	55
Dec. 1999	Roper GfK-NOP	50	48
Apr. 2000	Roper GfK-NOP	43	56
Aug. 2000	Roper GfK-NOP	46	53
May 2001	Roper GfK-NOP	42	56

NOTE: Question wording varied slightly. Samples are employed people.

SOURCE: Surveys by Roper GfK-NOP, Roper GfK-NOP/Virginia Slims, Gordon Black/*USA Today*, the *New York Times*, Yankelovich Partners, Roper GfK-NOP/*Worth*, *US News and World Report*, American Viewpoint/Lake Research/Bufalo Qualitative Research, Princeton Survey Research Associates/Wisconsin Public Television, CBS News and Peter Hart Research for the Shell Oil Company.

QUESTION: If you won \$10 million in the lottery, would you continue to work, or would you stop working?

	<i>Yes, Continue</i>	<i>No, Stop Working</i>
Aug. 1997	59	40
Aug. 2004	55	44
Aug. 2005	61	39

NOTE: In August 2005, 59 percent of those who said they would continue working said they would stay in their current jobs.

SOURCE: Surveys by the Gallup Organization.

QUESTION: Now I’m going to read you a list of items, and I’d like you to rate your feelings for each one. Would you say you are fed up with and tired of ... or don’t you feel that way?

Sept. 2005

	<i>Fed up with</i>	<i>Don’t feel that way</i>	<i>Don’t know</i>
High Gas Prices	85	12	2
Partisan bickering in D.C.	77	12	11
The Iraq War	58	34	7
Hurricanes	37	47	16
Your Job	11	61	28

SOURCE: Survey by Fox News/Opinion Dynamics.

WORK ENVIRONMENT TODAY: In Gallup's August 2008 poll, 15 percent of employed said they were worried that they would be laid off in the near future. Eighty-five percent were not worried. Other questions in the next section of this document show that most Americans are not worried about their own job security. The questions here, like many others in the survey literature, show greater concern about possible benefit loss. Outsourcing doesn't appear to be a big worry in Gallup's trend question. Only 8 percent in Gallup's August 2008 poll worried that their company would move jobs overseas.

QUESTION: Thinking about the next twelve months, how likely do you think it is that you will lose your job or be laid off – is it very likely, fairly likely, not too likely, or not at all likely?

	<i>Very Likely</i>	<i>Fairly Likely</i>	<i>Not Too Likely</i>	<i>Not At All Likely</i>
Apr. 4-7, 1975	5	8	22	63
Nov. 2-5, 1979	3	8	18	66
May 16-19, 1980	6	8	24	60
Sep. 12-15, 1980	6	9	24	60
Jun. 11-14, 1982	7	7	28	54
Nov. 5-8, 1982	9	9	28	49
Apr. 15-18, 1983	8	8	26	55
Feb. 1989	4	8	35	53
Jul. 19-22, 1990	6	6	24	62
Mar. 21-24, 1991	5	7	22	65
Jul. 25-28, 1991	6	10	25	59
Oct. 17-20, 1991	6	10	25	59
Dec. 4-6, 1993	5	7	27	60
Apr. 9-10, 1996	5	9	34	52
Jun. 26-29, 1997	4	6	26	63
Dec. 4-6, 1998	6	7	27	60
Apr. 6-8, 2001	5	7	36	52
Sep. 21-22, 2001	7	6	25	62
Apr. 10-13, 2006	3	7	32	57
Apr. 2-5, 2007	4	8	31	57

SOURCE: Surveys by the Gallup Organization.

QUESTION: If you were to lose your job, how likely is it that you would find a job just as good as the one you have now—very likely, somewhat likely, not very likely, or not at all likely?

	<i>Very likely</i>	<i>Somewhat likely</i>	<i>Not too likely</i>	<i>Not at all likely</i>
Feb. 9-11, 2001	35	29	24	11
Apr. 6-8, 2001	37	33	23	7
Apr. 10-13, 2006	29	31	23	16
Apr. 2-5, 2007	34	30	21	15

SOURCE: Surveys by the Gallup Organization

QUESTION: Next, please indicate whether you are worried about each of the following happening to you, personally, in the near future. How about...?

That you will be laid off

	<i>Worried</i>	<i>Not Worried</i>
1997	20	80
2003	19	81
2004	20	79
2005	15	84
2006	17	82
2007	14	85
2008	15	85

That your hours at work will be cut back

	<i>Worried</i>	<i>Not Worried</i>
1997	15	85
2003	15	84
2004	14	86
2005	13	87
2006	16	83
2007	12	87
2008	14	85

That your wages will be reduced

	<i>Worried</i>	<i>Not Worried</i>
1997	17	83
2003	17	82
2004	17	83
2005	14	86
2006	19	80
2007	14	86
2008	16	83

That your benefits will be reduced

	<i>Worried</i>	<i>Not Worried</i>
1997	34	66
2003	31	67
2004	28	69
2005	28	69
2006	30	67
2007	29	68
2008	27	70

That your company will move jobs to countries overseas

	<i>Worried</i>	<i>Not Worried</i>
2003	9	89
2004	11	89
2005	12	88
2006	11	86
2007	10	88
2008	8	91

NOTE: Sample is employed adults, full or part-time.

SOURCE: Surveys by the Gallup Organization.

QUESTION: As far as you know, in the past six months, has your employer laid off any employees, or not?

	<i>Yes, Has</i>	<i>No, Has Not</i>
Aug. 2003	34	64
Aug. 2004	26	72
Aug. 2005	27	71
Aug. 2007	22	73
Aug. 2008	30	67

NOTE: Samples are employed adults.

SOURCE: Surveys by the Gallup Organization.

QUESTION: How secure do you feel in your current job?

	<i>Very secure</i>	<i>Fairly secure</i>	<i>Not very secure</i>	<i>Not at all secure</i>	<i>No job</i>
Aug. 2007	44	20	3	3	30

SOURCE: Survey by Zogby International.

QUESTION: Which of the following statements apply to you...You know people outside of your family who have been laid off or fired recently?

	<i>Yes</i>	<i>No</i>
Oct. 1990	50	49
Oct. 1991	50	46
Dec. 1993	52	47
Mar. 1994	60	40
Apr. 1996	58	42

SOURCE: Surveys by the Gallup Organization.

QUESTION: Do you know someone, personally, who has been laid off or fired recently, or not?

	<i>Yes</i>	<i>No</i>
Aug. 2001	43	57
Oct. 2001	50	50
Nov. 2001	54	46
Feb. 2003	51	49
Apr. 2003	60	40

SOURCE: Surveys by the Gallup Organization.

QUESTION: Thinking back over the last five years, which, if any, of the following have happened to you personally?

Aug. 8-11, 2005	<i>Yes</i>	<i>No</i>
You were given a promotion	42	58
You left a job to work for a different company	41	59
You changed careers or made a significant change in they type of work you do for a living	32	68
Your benefits were reduced	30	69
Your wages were reduced	19	81
You were laid off from a job	15	85
You were fired from a job	7	93

SOURCE: Survey by the Gallup Organization.

QUESTION: All things considered, which of the following aspects of your job will you be most concerned about in the coming months?

	<i>Keeping Your Job</i>	<i>Your Salary</i>	<i>Your Work Hours</i>	<i>None of the Above</i>
Aug. 2004	21	37	31	11

SOURCE: Survey by AP/Ipsos.

QUESTION: I am going to read to you a series of statements about your job. For each series, please tell me which statement comes closer to your own views – A or B. Statement A: I want to keep my present job, even though I believe I could earn better pay and benefits in another job. Statement B: I would like to have a different job, but I don't think I would be able to earn the pay and benefits I get in my present job.

	<i>Keep Present Job More</i>	<i>Like Different Job More</i>
Feb. 2004	53	31

SOURCE: Survey by Zogby International/Public Service Research Foundation.

QUESTION: When you think about your current financial situation, what, if anything, worries you the most?

	<i>Mar. 1995</i>	<i>Mar. 2005</i>
Don't Have Enough Money	19	21
Losing Job/Job Stability	17	11
Health Care	7	11
Retirement	6	8
Economy Getting Worse	6	6

SOURCE: Surveys by CBS News/New York Times.

SPECIFIC ASPECTS OF WORK: *What people want in their jobs hasn't changed much over time. Work that is important and gives a feeling of accomplishment tops the list. In 1973, the Roper Organization began asking people about specific aspects of their jobs. Gallup and the Wall Street Journal followed in 1989 and 1996, respectively. The responses are shown below. People are most satisfied with their coworkers, but they are generally satisfied with many other aspects of their jobs. In 2008, for example, 55 percent told Gallup interviewers they were completely satisfied with their job security, and another 31 percent pronounced themselves somewhat satisfied. Gallup reported that 35 percent are completely satisfied (and 33 percent somewhat satisfied) with their chances for promotion.*

Satisfaction with earnings is generally lower. Twenty-eight percent were completely satisfied with the amount of money they earn and another 45 percent were somewhat satisfied according to Gallup's 2008 survey. A question asked by Gallup and USA Today in July 2006 asked employed people if they would be happier making more money. Twenty-six percent said no, and 73 percent said yes. The median response for how much more this 73 percent would like to make was \$45,934, and the median was \$17,000.

