

111Equation Chapter 1 Section 1Working Time Mismatch and Employee Subjective Well-being Across Institutional Contexts: A Job Quality Perspective

Authors: Wanying Ling¹, Senhu Wang^{2*}, Zhuofei Lu³

Affiliations:

¹Department of Sociology, The University of Hong Kong

²Department of Sociology, National University of Singapore

³Department of Sociology, University of Oxford

*** Corresponding authors:**

Name: Senhu Wang

Institution: Department of Sociology, National University of Singapore

Address: 11 Arts Link, #03-06 AS1, Singapore 117573.

E-mail address: socsw@nus.edu.sg

Abstract

Despite the well-documented negative impact of working time mismatch on employee subjective well-being, little is known about the extent to which this association can be explained by job quality and how these patterns may differ across institutional contexts. Utilizing panel data from the UK and cross-country data from Europe, the decomposition analyses show that for underemployment, more than half of the negative effects is explained by low job quality especially poor career prospects. For overemployment, more than a third of its negative effect is explained by low job quality, with poor prospects, social environment and work-life balance being significant contributing factors. This interplay between job quality and working time mismatch on subjective well-being varies notably across different welfare and employment regimes. These findings reveal how job quality dimensions differentially contribute to the well-being of overemployed and underemployed individuals, highlighting the distinctive role of institutional context.

Keywords: Institutional context, job quality, overemployment, subjective well-being, underemployment, working time mismatch.

Introduction

Over the last several decades, with the rise of neoliberal economic policies, increased labour market flexibilization as well as rapid technological development, job insecurity and polarization have become a major trend in many developed countries (Goos et al., 2009; Salvatori, 2018; Wang, Li and Coutts, 2022). In this context, the working time mismatch, defined as a discrepancy between actual and preferred working hours, has become increasingly prevalent in the workplace. Specifically, there are two common types of working time mismatch i.e., overemployment (working more hours than desired) and underemployment (working less hours than desired). Recent research based on 15 European countries shows that overemployment accounted for 28% of total employees, while around 14% of employees were underemployed (Heyes and Tomlinson, 2021).

In the previous literature, it has been well established that working time mismatch can not only decrease employee productivity and engagement (Bakker and Albrecht, 2018; Collewet and Sauermann, 2017), but also hold significant implications for employee mental health and subjective well-being (SWB) (Bell and Blanchflower, 2019; Wang, Kåmeråde, Burchell, et al., 2022). Specifically, a series of studies using both cross-national and longitudinal data show that both over- and underemployment can undermine employee mental health and SWB (Angrave and Charlwood, 2015; Dooley, 2003; Kim et al., 2021). Despite ample research reporting the negative health and well-being consequences of working time mismatches, the processes and mechanisms by which over- and underemployment affect employee well-being—and the potential mediation by job quality—remain poorly understood. Moreover, the degree to which these effects and the role of job quality vary across different welfare and employment regimes has not been thoroughly investigated. This gap in knowledge prevents the development of a comprehensive theoretical framework to understand the health implications of working time mismatches and hinders the creation of effective labour market policies that could improve employee well-being in both the workplace and society.

Job quality is a multifaceted concept that plays a crucial role in the negative impacts of working time mismatches on employee health and well-being (Bartoll and Ramos, 2020). For example, part-time positions often provide lower wages and limited promotion prospects,

which relate to the economic dimension of job quality that is crucial for well-being as suggested by the compensating wage differential theory (Diener and Biswas-Diener, 2002; Warren, 2015). Moreover, the sociological dimension of work, including meaningful engagement and skill utilization, is vital for countering the adverse effects of unfulfilling employment (Karasek, 1979; Wendling, 2009). Supportive workplace social networks also contribute to well-being by offering social support and stress reduction (Berkman and Syme, 1979; Cacioppo et al., 2011). Labor market segmentation theory from an institutional perspective highlights the importance of job security and career progression opportunities in fostering stability and satisfaction (Choper et al., 2019; De Bustillo et al., 2011; Peck, 1989). The ability to balance work and personal life is another key aspect of job quality, essential for preventing burnout and enhancing well-being (Kalliath and Brough, 2008; Moen et al., 2011). While these factors are believed to be critical, further research is needed to elucidate how they interact with working time mismatches and how this interaction may vary in different institutional contexts.

The overall objective of this study is to examine the role of job quality in explaining the negative effects of over- and underemployment on SWB, as well as to explore how this role differs across various institutional contexts. Guided by this objective, the study focuses on two research questions: (1) To what extent do various job quality indicators mediate the relationship between working time mismatch and employee SWB? (2) How do these mediating effects of job quality indicators vary across different institutional contexts? To address these questions, we first theorize the potential job quality pathways (i.e., earnings, skills and discretion, social environment, prospects, work-life balance) through which working time mismatch may influence employee well-being. Next, drawing on longitudinal data in the UK and cross-country data in Europe, we use the Karlson–Holm–Green (KHB) decomposition method to examine the relative importance of each job quality in mediating the negative effects of over- and underemployment on SWB. Finally, we investigate how the patterns vary across institutional contexts with different employment and welfare regimes.

Theoretical background

Working time mismatch and employee well-being

Early theories on working hours and health reveal that mismatched working hours could have a negative impact on health and well-being (Feldman, 1996; Häusser et al., 2010; Karasek, 1979). The person–environment (P–E) fit theory represents this line of thinking and explains why working time mismatch has such negative health impacts (Angrave and Charlwood, 2015). Specifically, the P-E fit theory emphasizes that the alignment between workers' preferences and their job characteristics is crucial for their well-being (Kristof-Brown et al., 2005). While not overtly articulated, the theory implies that when working time does not align with employees' individual preferences, it hampers the fulfilment of various manifest and latent functions of employment such as earnings, skill utilization, social interaction, and work-life balance etc. This lack of alignment, in turn, results in an incomplete satisfaction of these needs, ultimately leading to a decrease in overall well-being. In empirical literature, a number of studies from Europe and Australia using both cross-sectional and longitudinal data find that over- and underemployment were associated with lower SWB, job and life satisfaction of employees (Bartoll and Ramos, 2020; Wooden et al., 2009). Given the widely reported negative association between working time mismatches and SWB, we propose the following hypothesis:

Hypothesis 1: Employees with working time mismatches have significantly lower SWB compared to those with matching working hours.