Like the "rat race" many years ago, the "time crunch" has captured the popular imagination. Surveys show that for most workers, media portrayals of job stress may be overstated. In Gallup's data, around a quarter are completely satisfied with the amount of stress in their jobs, and another roughly four in ten are somewhat satisfied. In 1991, 61 percent said they were satisfied with the amount of on the job stress. In 2008, 69 percent gave that response.

In 1988, in a Roper GfK-NOP question not included here, 21 percent said they had taken work home in the past month. In 1998, that proportion was 22 percent. In 2001, 24 percent told Roper interviewers they had done "work-related activity during leisure time" in the past month.

In a 2001 ABC News question, 26 percent indicated that "having to work too hard" was a problem that they personally had, while 72 percent said it was not. Stress, like other variables in this analysis, often tends to reflect one's place in the life cycle. Two-earner couples or single parents with young children are more likely to experience stress than are, two-earner couples with adult children for example.

In May 2007, the Pew Research Center released a February-March 2007 report on motherhood, women, working, and family life. Some of the highlights are shown below.

QUESTION: Would you please look at this card and tell me which one thing on this list you would most prefer in a job? (b) Which comes next? (c) Which is third most important? (d) Which is fourth most important ... high income, no danger of being fired, working hours are short/lots of free time, chances for advancement, work important and gives a feeling of accomplishment?

	<i>Feeling of Accomplishment</i>	<i>High Income</i>	<i>Chances for Advancement</i>	<i>No Danger of Being Fired</i>	<i>Short Hours/ Lots of Free Time</i>
1973	52	19	18	7	5
1974	51	19	18	8	5
1976	50	20	18	8	4
1977	47	21	20	8	4
1980	52	20	19	6	3
1982	43	26	17	10	3
1984	51	19	19	8	3
1985	48	19	22	7	3
1987	50	22	18	6	4
1988	49	21	20	7	3
1989	53	21	17	5	3
1990	52	21	18	6	3
1991	50	24	16	6	4
1993	51	20	17	9	4
1994	49	23	18	8	2
2006	40	24	20	11	5

SOURCE: Surveys by the National Opinion Research Center.

QUESTION: Now I'll read a list of job characteristics. For each, please tell me how satisfied or dissatisfied you are with your current job in this regard. First, are you completely satisfied, somewhat satisfied, somewhat dissatisfied, or completely dissatisfied with...? (Gallup)

QUESTION: Regardless of how satisfied you are overall with the kind of work you do, you may feel differently about various aspects of it. Here is a list of some of the things. Would you read down that list, and for each one, would you tell me whether you are completely satisfied with it, fairly well satisfied, not too satisfied, or not at all satisfied with it? (Roper GfK-NOP)

QUESTION: Let me read you several elements relating to the current economy. For each one, please tell me whether it is an area in which you feel very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied. (NBC/WSJ)

QUESTION: I'm going to read you a list of characteristics of your job. For each one, please tell me if you are very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with that aspect of your job. (AP/Ipsos-Reid)

JOB SECURITY

Your Job Security (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1989	45	42	8	3
1991	35	44	12	7
1993	46	33	9	11
1998	52	35	6	6
1999	48	33	11	7
2001	54	30	8	7
2002	55	30	7	7
2003	48	35	7	8
2004	54	28	11	6
2005	52	31	9	7
2006	55	29	10	5
2007	56	31	6	6
2008	55	31	8	5

Your job security—knowing you have a job as long as you want it (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1991	32	43	13	8
1994	33	43	15	7
1996	34	40	14	10
1999	37	39	14	8
2001	38	44	12	5

Your current job security (NBC/WSJ)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
Mar. 1996	36	37	14	12
June 1996	38	37	12	12
Sept. 1996	37	39	10	13
Dec. 1996	36	38	13	12
Mar. 1997	37	40	12	11
June 1997	38	36	12	13
Sept. 1997	41	37	10	11
Dec. 1997	40	38	11	10
Dec. 1998	45	33	10	11
May 2000	46	35	9	9
Jan. 2001	49	33	8	9

CHANCE OF PROMOTION

Your chances for promotion (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1989	29	38	19	6
1991	20	40	18	11
1998	30	37	16	13
1999	32	32	15	12
2001	32	30	12	13
2002	35	30	14	11
2003	35	27	15	13
2004	40	30	11	9
2005	28	32	18	8
2006	37	25	15	11
2007	39	29	11	10
2008	35	33	12	7

The chances it offers to move up (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	29	35	16	16
1976	28	28	19	18
1979	25	29	21	20
1980	27	32	21	17
1983	26	32	21	18
1988	24	36	20	13
1991	22	40	21	12
1994	20	38	25	12
1996	21	37	24	14
1999	23	34	26	13
2001	23	40	23	9

Your opportunities for career advancement (NBC/WSJ)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
Mar. 1996	22	39	20	16
June 1996	23	37	20	18
Sept. 1996	21	39	21	17
Dec. 1996	19	46	18	16
Mar. 1997	22	37	23	16
June 1997	23	41	17	17
Sept. 1997	23	38	18	18
Dec. 1997	23	40	20	15
Dec. 1998	32	40	14	12
May 2000	32	37	15	14

Your opportunities for advancement (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	36	39	13	11

QUESTION: I am going to read to you a series of statements about your job. For each series, please tell me which statement comes closer to your own views – A or B. Statement A: I believe that there is opportunity for advancement in my present job. Statement B: I am in a dead-end job. There is no opportunity to move up.

	<i>Opportunity for Advancement</i>	<i>Dead-End Job No Opportunity to Move-Up</i>
Feb. 2004	64	31

SOURCE: Surveys by Zogby International/Public Service Research Foundation.

INCOME/BENEFITS

The amount of money you earn (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1989	16	56	19	8
1991	13	53	23	10
1998	21	48	19	11
1999	23	47	16	14
2001	24	46	18	12
2002	27	43	18	12
2003	28	46	17	8
2004	28	46	16	10
2005	25	46	19	10
2006	31	44	15	9
2007	29	46	15	10
2008	28	45	17	10

The income it provides (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	21	53	17	9
1976	26	48	18	7
1979	20	48	21	10
1980	23	48	21	8
1983	22	47	22	8
1988	17	56	21	4
1991	22	54	18	5
1994	18	53	23	6
1996	19	51	21	8
1999	19	54	19	7
2001	23	56	17	4

The benefits it provides (health and medical insurance, life insurance, pension plan, etc.) (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	32	34	11	18
1976	33	31	14	18
1979	33	32	12	20
1980	32	35	14	15
1983	32	30	17	19
1988	28	37	15	16
1991	28	38	17	14
1994	27	35	18	17
1996	25	35	19	18
1999	26	38	17	16
2001	29	37	19	13

The health insurance benefits your employer offers (Gallup)

	<i>Completely satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1989	32	39	14	9
1999	33	30	14	14
2001	36	27	11	15
2002	36	28	12	14
2003	34	34	11	11
2004	39	26	9	14
2005	27	33	11	16
2006	31	27	13	13
2007	36	28	10	13
2008	40	28	8	11

The health insurance benefits offered by your employer (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	34	30	11	17

The retirement benefits offered by your employer (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	34	29	12	18

QUESTION: Does your employer offer any health insurance benefits with your job, or not?

	<i>Yes</i>	<i>No</i>
Jun.-Jul. 2006	68	16

NOTE: Sample is employed adults. Sixteen percent said they were self employed.

SOURCE: Survey by PSRA/Pew Research Center.

QUESTION: Do you feel you are paid fairly for the work you do, or not?

	<i>Yes</i>	<i>No</i>
Aug. 2004	71	29

SOURCE: Survey by AP/Ipsos.

In May 2001, when Roper GfK-NOP asked “All things considered, would you say the employee benefits offered by the organization you work for are better than they were 5 years ago, or worse, or about the same now as they were 5 years ago.” 27 percent said they were better, 9 percent worse and 52 percent the same. In 1991, the responses were 22, 15 and 48 percent respectively.

CO-WORKERS

Your relations with co-workers (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1999	67	27	2	1
2001	64	28	3	2
2002	66	28	2	2
2003	68	29	1	1
2004	74	22	--	1
2005	69	25	3	*
2006	67	26	2	1
2007	74	20	1	1
2008	69	27	1	*

The kind of people you work with (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	50	40	6	3
1976	52	38	6	2
1979	50	42	5	2
1980	45	46	7	1
1983	48	43	6	2
1988	41	49	6	2
1991	41	49	5	2
1994	37	49	10	2
1996	37	50	9	3
1999	40	46	9	4
2001	39	50	8	2

Your relationships with your co-workers (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	69	25	3	1

HOURS/VACATION/AMOUNT OF WORK/STRESS

The amount of work that is required of you (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1993	47	35	13	5
1998	45	40	11	4
1999	46	35	12	6
2001	47	35	13	5
2002	51	36	9	4
2003	50	31	13	6
2004	53	33	10	4
2005	49	36	11	4
2006	52	36	8	4
2007	54	34	7	4
2008	50	37	10	3

The amount of vacation time you receive (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1991	35	43	12	7
1993	50	22	13	13
1998	47	34	9	9
1999	50	30	9	9
2001	52	25	9	9
2002	50	25	11	11
2003	53	26	9	8
2004	52	27	9	8
2005	47	28	11	11
2006	54	27	7	8
2007	55	24	7	9
2008	51	27	10	8

The vacation time you receive (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	58	24	9	8

The number of hours you work (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	46	39	10	4
1976	45	38	11	5
1979	39	41	13	7
1980	41	43	12	4
1983	41	42	12	4
1988	33	49	13	4
1991	31	49	14	5
1994	30	48	17	4
1996	32	46	17	6
1999	28	48	18	6
2001	32	47	17	3

The flexibility of your hours (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1989	46	40	10	3
1991	39	44	10	6
1999	56	31	8	5
2001	57	28	9	5
2002	63	27	8	2
2003	61	25	9	4
2004	62	24	7	5
2005	62	23	8	6
2006	60	28	8	3
2007	68	22	5	4
2008	61	26	7	5

<p>In the August 2003 Gallup survey, 65 percent of women said they were completely satisfied with the flexibility of their hours. The figure for men was 58 percent.</p>

The amount of on-the-job stress in your job (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1991	17	44	24	11
1993	24	36	25	14
1998	22	42	23	11
1999	21	44	22	12
2001	22	40	23	13
2002	20	46	18	13
2003	26	36	23	11
2004	27	37	24	10
2005	27	36	25	10
2006	22	43	22	9
2007	32	43	14	9
2008	27	42	21	7

The amount of on-the-job stress (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	22	43	24	10

QUESTION: Thinking about criticisms that are sometimes made about life in America, is having to work too hard a problem you personally feel you have, or not?

		<i>Yes</i>	<i>No</i>
Oct. 1965	Harris	13	87
Mar. 2001	ABC	26	72

NOTE: The question wording for the Harris question was, "Now I want to hand you another card with some criticisms which have been made about life in America. For each, please tell me of it is a problem you personally feel you have or not...Have to work too hard?" When the ABC survey was broken down by gender, 24 percent of men and 27 percent of women said they were working too hard.

SOURCE: Surveys by Harris Interactive and ABC News.

QUESTION: If you were granted one wish that would change your job, which one of the following would you choose?

Jul. 2004

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Parents</i>
I would have a job where I would make more money	46	42	49	46
I would have a more impressive or high-profile job	6	8	4	5
I would have a job that gave me more time to spend with family and friends	36	37	35	38

SOURCE: Survey by Center for a New American Dream.

QUESTION: Some people say working long hours is worth it because it produces prosperity and a higher standard of living. Others say it's not worth it because it creates stress and lack of time. On balance would you say working long hours is or is not worth it?

		<i>Worth It</i>	<i>Not Worth It</i>
Mar. 2001	ABC	46	50
Oct. 2002	ABC	33	58

NOTE: When broken down by sex in 2001, 54 percent of men and 39 percent of women said it was worth it. In 2002, 41 percent of men and 26 percent of women said it was worth it.

SOURCE: Surveys by ABC News.

In January 2003, Ipsos-Reid/Cook Political Report asked an open-ended question in which people could volunteer any response they wished: "What are some of the biggest problems and challenges you and your family face today?" Time management answers including "finding enough time in the day" and "work too much" totaled 1 percent. When Ipsos-Reid/Cook Political Report asked that question in January, April, and October 2002, the total for time management was also 1 percent; in July 2002 it was 2 percent.

OTHER

Your boss or immediate supervisor (Gallup)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1989	40	45	9	4
1991	37	45	10	6
1998	47	38	7	5
1999	47	35	7	4
2001	51	29	8	6
2002	56	28	7	5
2003	54	28	9	5
2004	60	24	6	4
2005	50	30	10	5
2006	55	29	6	4
2007	60	24	5	4
2008	53	26	8	5

Your boss or immediate supervisor (AP/Ipsos)

	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Very Dissatisfied</i>
Aug. 2004	54	31	7	3

The personal satisfaction you get from the kind of work you do (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	43	44	8	5
1976	46	37	9	5
1979	42	43	10	5
1980	41	44	11	3
1983	41	45	10	3
1988	37	48	12	2
1991	36	46	12	4
1994	35	47	14	3
1996	36	47	13	4
1999	36	49	12	2

The importance to society of the work you do (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1973	42	41	8	5
1976	40	38	11	6
1979	37	42	11	6
1980	38	45	12	3
1983	39	42	13	5
1988	33	42	16	4
1991	32	44	15	5
1994	31	44	18	4
1996	33	46	14	4
1999	35	44	15	4
2001	34	47	17	3

The opportunities you have to influence decisions made at work (Roper GfK-NOP)

	<i>Completely Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Somewhat Dissatisfied</i>	<i>Completely Dissatisfied</i>
1991	27	39	20	11
1994	26	41	21	9
1996	27	39	20	11
1999	29	38	20	12
2001	26	43	20	7

NOTE: Samples are employed people.

SOURCE: Surveys by the Gallup organization, Roper GfK-NOP, and NBC News/*Wall Street Journal*.

WORK-LIFE ISSUES: *In a 1977 Department of Labor survey, 72 percent said it was “not at all hard” or “not too hard” to take time off during their work day to take care of personal or family matters. In a 2000 Penn, Schoen, & Berland survey, 47 percent said their employers were “very” and 33 percent “somewhat” accommodating to their needs to balance work and family life. Other more recent surveys show that most working people feel confident about balancing work and family life. In an April 2005 ABC News/Washington Post survey, 88 percent of working fathers and 89 percent of working mothers were satisfied with their ability in this regard.*

QUESTION: In general, how often do you experience stress in your daily life – never, rarely, sometimes, or frequently?

		<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Frequently</i>
Jan. 1994	Health Magazine/Gallup	4	17	39	40
Dec. 2001	Gallup	2	18	38	42
Dec. 2002	Gallup	4	18	37	41
Dec. 2003	Gallup	2	20	45	33
Dec. 2004	Gallup	4	17	41	37
Dec. 2005	Gallup	4	16	43	37
Dec. 2006	Gallup	3	20	39	38
Dec. 2007	Gallup	3	20	36	40

QUESTION: How hard is it for you to take time off during your work day to take care of personal or family matters?

		<i>Not At All Hard</i>	<i>Not Too Hard</i>	<i>Somewhat Hard</i>	<i>Very Hard</i>
1997	U Mich	38	34	12	14
2002	NORC	47	27	15	11
2006	NORC	42	31	15	12

SOURCE: Surveys by the Survey Research Center University of Michigan for the U.S. Department of Labor and the National Opinion Research Center.

QUESTION: If you work outside the home, in the last year, have you taken time off from work in order to help provide for a parent, or not?

	<i>Yes</i>	<i>No</i>
May-Jun. 2007	26	66

(If yes) Was your employer helpful or not helpful in giving you time off to provide this care?

<i>Yes</i>	<i>No</i>
81	13

(If no) Do you think your employer would be helpful or not helpful if you needed time off to help care for your parent?

<i>Yes</i>	<i>No</i>
73	15

SOURCE: Survey by ABC News/USA Today.

QUESTION: I'm going to read you some statements related to your job. For each of these statements, please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement...I do a good job of balancing my job and my family.

	<i>Strongly Agree</i>	<i>Somewhat Agree</i>	<i>Somewhat Disagree</i>	<i>Strongly Disagree</i>
Aug. 2004	61	33	4	1

SOURCE: Survey by AP/Ipsos.

QUESTION: How accommodating is your employer to the need to balance work and family?

	<i>Very Accommodating</i>	<i>Somewhat Accommodating</i>	<i>Not Very Accommodating</i>	<i>Not At All Accommodating</i>
2000	47	33	8	8

SOURCE: Survey by Penn, Schoen, Berland & Associates for *Blueprint*.

QUESTION: How satisfied are you with your ability to balance work and family life - very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?

Apr. 2005	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Not Too Satisfied</i>	<i>Not At All Satisfied</i>
Working Adults	53	37	8	2
Working Moms	53	36	9	2
Working Dads	41	47	10	2

SOURCE: Survey by ABC News/Washington Post.

QUESTION: How satisfied are you with the amount of free time you have in an average week - very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?

Apr. 2005	<i>Very Satisfied</i>	<i>Somewhat Satisfied</i>	<i>Not Too Satisfied</i>	<i>Not At All Satisfied</i>
All Adults	43	34	16	7
Working Moms	20	46	24	10
Working Dads	28	35	26	10

SOURCE: Survey by ABC News/Washington Post.

QUESTION: Generally speaking, do you have enough time to do what you want to do these days, or not?