Several studies have concentrated on delineating the differences between overemployment and underemployment. Wooden et al. (2009) posited that overemployment—working more hours than desired—may have a more severe negative impact on an individual's mental health relative to underemployment. Subsequent research by Angrave and Charlwood (2015) has provided further evidence supporting the negative correlation between excessive working hours and SWB. Based on these insights, we propose the following hypothesis:

Hypothesis 2: Overemployed employees have a lower SWB than underemployed employees, compared to employees with matched working hours.

A job quality perspective

While the importance of job quality has been acknowledged in the previous literature on working time mismatch (Shi and Wang, 2022; Van Aerden et al., 2016; Wang, Kåmeråde, Burchell, et al., 2022), there is no research to systematically investigate whether and how different types of job quality mediate the effects of working time mismatch on employee well-being. Traditionally, part-time jobs or underemployment have been seen as non-standard and poor-quality jobs with low hourly pay, poor training opportunities and career prospects, while jobs requiring long hours or overtime are often thought to result in high work intensity, more work-life conflicts and poor social relationships in the workplace (Holman, 2013). This emphasises the need for bridging the gap between these linked study fields. In fact, a strand of studies makes concerted efforts to capture bundles of important job-quality dimensions constructed for various purposes and sourced from a wide range of disciplines in the social sciences. Table 1 summarises the five theoretical dimensions of job quality¹, which could be important pathways through which working time mismatch may influence employee SWB.

[Insert Table 1 Here]

First, the traditional economic approach (e.g., compensating wage differential theory) emphasizes the importance of earnings in securing the fundamental living expenses for employees and its pivotal role in counterbalancing the adverse effects of unfavourable job attributes, such as prolonged working hours or suboptimal conditions, thereby bolstering the overall well-being of workers (Bartoll and Ramos, 2020; Diener and Biswas-Diener, 2002; Warren, 2015). Second, the classical sociological approach (e.g., alienation theory) regards skills and discretion as an important dimension of job quality for well-being (Lu, Wang, Li, et

¹ It is worth noting that there might be additional theoretical dimensions of job quality, such as the physical environment. However, since this study primarily focuses on working time mismatch, this section exclusively addresses job quality indicators that are particularly pertinent to over- or underemployment.

al., 2023; Wendling, 2009). In particular, when workers are deprived of the opportunity to utilize their skills and exercise discretion in their production process, they experience alienation from the labour process, thereby undermining their SWB (Karasek, 1979). Third, theories of social networks and support argue that positive social relationships play a pivotal role in employee well-being by fostering a sense of belonging, support, and alleviating stress and loneliness within the workplace (Berkman and Syme, 1979; Cacioppo et al., 2011). Fourth, the institutional approach (e.g., labour market segmentation theory) argues that job prospects, including elements like job security and opportunities for career development, are crucial for employee well-being because they provide a sense of stability and a path for growth (Choper et al., 2019; Peck, 1989). Employees who perceive a secure future and avenues for advancement tend to experience lower stress levels, higher job satisfaction, and greater overall life satisfaction, contributing positively to their well-being (De Bustillo et al., 2011). Fifth, the work-life balance approach argues that workplace factors such as work schedule flexibility and manageable work intensity are vital for employee well-being as it enables individuals to effectively manage their personal lives alongside their professional responsibilities, thereby reducing stress and burnout, and enhancing overall well-being (Kalliath and Brough, 2008; Moen et al., 2011).

[Insert Figure 1 Here]

As shown in Figure 1, this study aims to integrate theories of job quality, working time mismatch, and well-being within a single analytical framework, with job quality acting as a mediating mechanism that explains the relationship between working time mismatch and employee SWB. By integrating these parallel theoretical perspectives, we offer valuable theoretical and practical contributions. Notably, we refine the P-E fit theory, which has been previously utilized but often lacks specificity concerning the reasons behind the negative impact of working time mismatch on employee SWB. Instead, our study sheds light on the precise job quality mechanisms through which working time mismatch erodes well-being, offering more profound theoretical insights. In addition, by comparing the mediating roles of five job quality indices, this study also facilitates a more integrated framework of various

academic traditions of job quality. Furthermore, failing to take into account both job quality and working time mismatch can result in misguided policy implications. For example, if government policies exclusively prioritize optimizing working hour alignment without taking work quality into account, there is a risk that these policies may unintentionally worsen employee SWB by encouraging the proliferation of low-quality jobs instead of improving it. Consequently, our integrated framework also has the potential to offer valuable insights for labour market policy development. Thus, in the following paragraphs we discuss and formulate relevant hypotheses regarding the mediating role of job quality for over- and underemployment respectively.

For overemployment, we argue that the five job quality mechanisms may play varying roles in explaining its negative effect on employee SWB. First, it is argued that overemployment often results in a significant imbalance between work and personal life by requiring excessive time and energy devoted to professional responsibilities, thereby triggering conflicts with family, social commitments, and personal pursuits, which in turn negatively impacts overall well-being (Golden and Wiens-Tuers, 2013; Greenhaus et al., 2003; Wang, Li, Lu, et al., 2022). Additionally, research also shows that overemployment can limit career prospects by consuming excessive work hours, leaving little time for skill development or networking opportunities, which leads to career stagnation and a reduced sense of well-being (Golden and Wiens-Tuers, 2013). Moreover, overemployment is found to negatively influence the social environment at the workplace because extended hours can restrict social interactions, fostering feelings of isolation and negatively impacting SWB (Schieman et al., 2009). By contrast, while overemployment often results in increased earnings due to overtime pay, these monetary gains may not compensate for the negative elements such as work-life imbalance, poor prospects, and a challenging social environment. Research suggests that overtime pay may not significantly contribute to happiness or well-being beyond a certain threshold, with the negative effects of overemployment outweighing the positive impact of increased income (Kahneman and Deaton, 2010). Similarly, although over-worked employees may retain the ability to apply their skills and make decisions at work, the excessive hours often result in burnout and worse job satisfaction and SWB. Based on the above discussions, we formulate the following hypothesis.