	<i>Yes, Enough Time</i>	<i>No, Not Enough Time</i>
Sept. 1990	49	51
Mar. 1995	48	52
Dec. 2001	50	49
Dec. 2002	52	48
Dec. 2003	52	48

Dec. 2004	56	44
Dec. 2005	50	49
Dec. 2006	54	46
Dec. 2007	53	47

SOURCE: Surveys by the Gallup Organization.

QUESTION: Please tell me how much you agree or disagree with the following statement: My supervisor accommodates me when I have family and personal business to take care of.

	<i>Agree</i>	<i>Disagree</i>
1997 Harris	94	6

SOURCE: Harris Interactive for the Families and Work Institute.

QUESTION: Do you feel you have enough time for yourself, or not?

	<i>Yes, Enough Time</i>	<i>No, Not Enough Time</i>
Jun. 1989	62	38
Mar. 2005	58	41

SOURCE: Surveys by CBS News/New York Times.

QUESTION: What would you say is the biggest challenge in raising children today?

Societal influences	38
Discipline/Morals	31
Time, Work balance	10

NOTE: Responses are combined/net responses.

SOURCE: Survey by PSRA/Pew Research Center.

QUESTION: Please tell me if you think each of the following tends is generally a good thing for society, a bad thing for our society, or doesn't make that much difference?

	<i>Good thing</i>	<i>Bad thing</i>	<i>No difference</i>
More mothers of young children working outside the home			
Mar. 1997			
Women	17	37	41
Feb.-Mar. 2007			
All	22	32	41
Men	22	31	42
Women	22	33	41

SOURCE: Surveys by PSRA/Pew Research Center.

QUESTION: Considering everything, what would be the ideal situation for you – working full-time, part-time, or not at all outside the home?

	<i>Full-time work</i>	<i>Part-time work</i>	<i>Not working</i>
1997	32	48	20
2007	21	60	19

NOTE: Sample is working mothers.

SOURCE: Surveys by PSRA/Pew Research Center.

QUESTION: Do you feel you spend too much time, not enough time, or about the right amount of time with your family?

	<i>Too Much</i>	<i>Not Enough</i>	<i>Right Amount</i>
Jun. 1989#	5	47	46
Sept. 1991#	6	36	56
Mar. 2005*	3	40	56

SOURCE: # Surveys by Mellman and Lazarus for Mass Mutual. * Survey by CBS News/New York Times.

QUESTION: Which way do you tend to look at the relationship between work and leisure time: that work is the most important thing – and the purpose of leisure time is to recharge people’s batteries so they can do a better job or that leisure time is the most important thing – the purpose of work is to make it possible to have the leisure time to enjoy life and pursue one’s interests?

	<i>Work is most important</i>	<i>Leisure time is most important</i>
Sep.-Oct. 1975	48	36
Sep.-Oct. 1980	48	36
Sep. 1985	46	33
Jan-Feb. 1992	38	40
Aug. 1997	39	57
Jul. 2006	37	53

NOTE: 1975-1992 askings had the choice of both or neither. Aug. 1997 wording is slightly different. Question worded as “Which way do you tend to look at the relationship between work and leisure time...work is the important thing or that leisure is the important thing?”

SOURCE: 1975-1992 surveys by Roper GfK-NOP. Aug. 1997 survey by KRC/US News & World Report. July 2006 survey by the Washington Post.

WORK CHARACTERISTICS: In survey questions asked since 1996, around 15 percent say they hold more than one job. Telecommuting has risen in popularity since US News and Gallup first asked about it twelve years ago when 9 percent of workers said they have telecommuted. In August 2008, Gallup found that three in ten Americans had telecommuted. In 2007, 55 percent of Americans reported that they worked for the private sector. Eleven percent said they worked for non-profits while sixteen percent worked for government or were self-employed. When it comes down to where, 50 percent said they always or usually work in an office while 33 percent said rarely and 26 percent said they never work in an office.

QUESTION: How many different jobs do you currently hold?

		<i>One</i>	<i>Two or More</i>
Jul. 1996*	Newsweek	85	15
Jul. 1997*	PSRA	87	12
Aug. 24-26, 1999	Gallup	85	15
Aug. 5-8, 2002	Gallup	86	14
Aug. 4-6, 2003	Gallup	85	15
Aug. 8-11, 2005	Gallup	83	17
Jun.-Jul. 2006	PSRA/Pew	87	13

NOTE: Asked of those employed full time or part time. * Question wording as “How many jobs do you have now?”

QUESTION: Next we'd like to know how often, if ever, that your job requires you to work in an office - do you always, usually, rarely, or never work in an office?

	<i>Always</i>	<i>Usually</i>	<i>Rarely</i>	<i>Never</i>
2002 Gallup	36	19	19	25
2004 (Jan.) Gallup	36	13	23	28
2004 (Mar.) Gallup	40	10	33	26

NOTE: Asked of adults employed full-time.
SOURCE: Surveys by the Gallup Organization.

QUESTION: Next we'd like to know how often, if ever, does the work you do get your clothes dirty - always, usually, rarely, or never?

	<i>Always</i>	<i>Usually</i>	<i>Rarely</i>	<i>Never</i>
2002 Gallup	24	17	33	26

NOTE: Asked of adults employed full-time.
SOURCE: Surveys by the Gallup Organization.

QUESTION: Have you ever telecommuted, that is, worked from your home using a computer to communicate for your job?

		<i>Yes, have</i>	<i>No, have not</i>
Oct. 13-16, 1996	US News/CNN/Gallup	9	91
Aug. 7-10, 2006	Gallup/USA Today	32	68
Aug. 7-10, 2008	Gallup/USA Today	30	69

-(Asked of those who have telecommuted) If there are 20 workdays in a typical month, about how many days out of 20 would you telecommute from home instead of going into the office?

	None	One to five	Six to ten	Elven-Fifteen	Sixteen-Twenty
Aug. 2006	17	48	8	7	16
Aug. 2008	23	49	9	3	11

-(Asked of those who have telecommuted) Are you more likely to telecommute during regular business hours instead of going into the office or after regular business hours or on the weekend in addition to going into the office?

	During regular business hours	After regular business hours
Aug. 2006	40	50
Aug. 2008	33	54

NOTE: Sample is adults employed full or part-time.
SOURCE: The Gallup Organization.

QUESTION: Which of the following comes closest to describing how you feel about your personal job?

	<i>My job is interesting nearly all the time</i>	<i>While my job is interesting most of the time, there are dull stretches now and then</i>	<i>There are a few times when my job is interesting, but mostly it is dull and monotonous</i>	<i>My job is completely dull and monotonous, there is nothing interesting about it</i>
Aug. 2004	42	48	8	2

SOURCE: Survey by AP/Ipsos.

QUESTION: Have you ever moved because of a job? If yes, how often have you moved because of a job?

	<i>No, Never</i>	<i>Once</i>	<i>Twice</i>	<i>Three Times</i>	<i>Four or More</i>
2005	65	14	9	4	8

SOURCE: Survey by CBS News/New York Times.

QUESTION: How are you paid at work: do you have a salary, are you paid by the hour, or are you mostly paid by commission?

	<i>Salary</i>	<i>Hour</i>	<i>Commission</i>
Aug. 5-8, 2002	41	47	7
Aug. 8-11, 2005	39	51	6
Jun. 20-Jul. 16, 2006	38	50	7
Aug. 10-13, 2007	38	51	5

NOTE: Asked of adults employed full or part-time.

SOURCE: Surveys by the Gallup Organization, 2002-2005. Survey by PSRA/Pew Research Center, 2006.

QUESTION: Does the type of work you do generally require advanced training such as a bachelor's degree from a college or university or some other advanced academic degree?

		<i>Yes</i>	<i>No</i>
2002	Gallup	48	52

NOTE: Asked of adults employed full-time

SOURCE: Survey by the Gallup Organization

Question: Does the type of work you do generally require a bachelor's degree from a college or university or some other advanced academic?

	<i>Yes</i>	<i>No</i>
Aug. 5-8, 2002	38	61
Aug. 8-11, 2005	43	57

NOTE: Asked of adults employed full or part-time.

SOURCE: Surveys by the Gallup Organization.

QUESTION: Which of the following best describes your job? Are you an employee of a private company or business, or an employee of a non-profit organization, a government employee, or self-employed in your own business or professional practice?

		<i>Private company or business</i>	<i>Non-profit organization</i>	<i>Government</i>	<i>Self employed</i>
Aug. 2001	Gallup	58	11	17	12
Aug. 2002	Gallup	55	13	16	12
Aug. 2003	Gallup	58	11	17	13
Aug. 2004	Gallup	57	8	17	15
Aug. 2005	Gallup	55	9	15	18
Jun.-Jul. 2006	PSRA/Pew Research Center	57	9	18	16
Aug. 2006	Gallup	55	9	16	17
Aug. 2007	Gallup	55	11	16	16

NOTE: Samples are employed adults.

QUESTION: Which of the following best describes the place where you work?

Jun.-Jul. 2006		
An office		33
A factory or manufacturing facility		13
A construction site or other outside work site		12
A store, restaurant, or retail outlet		11

A school	11
A hospital, clinic, or medical facility	8
Your own home	6
Private home	2
Drive a car or bus or truck	1

SOURCE: Surveys by PSRA/Pew Research Center.