Hypothesis 3A: The negative effect² of overemployment on employee SWB can be mediated by various job quality indices, with work-life balance, prospects, social environment contributing more than earnings, and skills and discretion.

For underemployment, while all five job quality indices might help explain its negative effect on employee SWB, the degree of contribution may differ. First, it is widely argued that underemployment often leads to restricted earnings, and experience of income loss can damage well-being because of the loss of agency and the ability to control one's life (Helliwell, 2003). Second, underemployment, often characterized by fewer work hours or lower-paying roles, can undermine career prospects by making employees less competitive for job security and promotions. This lack of stability and growth potential can lead to financial stress and perception of career stagnation, thereby diminishing work motivation and overall well-being (Friedland and Price, 2003). Third, research shows that underemployment often entails roles that do not fully harness an individual's skills or provide the discretion they would experience in roles commensurate with their qualifications. This mismatch between abilities and job demands can create a sense of underachievement and dissatisfaction, which in turn negatively impacts overall well-being (Maynard and Feldman, 2011). By contrast, social environment and work-life balance might play a less pronounced mediating role. So far, no evidence suggests that underemployment could undermine social relationships at workplaces. Instead, reduced work hours may even allow for more relaxed interactions, as the time pressure may not be as intense as in an overemployment scenario. Regarding work-life balance, while some underemployed individuals may experience higher work intensification, underemployment often comes with the benefit of fewer or more flexible work hours, which could potentially allow individuals to better manage their personal lives (Golden and Wiens-Tuers, 2013). Based on the above discussions, we formulate the following hypothesis.

Hypothesis 3B: The negative effect of underemployment on employee SWB can be mediated by various job quality indices with earnings, prospects and skills and discretion

² Please note that we employ the term "effect" to denote statistical rather than causal effects.

contributing more than social environment and work-life balance.

Taken together, by assessing the relative significance of various dimensions of job quality, we bridge the gap between the five dominant research traditions that have largely operated on separate tracks, devoid of direct interaction. This integrated framework fosters a more comprehensive understanding and discourse on the well-being of individuals experiencing working time mismatch.

Institutional context

The patterns of working time mismatch, job quality and well-being may vary across institutional contexts. Previous literature has distinguished European countries into five different regimes based on their diverse employment and welfare systems (Gallie, 2007; Esping-Andersen, 1990, Heyes and Tomlinson, 2021).

The *market* regime (e.g., the UK, Ireland) is marked by relatively weak employment rights and welfare protections, with policy makers focusing on strengthening market mechanisms, little involvement of trade unions in decision-making, loose regulation of the national labour market, and high prevalence of flexible employment (Mustchin and Lucio, 2020). The *inclusive* system (e.g., Denmark, Finland) is characterised by strong social protection and relatively compressed wage structures, with unions driving high employment rates and workers having extensive opportunities to participate in work organisation and exercise their discretionary powers (Heyes and Tomlinson, 2021). It provides robust social protection and benefits to workers, while the labour market regulation is generally more stringent, establishing a balanced power dynamic between employers and workers (Eikemo et al., 2008; Gallie, 2007). In the *dualist* regime (e.g., Germany, France), union power is derived from the core workforce, which in turn provides a focus for unions to strive for stronger rights and protections. However, social protection for other workers may be weaker, and policies to support work-family balance may be less developed than in inclusive system (Gallie, 2007). This means that labour market regulation, worker rights, and welfare systems may vary significantly within the same country, creating potential disparities in worker experiences and outcomes. The *Southern* regime (e.g., Greece, Italy) is a fairly basic type of welfare state with

a decentralised welfare-delivery system, a strong reliance on the family and charity sector, and limited health-care coverage (Eikemo et al., 2008; Ferrera, 1996; Heyes and Tomlinson, 2021). The *Eastern* type (e.g., Czech Republic, Slovenia) is characterised by limited health-service provision and poor overall population health and involves former communist countries that experienced a shift from universalism to a decentralised market-based welfare state (Bambra and Eikemo, 2009; Eikemo et al., 2008). This typological framework, based on institutional contexts, provides a foundation for cross-regime comparisons.

Based on the discussion above, we expect that the negative effects of working time mismatch may be more pronounced in institutional regimes with limited protection of worker rights and weak welfare systems. In the Eastern regime, there is a historical context of transitioning from communist systems to market-based economies, which involves significant labour market changes such as job insecurity and a shift away from universal welfare provisions (Berglund, 2015). The weak social safety nets and limited health-service provision in the Eastern regime may expose individuals to greater economic vulnerability when they experience working time mismatch (Aidukaite, 2009; De Moortel et al., 2017). This could amplify the negative consequences of mismatched work hours on well-being. The inclusive regime, by contrast, is known for its strong social protection measure, comprehensive welfare system, and relatively equitable labour market (Gallie, 2007). These features can act as buffers against the adverse effects of working time mismatch. The comprehensive welfare system and policies in inclusive regime can help mitigate the negative effects of working time mismatch. Strong labour unions and relatively equal wage structures can also contribute to better worker protections and well-being outcomes (Kalleberg, 2016). The remaining regimes (e.g., the dualist and Southern regimes) exhibit varying degrees of employment protections and social welfare provisions, with different labour market characteristics. The effects of underemployment and overemployment in these regimes are expected to fall between the extremes of Eastern and inclusive regimes. The presence of labour market regulations and social welfare provisions may provide some protection against the negative consequences of working time mismatch, but they may not be as robust as in the inclusive regime, nor as limited as in the Eastern regime. Based on the above discussions, we formulate the following hypothesis.

Hypothesis 4: The association between working time mismatch and negative SWB is most pronounced in countries with limited welfare regimes (e.g., the Eastern and market regimes) and weakest in countries with comprehensive welfare regimes (e.g., the inclusive regime).

Moreover, we also expect that the relative importance of job quality mediators varies across institutional contexts. The mediating role of earnings, skills and discretion on the negative impact of working time mismatch is more pronounced in countries with limited welfare systems, such as the Eastern and market regimes, largely due to the greater reliance on individual attributes for job security and progression in these labour markets (Otterbach, 2010). The limited social safety nets mean that earnings become a crucial factor in mitigating the personal and social risks associated with working time mismatches (Cai et al., 2023). Workers in these economies may have to rely more heavily on their earnings to compensate for the lack of state-provided security and services. Similarly, skills and discretion are of heightened importance as they directly affect employability and the ability to navigate more flexible and competitive job markets, where there is less state intervention in creating job matches.

In contrast, in countries with comprehensive welfare systems, such as those in the inclusive regime, the mediating role of work-life balance, prospects, and social environment becomes more pronounced. The extensive social protections and proactive labour policies in these systems support a more balanced approach to work and life (Björk-Fant et al., 2023). The state often provides services that facilitate work-life balance, such as comprehensive parental leave policies and flexible work arrangements, which allow individuals to manage their work commitments alongside personal responsibilities more effectively, reducing the stress associated with working time mismatches (Abendroth and Den Dulk, 2011). Prospects for career advancement and job security are enhanced by active labour market policies that promote continuous skill development and employment stability, thereby mitigating some negative effects of mismatches. Lastly, a supportive social environment, often bolstered by strong labour unions and collective agreements, can provide a social buffer against the strains of mismatched working hours. This environment can offer workers a sense of solidarity and

collective agency, which can improve overall job satisfaction and well-being (Blanchflower and Bryson, 2020). Based on the above discussion, we propose the following hypothesis:

Hypothesis 5: The mediating roles of earnings, skills, and discretion on the negative effects of working time mismatch are more pronounced in countries with limited welfare regimes (e.g., the Eastern and market regimes), whereas the mediating roles of work-life balance, prospects, social environment are more pronounced in countries with comprehensive welfare regimes (e.g., the inclusive regime).

Method

Data

UK Working Lives Survey

We utilize a merged panel dataset derived from the UK Working Lives Survey (UKWL) for the years 2019, 2020, 2021, and 2022. The UKWL, which is an initiative of the Chartered Institute of Personnel and Development (CIPD), provides invaluable longitudinal data that facilitate the analysis of changes in the working lives of individuals over time. These surveys were expertly conducted by YouGov under the auspices of the CIPD. It used quotas to target the sample and then weighted the dataset according to data from the Office for National Statistics. The sample is representative of the UK workforce in terms of gender, full-time or part-time working status, organisational size across sectors and industry. This series of datasets has been widely used and cited in research articles and reports focusing on working conditions in the UK (Findlay and Thompson, 2017; Williams et al., 2020).

European Working Conditions Survey

To facilitate cross-institutional comparisons, we use the data from the European Working Conditions Survey (EWCS) wave 5 and wave 6 (2010-2015). Both waves of EWCS have a nationally representative sample of employed individuals in 34 European countries and contain comprehensive measures of job characteristics (Eurofound, 2014, 2017). Following

the principle of probability proportional to size, the EWCS uses a multi-stage stratified cluster sampling procedure to ensure that the data is representative at both household and country levels (Eurofound, 2014, 2017). Cross-country weights provided by the EWCS were used in all analyses to ensure that the sample was representative of the working population.

Measurements

Employee subjective well-being

Employee's SWB is the dependent variable of this study. For the UKWL, employee well-being was captured through seven statements about job-related feelings (e.g., 'At my work I feel full of energy,' 'I am enthusiastic about my job', 'Time flies when I am working', 'At my work I feel bored', 'At my work I feel miserable', 'At my work I feel exhausted', 'At my work I feel under excessive pressure'). Respondents rated these statements on a scale from 1 (never) to 5 (always). Given the strong internal consistency of these items (Cronbach's Alpha = 0.80), they were aggregated to create a well-being index, which was then standardised to a 0-100 scale, where higher scores represent greater well-being.

For the EWCS, it was assessed using the World Health Organization Five Well-Being Index (WHO-5). It consists of five statements about SWB that respondents rated on a five-point scale ranging from 'never' to 'all of the time' (WHO, 1998). These items, with high internal consistency (Cronbach's Alpha = 0.88), were summed and then multiplied by four to produce a percentage score between 0 to 100, with higher scores indicating greater well-being.

Working time mismatch

Working time mismatch is the independent variable, which was measured consistently across the two datasets. It consists of three categories: matched (actual working hours are equal to preferred working hours) and two mismatch types, i.e., overemployed (actual working hours are longer than preferred working hours) and underemployed (actual working hours are shorter than preferred working hours).

Job quality

The study's approach to assessing job quality adheres closely to the frameworks established by existing literature (Burchell et al., 2014; Felstead et al., 2019; Wang, Kamerāde, Burchell, et al., 2022), treating job quality as a multi-dimensional mediating variable. Five job-quality indices—earnings, skills and discretion, social environment, prospects, and work-life balance—which form the basis of this measurement. For the UKWL, we construct a series of composite indices to capture these dimensions. Earnings are gauged by annual income; skills and discretion involve cognitive tasks, decision latitude, and training opportunities; social environment is characterized by behaviour and support within the workplace; prospects encompass perceived career advancement and job security; and work-life balance is defined by the flexibility and workload experienced by employees. Each item within these dimensions is scored based on specific value labels, such as frequency or agreement levels, which are then weighted accordingly. The earnings index undergoes a logarithmic transformation, and the final job quality indices are standardized between 0 and 100, facilitating a consistent and precise evaluation of job quality.

For the EWCS, job quality is similarly measured using a series of standard indices that encompasses comparable dimensions to those in the UKWL: earnings, cognitive skills, decision-making, training opportunities, social behaviour and support, career prospects, job security, and work-life balance. Each item within these dimensions is assigned a binary or scaled value, such as yes/no or frequency of occurrence, and weighted to reflect its importance to the overall index score. Similar to the UKWL, the final job quality index scores are standardized between 0 and 100. The detailed construction process for the five job quality indices can be found in Tables A1 and A2 in the Appendix.