WORK TIME AND COMMUTES: *How a question is worded and the methodology employed affect estimates of the number of hours worked each week. Data from Gallup and the Census Bureau paint similar pictures of commuting times. The 2000 Census shows an uptick in commuting time (mean is 24.3 minutes). It turns out that a lot of people like their commutes. In a comprehensive survey on traffic, 19 percent of those who worked outside the home and commuted to work told ABC News/Washington Post interviewers in January 2005 that they liked their commute a great deal, 41 percent said they liked it somewhat, 23 percent said they disliked it somewhat, and 12 percent disliked it a great deal. In the survey, 63 percent said their commute from home to work usually took less than thirty minutes. Twenty-seven percent said it took from thirty to fifty-nine minutes, and 9 percent, sixty minutes or more.*

QUESTION: First, we would like to know approximately how many hours a week you spend at your job or occupation, and that includes keeping house or going to school, as well as working for pay or profit. How many hours would you estimate you spend at work, housekeeping, or studies, including any travel time to and from the job or school? (Harris)

QUESTION: In a typical week, how many hours do you work? (Gallup)

QUESTION: How many hours did you work last week, at all jobs? (NORC-GSS) CES: Data are from employer reports.

Robinson: Time Diary

	Harris Median Hours	CES	GSS	Robinson Time Diary	Gallup Mean Hours	Gallup Median Hours
1960		38.6				
1961		38.6				
1962		38.7				
1963		38.8				
1964		38.7				
1965		38.8		29.4		
1966		38.6				
1967		38.0				
1968		37.8				
1969		37.7				
1970		37.1				
1971		36.9				
1972		37.0				
1973	41	36.9	39.9			
1974		36.5	39.8			
1977		36.0	40.5			
1978		35.8	40.8			
1979		35.7				
1980	47	35.3	41.0			
1981		35.2				

1982		34.8	39.8		
1983		35.0	40.4		
1984	47	35.2	40.5		
1985		34.9	41.2	28.3	
1986		34.8	41.8		
1987	47	34.8	41.3		
1988		34.7	41.4		
1989	49	34.6	41.3		
1990		34.5	40.9		
1991		34.3	40.3	43.4	40
1992		34.4			
1993	50	34.5	41.8	42.5	
1994	51	34.7	41.7		
1995	51	34.5			
1996		34.4	42.4		
1997	51	34.6			
1998	50	34.6	41.8		
1999	50	34.5		43.5	40
2000	50	34.5	41.9		
2001	50			42.8	40
2002	47			43.0	40
2003	49			43.1	40
2004	50			42.3	40
2005				41.9	40
2006				43.0	40
2007	45			43.6	40
2008				43.3	40

NOTE: Gallup asked adults who were employed full time or part-time.

QUESTION: Just your best estimate, on an average day, how much time would you say you spend in a car for all reasons, including work, school, errands and leisure?

	<i>Less than 30 Minutes</i>	<i>30 Minutes</i>	<i>31-59 Minutes</i>	<i>60 Minutes</i>	<i>Greater than 60 Minutes</i>
Jan. 2005	15	12	6	22	43

NOTE: Asked of those who ever drive.

SOURCE: Survey by ABC News/Washington Post/Time

Commuting

QUESTION: How do you generally get to work – do you drive yourself, ride with someone else, take mass transportation, or something else?

	Drive	Get a ride	Mass transit	Work at home	Walk
Aug. 2007	85	6	4	1	3
Aug. 2008	82	6	5	3	3

NOTE: Sample is adults employed full or part-time.

SOURCE: The Gallup Organization.

QUESTION: How much total time in minutes do you spend commuting to and from work in a typical day?

	Less than 30 min.	30-60 min.	60-90 min.	90 min to 2 hours	2 hrs or more
Aug. 2007	28	36	17	9	8
Aug. 2008	31	35	16	7	11

NOTE: Sample is adults employed full or part-time.

SOURCE: The Gallup Organization.

QUESTION: On most days, about how long does it take you to get from your home to where you work?

	<i>Roper Median Minutes</i>	<i>NORC Mean Minutes</i>	<i>Gallup Mean Minutes</i>	<i>Census Mean Minutes</i>
1973	14.5			
1977	14.8			
1980	14.7			21.7
1986		23		
1987	15			
1988			21	
1990				22.4
1992	16.5			
2000			26	24.3

SOURCE: Surveys by Harris Interactive, the Department of Labor’s Current Employment Statistics, National Opinion Research Center’s General Social Survey and Americans’ Use of Time Project (University of Maryland, John Robinson).

QUESTION: How many minutes does it usually take you to commute from home to work?

	<i>Less than 15 Minutes</i>	<i>15 Minutes</i>	<i>16-29 Minutes</i>	<i>30 Minutes</i>	<i>31-59 Minutes</i>	<i>60 Minutes</i>	<i>Greater than 60 Minutes</i>
Jan. 2005	31	12	20	12	15	5	4

NOTE: Asked of those who work outside the home.

SOURCE: Survey by ABC News/Washington Post/Time.

QUESTION: Is commuting to work something you like or dislike? Do you like/dislike it somewhat or a great deal?

	<i>Like Great Deal</i>	<i>Like Somewhat</i>	<i>Dislike Somewhat</i>	<i>Dislike Great Deal</i>
Jan. 2005	19	41	23	12

NOTE: Asked of those who work outside the home. Seventy-four percent of those who had a commute of less than 15 minutes liked their commute compared to 42 percent whose commute was more than 30 minutes. Seventy-one percent who worked in a rural area or town liked their commutes, compared to 56 percent who worked in a suburb, and 47 percent who worked in a city.
SOURCE: Survey by ABC News/Washington Post/Time.

In a 1997 Maritz survey for *American Demographics* magazine, drivers were asked to agree or disagree with the following statement: “Driving is my time to think and enjoy being alone.” Forty-five percent of drivers agreed with the statement, 24 percent were neutral, and 30 percent disagreed.

In 2002, The Conference Board asked, “To what extent are you satisfied with each of the following aspects of your present job...commute to work?” On a five-point scale, 59 percent in the mail survey placed themselves on either point one or two. In 2000, the figure was 58 percent, and in 1995, it was 62 percent.

LOYALTY: *Huge majorities of workers say they are loyal to their companies. Solid majorities say their companies are loyal to them. Workers' perceptions of "most employers'" loyalty are more negative, but they are also less reliable than people's personal experiences.*

QUESTION: Do you have a strong sense of loyalty to the company or organization you work for, or not?

	<i>Yes, Strong Sense of Loyalty</i>	<i>No, Not Strong</i>
May 1993	86	12
Sept. 1998	85	14
Aug. 2001	83	16
Aug. 2002	86	14
Aug. 2003	81	18
Aug. 2004	85	15

SOURCE: Surveys by the Gallup Organization.

QUESTION: Does the company you work for have a strong sense of loyalty to you, or not?

	<i>Yes, Strong Sense of Loyalty</i>	<i>No, Not Strong</i>
May 1993	67	30
Dec. 1993	73	24
Sept. 1998	66	32
Aug. 2001	64	32
Aug. 2002	70	27
Aug. 2003	63	34
Aug. 2004	67	29

SOURCE: Surveys by the Gallup Organization.

QUESTION: I am going to read you a series of statements. For each, please tell me whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree... I feel a sense of loyalty to the company or organization that I work for. (UConn)

QUESTION: Overall, how committed do you feel to your company? Very, moderately, only somewhat or not very committed at all? (Wirthlin)

	<i>Loyal</i>	<i>Not Loyal</i>
Aug. 1998 UConn	86	10
Nov. 1998 Wirthlin	84	16
Jan. 2001 Wirthlin	92	2

QUESTION: I am going to read you a series of statements. For each, please tell me whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree. ... The company or organization I work for feels a sense of loyalty towards me? (UConn)

QUESTION: Overall, how committed do you feel your company is to you? Very, moderately, only somewhat or not very committed at all? (Wirthlin)

	<i>Loyal</i>	<i>Not Loyal</i>
Aug. 1998 UConn	65	27
Nov. 1998 Wirthlin	72	29
Jan. 2001 Wirthlin	77	20

QUESTION: And, compared to a few years ago, would you say that today's employees in general are more loyal to their employers, less loyal to their employers, or has there been no change? (Wirthlin)

QUESTION: In general, how loyal do you think that employees are to their companies today—very loyal, fairly loyal, just somewhat loyal, or not too loyal? (Hart/Shell Oil)

	<i>More Loyal</i>	<i>Less Loyal</i>	<i>No Change</i>
1996 Wirthlin	14	58	27
July 1998 Hart	33	55	—
Nov. 1998 Wirthlin	14	59	25

QUESTION: Compared to a few years ago, would you say that today's employers in general are more loyal to their employees, less loyal to their employees, or has there been no change? (Wirthlin)

QUESTION: In general, how loyal do you think that companies are to their employees today—very loyal, fairly loyal, just somewhat loyal, or not too loyal? (Hart/Shell Oil)

<i>Most Employers' Loyalty</i>			
	<i>More Loyal</i>	<i>Less Loyal</i>	<i>No Change</i>
1996 Wirthlin	11	65	22
July 1998 Hart	25	73	—
Nov. 1998 Wirthlin	15	63	21

<i>My Loyalty to Employer</i>				
	<i>Great Deal</i>	<i>Some</i>	<i>Not Too Much</i>	<i>Very Little</i>
Mar. 1994 ^a	47	33	9	5
May 2001 ^a	54	33	6	4

a: Sample is employed people

NOTE: Some responses combined. Roper GfK-NOP responses are asked of employed people.