Analytical samples

UK Working Lives Survey

In constructing the analytical sample for the UKWL, we included employees aged 18 to 65 while excluding the self-employed and those with incomplete demographic records. We refined the dataset by omitting responses that lacked key information on SWB, working time

mismatch, and job quality indices. Gaps in covariate data were addressed through multiple imputation, resulting in an analytical sample comprising 1,953 respondents and 4,095 observations. We also accounted for various demographic and household characteristics as covariates. The sample construction process and descriptive statistics are presented in Tables A3 and A4 in the Appendix.

European Working Conditions Survey

The selection process for the EWCS data mirrored that of the UKWL. We excluded self-employed individuals and those outside the 18 to 65 age range. Records with incomplete key variable data were removed. Missing covariate values were corrected using multiple imputation techniques, which led to an analytical sample of 48,661 respondents. We also controlled for a number of demographic and household characteristics that have been shown to affect SWB. Details of the sample construction and descriptive statistics are shown in Tables A5 and A6 in the Appendix, respectively.

Regarding the institutional comparisons, we used the institutional regime classification in the previous literature (Esping-Andersen, 1999; Gallie, 2007; Heyes & Tomlinson, 2021). Based on this classification, the 36 countries in the sample of EWCS data were classified into five categories: Market (United Kingdom, Ireland), Inclusive (Denmark, Finland, Norway, Sweden), Dualist (Austria, Belgium, France, Germany, Luxembourg, Netherlands, Switzerland), Southern (Greece, Spain, Italy, Malta, Portugal), and Eastern (Bulgaria, Czech Republic, Estonia, Cyprus, Latvia, Lithuania, Hungary, Poland, Romania, Slovenia, Slovakia, Croatia, FYROM, Turkey, Albania, Kosovo, Montenegro, Serbia). The descriptive statistics by institutional regime are shown in Table A7 in the Appendix.

Analytic approach

For the EWCS and UKWL data, we used country-level and individual-level fixed-effects models to examine how people with different types of working time mismatch differ on each of the job-quality indices, as well as the relationship between working time mismatch and SWB, respectively. To investigate the mediating effect of job quality on the negative relationship between working time mismatch and SWB, we used the KHB decomposition

method ('khh' command in Stata16; Kohler et al., 2011) to estimate the contribution of five job-quality indices in terms of indirect effects. For more details, see the description of the analytic approach in the Appendix.

The analysis process that follows comprises several steps. First, we utilized UKWL and EWCS data to investigate the relationship between working time mismatch and SWB within the UK context. We estimated the total, direct, and indirect effects of this relationship and assessed the contributions of five job quality indices to the total effect. Subsequently, we extended the analysis to include the broader European context. Finally, we investigated the consistency and disparity of these relationships across different institutional settings.

Results

Working time mismatch, job quality and subjective well-being in the UK context

First, we used UKWL and EWCS data to examine the relationship between working time mismatch and SWB, as well as the mediating role of job quality, in the UK context. As shown in Table 2, the results revealed a consistent pattern across both datasets: overemployment was significantly associated with reduced employee SWB. Conversely, underemployment was also accompanied by worse employee SWB, but this relationship was not statistically significant (-1.54, 95% CI: -3.43 to 0.35 for the UKWL; -2.34, 95% CI: -6.28 to 1.59 for the EWCS), which is consistent with Hypotheses 1 and 2. For the overemployed, the social environment, career prospects, and work-life balance—rather than earnings, skills, and discretion—emerged as significant mediating factors, accounting for approximately 59% of the total effect, in line with Hypothesis 3A. Overall, the patterns observed in the panel data analysis closely matched the results derived from the cross-sectional data.

[Insert Table 2 Here]

Working time mismatch, job quality and subjective well-being in the European context

Next, drawing on the EWCS data, we expanded our analysis to include the broader European context. Table 3 illustrates that both overemployed and underemployed individuals reported

significantly lower SWB. The negative effect size was larger for the overemployed (-5.31, 95% CI: -5.84 to -4.78) compared to the underemployed (-4.18, 95% CI: -5.14 to -3.22). These findings are consistent with Hypotheses 1 and 2, indicating that a mismatch in working time, as captured by the EWCS data, is associated with significantly worse SWB, and that overemployed employees experience lower SWB than underemployed employees.

[Insert Table 3 Here]

The further mediation analysis reveals the differential contribution of job quality indices to the relationship between working time mismatch and employee SWB. For overemployment, job quality explained around 37% of total effect. Among the five job quality indices, social environment, prospects and work-life balance serve as significant mediators, accounting for approximately 16%, 11%, and 9% of the total effect respectively, whereas earnings and skills and discretion cannot explain the negative effect. These results were consistent with the Hypothesis 3A, emphasizing social environment, prospects and work-life balance as key mechanisms for the well-being consequences of overemployment. For underemployment, job quality explained around 53% of total effect. Again, social environment, prospects and work-life balance serve as significant mediators, accounting for approximately 13%, 28%, and 9% of the total effect respectively. By contrast, earnings and skills and discretion cannot explain the negative effect. These patterns do not provide evidence for Hypothesis 3B, instead highlighting the important role of career prospects in explaining the negative impact of underemployment on well-being.

Consistency and disparity across institutional regimes

We further compared the patterns across the different regimes. As shown in Table 4, the negative effects of working time mismatches were more pronounced in the Eastern regime. The interaction term coefficients for the market, inclusive, dualist, and southern regimes, in comparison to the Eastern regime, were 2.51 (95% CI: 0.05 to 4.97), 2.58 (95% CI: 1.10 to 4.07), 1.76 (95% CI: 0.35 to 3.17), and 2.20 (95% CI: 0.43 to 3.97), respectively. This suggested that the Eastern regime experienced a more significant adverse impact on SWB due

to mismatches compared to other regimes. Further analysis into over- and underemployment revealed that this significant relationship was predominantly observed in cases of overemployment. These results were largely consistent with Hypothesis 4, with the exception of the market regime findings, which suggested the potential role of welfare systems in moderating the effects of working time mismatches on employee SWB.