SOURCE: Surveys by the University of Connecticut's Center for Survey Research and Analysis, Wirthlin Worldwide and Peter D. Hart Research Associates for Shell Oil Company and Roper GfK-NOP.

QUESTION: There is increasing talk these days about the ethical and moral standards in our society. We would like to know how widespread you think certain questionable practices are...Do you think that is true of most, fairly many, not too many, or very few (people, business people, employees, etc.)

Business people padding their expense accounts

	<i>Most</i>	<i>Fairly Many</i>	<i>Not Too Many</i>	<i>Very Few</i>
1973	32	37	15	7
1976	32	42	12	6
1978	31	43	12	7
1979	31	45	13	3
1982	33	45	13	4
1986	33	44	13	3
1987	28	32	21	10
1988	22	43	19	6
1993	23	44	20	6
1997	26	47	17	4
2000	24	43	20	6

Employees taking company supplies home for their own use

	<i>Most</i>	<i>Fairly Many</i>	<i>Not Too Many</i>	<i>Very Few</i>
1988	17	36	30	10
1993	20	38	27	9
1997	20	45	24	7
2000	23	38	24	9

People lying on their resumes/employment applications

	<i>Most</i>	<i>Fairly Many</i>	<i>Not Too Many</i>	<i>Very Few</i>
1997	20	38	29	8
2000	21	34	29	10

NOTE: Not all categories shown.

SOURCE: Surveys by Roper GfK-NOP.

QUESTION: I am going to read to you a series of statements about your job. For each series, please tell me which statement comes closer to your own views – A or B. Statement A: The company or agency I work for cares about me as an individual. I feel respected. Statement B: The company or agency I work for does not really care about me. I am just a number.

	<i>Cares About Me/ Feel Respected</i>	<i>Does Not Care/ Just a Number</i>
Feb. 2004	70	26

SOURCE: Surveys by Zogby International/Public Service Research Foundation.

THE BOSS: Around a quarter of those surveyed say they would be interested in having the boss's job. About the same number say they would be interested in running the organization they work for. In a 1943 Roper survey of factory workers for Fortune, 55 percent said they would prefer a job which pays quite a low income but which they were sure of keeping, 27 percent said a job which pays a good income but which you have a 50-50 chance of losing, and 15 percent a job which pays an extremely high income "if you make the grade," but which you are sure to lose if you don't. In 1993, those responses were 28, 32, and 32 percent respectively. Far more Americans daydream about being rich than about having a better job.

QUESTION: Would you want your boss's job?

	<i>Yes</i>	<i>No</i>
May 31-Jun. 17, 2001	24	73

SOURCE: Survey by Harris Interactive

QUESTION: It is the goal of some people who work to advance their position, while others like what they are doing and do not particularly want to move up to more responsibilities. Thinking now of your present position and your immediate boss's position, do you think you would be interested in having your boss's job or would you really prefer to keep your own?

	<i>Interested in Boss's Job</i>	<i>Prefer Own Job</i>
1985	29	63
1992	23	70
1995	25	63

SOURCE: Surveys by Roper GfK-NOP.

QUESTION: Regardless of how you feel about having your boss's job, do you think you would be interested in the top job—running the organization you work for, or would you prefer to keep your own job?

	<i>Interested in Running Organization</i>	<i>Prefer Own Job</i>
1985	30	62
1992	24	67
1995	24	65

SOURCE: Surveys by Roper GfK-NOP.

QUESTION: If you could fire your current boss, would you do so, or not?

	<i>Yes</i>	<i>No</i>
1997 Gallup	24	70
2002 Maritz	21	74

QUESTION: I am going to read you a series of statements about your job. For each series, please tell me which statement comes closer to your own view, A or B. Statement A: It is difficult to work with my immediate supervisor. Statement B: I have a good working relationship with my immediate supervisor.

	<i>Difficult to Work with My Immediate Supervisor</i>	<i>Good Working Relationship With My Immediate Supervisor</i>
Feb. 2005	15	81

SOURCE: Survey by Zogby International/Public Service Research Foundation.

In October 2002, the Gallup organization asked, "In your job, do you directly supervise other workers, or not?" Fifty-four percent said yes; 46 percent said no.

QUESTION: Here are three different kinds of jobs. If you had your choice, which would you pick? A job which pays quite a low income, but which you were sure of keeping, or a job which pays a good income, but which you have a fifty-fifty chance of losing, or a job which pays an extremely high income if you make the grade, but which you are sure to lose if you don't?

	<i>Low income/will keep job</i>	<i>Good income/50-50 chance of losing</i>	<i>High income/could lose job</i>
1943 <i>Fortune</i> ^a	55	27	15
1948 <i>Fortune</i>	47	32	19
1957 Roper GfK- NOP	42	26	26
1962 Gallup	48	33	14
1981 Roper GfK- NOP	22	34	36
1988 Roper GfK- NOP	22	34	38
1993 Roper GfK- NOP	28	32	32

a. Sample is factory workers.

NOTE: In 1939, when Roper asked, "If you had your choice, which would you prefer," 87 percent of executives answered "a job that pays a high wage, but with a fifty-fifty chance of getting promoted or fired," and 8 percent chose "a steady job earning just enough to get by on, but with no prospect of advancement." Among factory workers the responses were 53 and 45 percent, respectively. National results were 61 to 33 percent.

SOURCE: Surveys by Roper for *Fortune*, Roper GfK-NOP, and the Gallup Organization.

In March 2000, the *New York Times* asked, "Would you keep your job if your salary were cut 25 percent, or not?" Thirty-one percent said they would, 55 percent said they would not.

QUESTION: Most people spend at least a small part of their waking hours daydreaming and thinking about different things. Some of those daydreams may be complete flights of fancy, others just simple, like a hungry person thinking about lunchtime. Here's a list of some things people might be expected to daydream about from time to time. Would you look it over and call off the things, if any, that you ever daydream or think about?

	<i>Being Rich</i>	<i>Having a Better Job</i>	<i>Being Elected to Political Office</i>
1979	41	32	6
1984	52	33	6
1989	49	29	4
1992	53	36	6
1997	54	32	5
2001	50	29	4

NOTE: Only selected categories shown.

SOURCE: Surveys by Roper GfK-NOP.

QUESTION: If you were free to do either, would you prefer to have a job outside the home, or would you prefer to stay home and take care of a house and family?

	<i>Prefer to Stay Home</i>			<i>Prefer to Have a Job</i>		
	Total	Men	Women	Total	Men	Women
1974 Roper GfK-NOP/VS	–	–	60	–	–	35
1978 Roper GfK-NOP	–	–	45	–	–	49
1979 Roper GfK-NOP/VS	–	–	51	–	–	46
1982 CBS	–	–	47	–	–	48
1983 NYT	35	21	47	58	72	45
1984 LAT	23	14	34	72	81	60
1985 Roper GfK-NOP/VS	–	12	45	–	86	51
1989 (Jul.) CBS/NYT	–	–	51	–	–	35
1989 (Aug.) Roper GfK-NOP/VS	–	13	51	–	81	42
1991 Roper GfK-NOP	37	19	53	59	77	43
1992 (Oct.) CBS/NYT	37	21	51	56	72	42
1994 Roper GfK-NOP	35	19	50	61	78	45
1994 (Dec.) Roper GfK-NOP/VS	31	15	47	62	78	46
1996 LAT	37	26	50	57	65	48
1997 (Sept.) Roper GfK-NOP	39	25	52	57	71	44
1997 (Sept.) CBS	30	17	42	62	74	50
2000 Roper GfK-NOP	36	24	47	–	–	–
2001 Gallup	35	24	45	–	–	–
2005 Gallup	41	27	53	54	68	42
2007 Gallup	37	29	45	58	68	50
2008 Gallup	34	23	45	63	74	52

SOURCE: Surveys by Roper GfK-NOP for Virginia Slims, CBS News, the *New York Times*, the *Los Angeles Times*, Roper GfK-NOP and the Gallup Organization.

QUESTION: Generally speaking, which do you enjoy more—the hours when you are on your job, or the hours when you are not on your job?