[Insert Table 4 Here]

Table 5 presented the results of the KHB decomposition for each type of job quality index across different regimes. Our findings indicated that, regardless of over- or underemployment, the social environment, career prospects, and work-life balance were prominent mediators of the negative effects of working time mismatches on well-being across various institutional systems; however, earnings, skills, and discretion were not. The effects of these three key mediators were largely consistent across the different regimes. Overall, these patterns were not consistent with Hypothesis 5, which posited the role of the social environment, career prospects, and work-life balance in explaining the negative impact of working time mismatch in countries with limited welfare systems, such as the Eastern regime.

[Insert Table 5 Here]

Discussion and conclusions

While working time mismatch (i.e., over- and underemployment) has become increasingly prevalent in the workplace and is widely shown to have negative impacts on employee well-being, little is known about the underlying job quality mechanisms. This study investigates the roles of a wide range of job quality indicators in mediating the negative effects of over- and underemployment on employee well-being across institutional contexts, yielding three key findings.

Key findings

First, our analysis confirms that any form of working time mismatch is associated with worse

SWB. Specifically, overemployment has a significantly larger negative effect on SWB compared to underemployment, indicating that working hours exceeding an individual's preference can have a substantial adverse impact. This observation is in line with our initial hypotheses and the prevailing views in the field, which suggest that both a lack and an excess of work hours can diminish well-being. Such findings are crucial as they imply that the consequences of excessive working hours may be more serious than previously recognized, with implications that affect quality of life beyond the workplace.

Second, this study not only confirms the negative effects of working time mismatch on well-being, but also indicates important job quality mechanisms underlying the negative effects of overemployment and underemployment. Specifically, low job quality explains approximately 37% and 53% of the negative impacts for overemployment and underemployment respectively. In line with our expectations, the results stress the important roles of poor social environment, prospects and work-life balance (as opposed to earnings and skills and discretion) in explaining the negative effect of overemployment on well-being. By contrast, although poor job prospects are the most important mediator for the negative effect of underemployment, lack of supportive social environment and work-life balance also make significant contributions. This contrasts with our expectations that earnings and skills and discretion should be important reasons why underemployment undermines well-being. A possible explanation is that underemployed individuals often occupy jobs with high work intensification, where the pressure to work quickly and meet tight deadlines could strain workplace social relationships (Heyes et al., 2017). These features may have more salient and immediate impacts on one's well-being than lower income and underutilization of skills.

For both types of mismatches, the perspectives of institutional approach, social capital approach and work-life balance approach are more salient in explaining employees' low SWB than the classic economic and sociological approaches. This suggests that the negative effect of working time mismatch on well-being is not only due to the mismatch of working time itself, but also could be attributed to the poor job quality related to working time mismatch especially lack of job prospects, poor social relationship and potential work-life conflicts. By revealing important job quality mechanisms for working time mismatch, this study unifies theories of job quality, working time mismatch, and well-being into a comprehensive

analytical framework, thereby offering both theoretical and practical advancements. Notably, this study refines the P-E fit theory, which has been invoked in previous studies but often falls short in detailing the specific mechanisms through which working time mismatch negatively affects employee SWB. Our research illuminates these particular job quality pathways, providing deeper theoretical understanding.

Next, our third finding reveals heterogeneity in the effects of working time mismatch across diverse institutional contexts. Specifically, the negative effects of both types of mismatch are more pronounced in the Eastern regime, which is characterized by a shift away from universal welfare provisions and limited protection of worker rights (Berglund, 2015). These factors, together with weak social safety nets and limited health-service provision, might contribute to heightened negative effects of working time mismatch on employee well-being (Aidukaite, 2009; De Moortel et al., 2017). By contrast, the negative effects of working time mismatch are relatively weaker in countries with more comprehensive welfare systems, especially the inclusive regime, which is known for its strong social protection measures, comprehensive welfare system, and relatively equitable labour market (Gallie, 2007). However, one exception is the market regime where the negative effects of both types of mismatches are relatively weak and the negative effect of underemployment is non-significant. This may be due to greater labour market flexibility, allowing easy role transitions and work-hour adjustments (Lu, Wang and Olsen, 2023; Wang, Kamerāde, Bessa, et al., 2022). Furthermore, for the overemployed within the market regime, factors such as social environment, career prospects, and work-life balance—instead of earning, skills and discretion—act as significant mediators. These factors collectively account for approximately 59% of the total effect. Such differential mediation may be linked to a cultural emphasis on personal fulfilment and job satisfaction over material rewards, reflecting a societal trend that values the quality of work and individual agency.

Contributions and societal implications

Overall, these findings not only enrich our understanding of the well-being consequences of working time mismatch and the mechanisms of job quality across diverse institutional contexts but also underscore the critical societal implications of these dynamics. Specifically,

as existing theories of job quality or working time mismatch often emerge from particular socio-economic or cultural contexts especially Western Europe, this study helps broaden the applicability and depth of theoretical frameworks across diverse institutional contexts such as Eastern regime. Also, by exploring the institutional variations, this research offers valuable insights into refining key concepts within these theories, such as what constitutes ‘job quality’ or ‘well-being’ in different labour markets. This enables future theoretical constructs to be more precise and context-sensitive (Bell & Blanchflower, 2019; De Moortel et al., 2017; Heyes & Tomlinson, 2021). Moreover, by elucidating the pronounced negative effects in welfare regimes with limited protection of worker rights (e.g., *Eastern*) and the variability across institutional contexts, this research underscores the necessity for context-specific approaches in formulating labour market policies. These insights advocate for a revaluation of current labour policies to ensure they encompass both working time and job quality considerations, aiming to mitigate the adverse effects on employee well-being and foster more resilient and inclusive labour markets.