	<i>On the Job</i>	<i>Not on the Job</i>
Jun. 1955	39	48
Sep. 1988	20	68
Sep. 1990	18	60
Jul. 1991	18	68
May 1993	22	70
Oct. 1998	23	69
Aug. 1999	16	77
Aug. 2001 Ipsos	19	76

NOTE: In 1948, Gallup asked which do you enjoy more—the things you do in your work (on your job) or the things you do in your leisure time? Thirty-five percent of the respondents chose work, 36 percent leisure and 25 percent said they were equal.
SOURCE: Surveys by the Gallup Organization and Ipsos.

QUESTION: If you were taking a new job and had your choice of a boss would you prefer to work for a man or a woman?

	<i>Male boss</i>	<i>Female boss</i>	<i>No difference</i>
1953	66	5	25
1975	62	7	29
Jun. 25-28, 1982	46	12	38
Dec. 18-21, 1989	48	14	34
Aug. 23-25, 1993	39	22	36
Jun. 25-28, 1994	35	16	47
Sep. 14-17, 1995	46	20	33
Aug. 24-26, 1999	38	16	45
Dec. 2-4, 2000	48	22	28
Apr. 22-24, 2002	31	19	49
Aug. 7-10, 2006	37	19	43

NOTE: Samples are employed adults.
SOURCE: Surveys by the Gallup Organization.

QUESTION: How do you think things are going for most Americans these days? Would you say _____ are/is better, worse, or about the same these days?

Jun. 20-Jul. 16, 2006

	<i>Better</i>	<i>Worse</i>	<i>About the same</i>
Job opportunities	26	43	26
The amount of leisure time	16	43	36
Family life	18	45	33
Health care	20	52	24
Housing	31	38	26
Education	34	34	27
Work life	20	39	34

NOTE: Sample is employed adults.
SOURCE: Survey by PSRA/Pew Research Center.

QUESTION: Are you now employed full-time, part-time or not employed?

	<i>Full-time</i>	<i>Part-time</i>	<i>Not employed</i>
Oct. 2005	52	12	36
Feb. 2006	49	15	35
Jun-Jul. 2006	48	12	39

SOURCE: Surveys by PSRA/Pew Research Center.

QUESTION: Including all its locations and work sites, not just your own, about how many people are employed by the company or organization you work for?

		<i>Fewer than 25</i>	<i>25-100</i>	<i>100-1,000</i>	<i>1,000 or more</i>
Jul. 1996*	Newsweek	18	16	28	37
Jun.-Jul. 2006	PSRA/Pew Research Center	27	16	23	33

NOTE: Samples are employed adults. * Based on not self-employed.

QUESTION: Are you regularly scheduled to work in the evenings or on the week ends, or not?

		<i>Yes</i>	<i>No</i>	<i>No set schedule (vol.)</i>
Jun.-Jul. 2006		34	61	5

NOTE: Sample is employed adults.

SOURCE: Surveys by PSRA/Pew Research Center.

QUESTION: How long have you worked for your current employer?

		<i>One year or less</i>	<i>2-4 years</i>	<i>5-9 years</i>	<i>10 or more years</i>
Jul. 1989	Gallup	25	21	20	34
Jun.-Jul. 2006	PSRA/Pew	26	23	19	32

NOTE: Samples are employed adults (includes self employed). Mean: 8.3. Median: 5.

QUESTION: Do you work from home, either often or sometimes, or don't you do this?

		<i>Primarily from home</i>	<i>Often or sometimes from home</i>	<i>Do not</i>
Jun.-Jul. 2006		6	26	68

NOTE: Sample is employed adults.

SOURCE: Surveys by PSRA/Pew Research Center.

QUESTION: Have you ever switched careers—that is, switched from one type of work to another type of work? (If yes, how many times)

		<i>Yes</i>	<i>No</i>
Dec. 1986	USA Today	54	47
Apr. 1987	USA Today	52	48
Jul. 1997	PSRA/Pew Research Center	63	37
Jun.-Jul. 2006	PSRA/Pew Research Center	61	38

NOTE: Samples are employed adults. Twenty-two percent said they switched 1 time; 39 percent said 2 times or more of those who said yes in 2006. Previous to that the subquestion was not asked.

QUESTION: How likely is it that you will switch careers sometime during your working lifetime?

		<i>Very likely</i>	<i>Somewhat likely</i>	<i>Not very likely</i>	<i>Not at all likely</i>
Apr. 1987	USA Today	23	20	24	32
Jul. 1997	PSRA/Pew	29	21	25	24
Jun.-Jul. 1997	PSRA/Pew	28	19	25	27

NOTE: Samples are employed adults. USA Today's final category was "not likely at all."

QUESTION: How likely is it that you will stay with your present employer for the remainder of your working life? Is it...

		<i>Very likely</i>	<i>Somewhat likely</i>	<i>Not very likely</i>	<i>Not at all likely</i>
Dec. 1986	USA Today	45	19	13	23
Apr. 1987	USA Today	44	20	20	15
Jul. 1997	PSRA/Pew	41	24	18	17
Jun.-Jul. 2006	PSRA/Pew	42	27	13	17

NOTE: Samples are employed adults. USA Today's final category was "not likely at all." If self-employed substitute.

ATTITUDES ABOUT LEISURE: University of Virginia historian Cindy Aron argues that the idea of leisure has not come easily to Americans (*Working at Play: A History of Vacations in the United States*, Oxford University Press, 1999). For most of the 19th century, vacations were limited to privileged elites. After the Civil War, when vacations were becoming more widely available to the middle class, the new-found leisure time was often used for work of other kinds (educational self-improvement, religious instruction, etc.).

The work ethic is still strong in America. In 1973, 68 percent said they would continue to work if they were able to live as comfortably as they would like for the rest of their lives. In 2006, 70 percent gave that response.

Survey data suggest that attitudes about leisure are changing. In 1975, 48 percent told Roper GfK-NOP interviewers that “work is the important thing – and the purpose of leisure time is to recharge people’s batteries so they can do a better job.” In 2000, 34 percent gave that response. In 1975, 36 percent agreed with the statement: “Leisure time is the important thing – and the purpose of work is to make it possible to have the leisure time to enjoy life and pursue one’s interests.” Today, 43 percent give that response.

Forty-five percent told Peter D. Hart researchers that they had more leisure time than their parents at the same point in their lives, 27 percent less, and 25 percent about the same amount. Thirty percent of eighteen-to-sixty-four year olds with children at home said they had more leisure time than their parents, 35 percent less, and 32 percent about the same amount. Still, more Americans than a quarter century ago say they have “not quite as much” or “not nearly as much leisure time as they would like.” Views about leisure time are strongly related to where one is in the life cycle. Seniors often say they have too much leisure time, parents of young children, too little.

Recent surveys suggest that when people are asked if they would prefer more money or more time, people generally respond more money. But when choices are narrowed (a week’s vacation or a week’s salary) time often trumps money.

QUESTION: If you were to get enough money to live as comfortably as you would like for the rest of your life, would you continue to work or would you stop working?

	<i>Continue to Work</i>	<i>Stop Working</i>
1973	68	30
1974	64	35
1976	68	31
1977	69	30
1980	76	23
1982	72	27
1984	74	25
1985	69	30
1987	74	25
1988	70	29
1989	71	27
1990	72	27
1991	66	33
1993	68	30
1994	65	34

1996	67	32
1998	69	30
2000	68	31
2002	68	31
2004	69	31
2006	70	30

NOTE: Asked of those who were either working or temporarily not working at the time.

SOURCE: Surveys conducted by the National Opinion Research Center.

QUESTION: Which way do you tend to look at the relationship between work and leisure time: That work is the important thing—and the purpose of leisure time is to recharge people’s batteries so they can do a better job *or the other way around* That leisure time is the important thing—and the purpose of work is to make it possible to have the leisure time to enjoy life and pursue one’s interests?

	<i>Work Is Important Thing</i>	<i>Leisure Is Important Thing</i>	<i>Both about Equal (vol.)</i>
1975 RASW	48	36	13
1980 RASW	48	36	15
1985 RASW	46	33	17
1989 RASW	36	41	20
1991 RASW	30	36	24
1992 ^a RASW	38	40	17
1993 RASW	31	42	25
1995 RASW	37	36	25
1996 RASW	35	40	22
1997 <i>US News</i>	39	57	--
1998 RASW	34	40	24
2000 RASW	34	43	20

NOTE: a. Roper for the National Rural Electric Cooperative Association. Question wording varied slightly. In 1980, when the *Los Angeles Times* survey asked "Which do you think is more important in life: working hard and doing what is expected of you or doing the things that give you personal pleasure," 59 percent of registered voters said working hard and 34 percent said doing things for pleasure. The question has been asked five times since then. In 1989, the responses (among a national adult sample) were 49 and 44 percent respectively. In 1990, the last iteration of the question, the responses were 46 and 46 percent respectively.

SOURCE: Surveys by Roper GfK-NOP and *US News and World Report*.

QUESTION: Do you enjoy your work so much that you have a hard time putting it aside?

	<i>Yes</i>	<i>No</i>
1955 Gallup	51	45
1988 Gallup ^a	33	67
2001 Ipsos-Reid ^a	23	77

NOTE: ^a Sample is employed people.

SOURCE: Surveys by the Gallup Organization and Ipsos-Reid.

QUESTION: Please say, for each of the following, how important it is in your life. Would you say extremely important, very important, somewhat important, not too important, or not important at all. How about...?

	<i>Extremely Important</i>	<i>Very Important</i>	<i>Somewhat Important</i>	<i>Not Too Important</i>	<i>Not Important At All</i>
Your Leisure Time					
2001	14	50	30	4	1
2002	15	44	34	5	2
Your Work					
2001	19	55	23	2	1
2002	21	52	25	2	0

NOTE: In 2002, “your work” ranked third out of nine item in terms of “extremely/very important” and “your leisure” ranked seventh. The other categories were “your family” (96 percent), “your health” (90 percent), “your friends” (70 percent), “your money” (67 percent), “your religion” (65 percent), “your hobbies or recreational activities” (46 percent), and “your community activities” (32 percent).

SOURCE: Surveys by the Gallup Organization.

QUESTION: On the whole, would you say that you are satisfied or dissatisfied with the amount of leisure and free time that you get to yourself?

		<i>Satisfied</i>	<i>Dissatisfied</i>
1963	Gallup	76	22
1978	Cambridge Reports	62	32
1984	Gallup	80	17
May 1988	Times Mirror	70	28
Sept. 1988	Gallup	87	11
Oct. 1988	Gallup	87	13
1993	Gallup	68	32
1994	Times Mirror	73	26
1995	Times Mirror	72	27
1997	Roper GfK-NOP	66	33
1998	Gallup	64	36
1999	Pew	80	15
2000	Hart/Teeter	66	33
2001	Roper GfK-NOP	77	23
2004	ABC 20/20	65	35
2005	Pew	79	16

NOTE: Question wording varied. Some questions use the word “leisure.” Others use the words “free time outside of work.” A separate question from Hart/Teeter’s April 2000 poll asked, “Comparing yourself with your parents when they were your age, do you think that you have more leisure time, less leisure time, or about the same amount of leisure time as your parents had?”. Forty-six percent answered more leisure time, 27 percent less leisure time and 25 percent about the same amount.

SOURCE: Surveys by the Gallup organization, Cambridge Reports/Research International, the Pew Research Center for the People and the Press (formerly the Times-Mirror Center), Roper GfK-NOP, Hart/Teeter Research, and ABC News 20/20.

In the 2004 ABC News 20/20 poll, 55 percent of full-time workers said they were satisfied with the amount of free time they had in an average week and 45 percent said they were dissatisfied. Sixty-eight percent of part-time workers said they were satisfied and 32 percent were dissatisfied. Sixty-one percent of married persons were satisfied and 39 percent were dissatisfied. Seventy-one percent of unmarried persons were satisfied and 29 percent were dissatisfied. Fifty-one percent of persons with kids under 12 were satisfied and 49 percent were dissatisfied. Seventy-one percent of persons with no kids at home were satisfied and 29 percent were dissatisfied.

QUESTION: After a long weekend, vacation, or a few days off from work, what best describes how you usually feel about going back to work? Do you ..

	<i>Feel ready to go back to work</i>	<i>Wish you could have a longer break</i>
Aug. 2004	51	49

SOURCE: Survey by Ipsos.

QUESTION: How well does the term “workaholic” describe you?

	<i>Very Well</i>	<i>Somewhat Well</i>	<i>Not Well</i>
1991	24	53	33

SOURCE: Survey by the Gallup Organization.

QUESTION: And how about how many hours each week do you estimate you have available to relax, watch TV, take part in sports or hobbies, go swimming or skiing, go to the movies, theater, concerts, or other forms of entertainment, get together with friends, and so forth? (Harris)

QUESTION: About how many hours of leisure time would you say you have on a typical weekday—by that I mean hours when you’re free to do what you want to do? And how about on a typical Saturday? And finally, Sunday. How many hours of leisure time do you usually have? (Roper GfK-NOP)

	<i>Harris</i> Median Hours	<i>RASW</i> Mean Hours ^a	<i>Robinson</i> Time Diary ^b
1965			34.8
1973	26.2		
1975	24.3		38.7
1980	19.2		
1984	18.1		
1985			39.6
1987	16.6		
1989	18.8	37.2	
1991		39.0	
1993	18.8	38.2	
1994	19.5		
1995	19.2		41.0 ^c
1996		36.6	
1997	19.5		
1998	19.4	35.5	
1999	19.8		
2000	20.0		
2001	20.0		
2002	20.0		
2003	19.0		
2004	19.0		
2007	20.0		

NOTE: a. Total weekly hours derived by using the following calculation: (Average weekday x 5) + (Saturday and Sunday). b. Hours per week, for those aged 18-64. c. The methodology for this survey was different from the 1965, 1975, and 1985 surveys.

SOURCE: Surveys by Harris Interactive, Roper GfK-NOP, and Americans’ Use of Time Project (University of Maryland, John Robinson).

QUESTION: Which of the following statements comes closest to how you feel? I would rather earn more money, even if it requires more of my free time, OR I would rather have more free time even if it means making less money. (*US News*)

QUESTION: If you had a choice, would you prefer to have more money or more time? (Harris/Radcliffe)

QUESTION: If you had the choice between either an extra day off from work every two weeks or an extra day’s wages or salary every two weeks, which would you prefer—the extra time or the extra money? (Hart-Teeter)

QUESTION: Which would you rather have—a salary increase, OR more free time out of work? (Penn, Schoen & Berland Associates)

QUESTION: If you could have more of one thing, which would you choose, time or money? (Roper GfK-NOP)

		<i>Extra Time</i>	<i>Extra Money</i>
Dec. 1995	<i>US News</i>	51	35
Feb. 2000	Harris/Radcliffe	64	34
Mar. 2000	Penn-Schoen	30	63
Apr. 2000	Hart-Teeter	58	40
June 2000	Penn-Schoen	32	57
Dec. 2002	Roper GfK-NOP	35	56

SOURCE: Surveys by Roper GfK-NOP, KRC Communications/Research for *US News & World Report*, Harris Interactive for Radcliffe Public Policy Center/FleetBoston Financial, Penn, Schoen and Berland and Hart-Teeter Research.

QUESTION: I would be willing to give up one day's pay per week in exchange for one day off per week to spend more time with family and friends?

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Parents</i>
Jul. 2004				
Strongly Agree	23	19	27	28
Somewhat Agree	30	26	34	32
Somewhat Disagree	21	23	18	18
Strongly Disagree	19	25	14	17
Don't Know	7	7	8	6

SOURCE: Survey by Center for a New American Dream.

QUESTION: I would rather have more time off work than get a raise.

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Parents</i>
Jul. 2004				
Strongly agree	12	8	15	13
Somewhat agree	28	32	25	33
Somewhat disagree	26	24	27	23
Strongly disagree	28	32	24	26

SOURCE: Survey by Center for a New American Dream.

QUESTION: How much less in salary or pay, in terms of percentage, would you accept in order to have more free time? Would you say...?

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Parents</i>
Jul. 2004				
0%	30	33	26	27
1%-5%	30	30	31	33
6%-10%	19	21	18	22
11%-15%	3	1	4	2
16%-20%	1	2	1	2
More than 20%	3	3	2	2

SOURCE: Survey by Center for a New American Dream.

Key:

Gallup organization polls after 1991 are done in conjunction with CNN and *USA Today* unless otherwise noted.

Harris = Harris Interactive.

NBC/*Wall Street Journal* polls are done in conjunction with the polling organizations of Peter D. Hart and Robert M. Teeter. NORC = National Opinion Research Center. Since 1994, General Social Surveys have been conducted in the spring of even-numbered years.

Pew Research Center (the Times Mirror Center from 1990 to 1995) polls are done in conjunction with Princeton Survey Research Associates.

Roper GfK-NOP = formerly Roper Starch Worldwide and the Roper organization.

This document first appeared on the AEI website in August 2001.

[For comments or questions, contact Karlyn H. Bowman \(kbowman@aei.org\) or Adam Foster \(afoster@aei.org\)](mailto:kbowman@aei.org)

For a full listing of AEI's Public Opinion Studies, please see <http://www.aei.org/research/politicalCorner/subjectareas/projectID.14/default.asp>

Other Recent AEI Public Opinion Studies:

- Public Opinion on the War with Iraq
- America and the War on Terrorism
- Attitudes about Social Security Reform

- Public Opinion on the Supreme Court
- Attitudes About Abortion
- Polls on Patriotism and Military Service
- Public Opinion on Taxes
- Attitudes toward the Federal Government
- Attitudes about Homosexuality and Gay Marriage
- Polls on the Environment and Global warming
- Attitudes About National Service
- Economic Insecurity
- Polls on Women

Many pollsters in the United States regularly supply us with their data. This report could not have been done without their assistance, and we thank them for it. The data in this report come from the archive of public opinion polls at the American Enterprise Institute and from The Roper Center's archive at the University of Connecticut in Storrs, Connecticut. The Roper Center is the oldest and largest archive of public opinion data in the world. To learn more about the Roper Center, visit <http://www.ropercenter.uconn.edu/>.