Limitations

Our study has a number of limitations. First, though the EWCS is the best available dataset for studying the dimensions of job quality, it is a cross-sectional survey. Therefore, we cannot assert causality and should exercise caution in interpreting the causality of the results. Additionally, our analysis benefits from integrating longitudinal data from the UKWL with the EWCS within the UK market regime. This integration enhances our analytical depth, yet the lack of similar longitudinal data from other regimes limits our ability to generalize our findings beyond the UK. Therefore, there is a clear need for high-quality longitudinal data from a broader array of countries to enable a more comprehensive examination of these issues. Moreover, while we have accounted for a significant portion of the negative effects on well-being for both underemployed and overemployed individuals through low job quality, a substantial part of the well-being reduction observed in overemployed employees remains unaccounted for. This indicates that there are additional factors at play, which should be the focus of future research. Lastly, though the methodology for calculating the job-quality index was based on the sixth EWCS, and because some items were not asked in the fifth EWCS

(e.g., changes in the number of employees in the workplace), this study may have missed some dimensions worthy of discussion. Future research should further analyse the impact of these dimensions on the SWB of the working time mismatch group with different demographic household characteristics.

Conclusion

These limitations should not, however, overshadow this study's novel contributions to our understanding of the impacts of working time mismatches from a perspective of job quality. To begin with, it contributes to the field of the sociology of work by providing a framework that integrates theories of working time mismatch and job quality. This integration is noteworthy as these two areas have traditionally been studied separately, without much direct dialogue between them. By bringing together these different strands of research, the study provides a more comprehensive understanding of the complex relationship between working time and job quality and their impact on employee well-being. The study's findings highlight the need to address job quality factors such as career prospects, work-life balance, and social environment in order to mitigate the negative effects of over- and underemployment on employee well-being. Furthermore, the study's findings suggest that the design of such interventions may need to take into account the institutional context of different countries, as the patterns of job quality and their relationship to employee well-being vary across different institutional regimes.

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ORCID iDs

Wanying Ling <https://orcid.org/0000-0002-1392-1584>

Senhu Wang <https://orcid.org/0000-0002-0065-7059>

Zhuofei Lu <https://orcid.org/0000-0002-3597-3801>

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Tables and Figures

Figure 1. Theoretical framework linking job quality, working time mismatch and employee subjective well-being

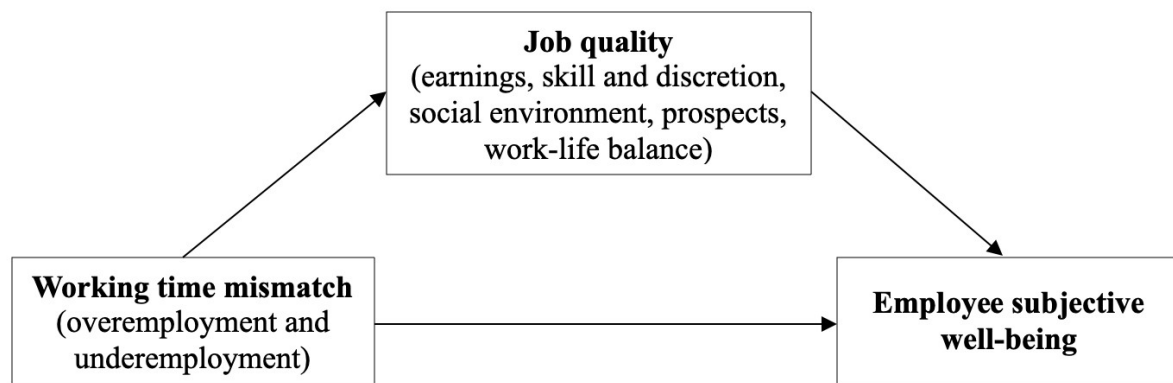


Table 1. Dimensions of job quality suggested by different theoretical perspectives

Theoretical perspectives	Types of job quality	Dimensions of job quality
The economic approach (Keywords: Compensating wage differential theory)	Earnings	(1) Income from work (1) Cognitive (e.g., unforeseen problems, complex tasks etc.)
The sociological approach (Keywords: Alienation theory)	Skill and discretion	(2) Decision (e.g., pace of work, methods of work etc.) (3) Training (e.g., training paid)
The social capital approach (Keywords: Psychosocial risks in workplace)	Social environment	(1) Social behaviour (e.g., useful feedback etc.) (2) Social support (e.g., support from colleagues etc.)
The institutional approach (Keywords: Job stress)	Work prospects	(1) Career prospects (2) Job security
The work-life balance approach (Keywords: Flexibility, workload)	Work-life balance	(1) Flexibility (e.g., take off for family matters etc.) (2) Workload (e.g., work in free time etc.)

Table 2. Analysis of the relationship between working time mismatch and employee well-being with the mediating role of job quality

	Overemployed (Ref.=Matched)			Underemployed (Ref.=Matched)			Obs.	N
	Coef.	CI	Proportion Mediated	Coef.	CI	Proportion Mediated		
UKWL (Longitudinal data)								
Total effect	-2.64***	[-3.85,-1.42]		-1.54	[-3.43,0.35]			
Direct effect	-1.08+	[-2.30,0.15]		0.98	[-0.87,2.82]			
Indirect effect	-1.56*	[-2.75,-0.36]	59.12%	-2.51***	[-3.73,-1.29]	NA		
Decomposition of indirect effect								
Earnings	0.01	[-0.09,0.12]	-0.49%	NA	NA	NA	4,095	1,953
Skills and discretion	-0.02	[-0.27,0.24]	0.57%	NA	NA	NA		
Social environment	-0.38***	[-0.63,-0.13]	14.30%	NA	NA	NA		
Prospects	-0.55***	[-0.83,-0.28]	20.96%	NA	NA	NA		
Work-life balance	-0.63***	[-0.92,-0.34]	23.79%	NA	NA	NA		
EWCS (Cross-sectional data)								
Total effect	-3.84**	[-6.39,-1.30]		-2.34	[-6.28,1.59]			
Direct effect	-1.59	[-4.16,0.98]		1.74	[-2.29,5.76]			
Indirect effect	-2.26*	[-4.05,-0.46]	58.68%	-4.08***	[-5.97,-2.18]	NA		
Decomposition of indirect effect								
Earnings	-0.02	[-0.11,0.06]	0.58%	NA	NA	NA	1,812	1,812
Skills and discretion	-0.00	[-0.04,0.04]	0.03%	NA	NA	NA		
Social environment	-0.99	[-1.62,-0.35]	25.64%	NA	NA	NA		
Prospects	-0.33	[-0.76,0.11]	8.52%	NA	NA	NA		
Work-life balance	-0.92	[-1.43,-0.4]	23.91%	NA	NA	NA		

Note. For the UKWL, the model controls for age, age squared, working hours per week, company sector, length of tenure in current organisation, health or disability illnesses in the last 12 months. For the EWCS, the model controls for age, age squared, working hours per week, company sector, gender, partnership, presence of children, education levels, survey year and country. The contribution of each mediator to the total effect in italics. 95% confidence intervals in brackets. + $p < 0.1$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 3. Analysis of the relationship between working time mismatch and employee well-being with the mediating role of job quality based on EWCS data

	Overemployed (Ref.=Matched)			Underemployed (Ref.=Matched)			N	R ²
	Coef.	CI	Proportion Mediated	Coef.	CI	Proportion Mediated		
Total effect	-5.31***	[-5.84,-4.78]		-4.18***	[-5.14,-3.22]			
Direct effect	-3.34***	[-3.86,-2.82]		-1.96***	[-3.01,-0.92]			
Indirect effect	-1.97***	[-2.60,-1.35]	37.14%	-2.22***	[-2.86,-1.58]	53.01%		
Decomposition of indirect effect								
Earnings	-0.02**	[-0.04,-0.01]	0.45%	-0.13***	[-0.22,-0.05]	3.21%	48,661	0.17
Skills and discretion	0.00	[-0.01,0.01]	-0.04%	0.02	[-0.02,0.07]	-0.55%		
Social environment	-0.87***	[-1.06,-0.67]	16.33%	-0.55***	[-0.84,-0.27]	13.24%		
Prospects	-0.63***	[-0.8,-0.45]	11.80%	-1.17***	[-1.38,-0.95]	27.94%		
Work-life balance	-0.46***	[-0.58,-0.33]	8.59%	-0.38**	[-0.64,-0.12]	9.16%		

Note. The model controls for age, age squared, working hours per week, company sector, gender, partnership, presence of children, education levels, survey year and country. The contribution of each mediator to the total effect in italics. 95% confidence intervals in brackets. + $p < 0.1$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 4. Analysis of the relationship between working time mismatch and employee well-being across institutional regimes based on EWCS data

	Model 1		Model 2	
Regime type × Working time mismatch (Ref. = Eastern × Matched)				
Market × Mismatched	2.51*	[0.05,4.97]		
Inclusive × Mismatched	2.58***	[1.10,4.07]		
Dualist × Mismatched	1.76*	[0.35,3.17]		
Southern × Mismatched	2.20*	[0.43,3.97]		
Market × Overemployed			1.99	[-0.66,4.64]
Inclusive × Overemployed			3.06***	[1.45,4.68]
Dualist × Overemployed			2.12**	[0.57,3.68]
Southern × Overemployed			2.81**	[0.77,4.84]
Market × Underemployed			3.46	[-0.68,7.61]
Inclusive × Underemployed			0.72	[-1.87,3.31]
Dualist × Underemployed			0.38	[-1.96,2.71]
Southern × Underemployed			0.49	[-2.15,3.14]
Working time mismatch (Ref. = Matched)				
Mismatched	-6.58***	[-7.65,-5.50]		
Overemployed			-6.95***	[-8.15,-5.76]
Underemployed			-5.22***	[-7.07,-3.37]
Regime type (Ref. = Eastern)				
Market	-2.13*	[-3.77,-0.49]	-2.06*	[-3.71,-0.42]
Inclusive	4.66***	[3.74,5.58]	4.70***	[3.77,5.62]
Dualist	2.55***	[1.67,3.43]	2.61***	[1.73,3.50]
Southern	3.93***	[2.81,5.04]	3.96***	[2.85,5.08]
<i>N</i>	48661		48661	
<i>R</i> ²	0.04		0.04	

Note. All models control for age, age squared, working hours per week, company sector, gender, partnership, presence of children, education levels, survey year. 95% confidence intervals in brackets. + $p < 0.1$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 5. KHB decomposition method examining the mediation effects of job quality across institutional regimes based on EWCS data

	Overemployed (Ref.=Matched)			Underemployed (Ref.=Matched)				
	Coef.	CI	Proportion Mediated	Coef.	CI	Proportion Mediated	N	R ²
Market								
Total effect	-3.97**	[-6.37,-1.57]		-2.32	[-5.91,1.28]			
Direct effect	-1.76	[-4.18,0.67]		1.58	[-2.08,5.25]			
Indirect effect	-2.21**	[-3.86,-0.57]	55.78%	-3.90***	[-5.63,-2.17]	NA		
Decomposition of indirect effect								
Earnings	-0.03	[-0.11,0.06]	0.66%	NA	NA	NA	3,095	0.17
Skills and discretion	0	[-0.05,0.05]	0.07%	NA	NA	NA		
Social environment	-0.96***	[-1.56,-0.36]	24.10%	NA	NA	NA		
Prospects	-0.33+	[-0.73,0.08]	8.20%	NA	NA	NA		
Work-life balance	-0.9***	[-1.38,-0.42]	22.75%	NA	NA	NA		
Inclusive								
Total effect	-4.94***	[-6.01,-3.86]		-1.64+	[-3.39,0.12]			
Direct effect	-3.83***	[-4.92,-2.74]		-0.31	[-2.08,1.47]			
Indirect effect	-1.10**	[-1.80,-0.41]	22.37%	-1.33***	[-2.05,-0.62]	81.28%		
Decomposition of indirect effect								
Earnings	0	[-0.01,0.02]	-0.03%	0.01	[-0.11,0.14]	-0.78%	6,069	0.13
Skills and discretion	0.01	[-0.02,0.04]	-0.20%	-0.03	[-0.1,0.04]	1.79%		
Social environment	-0.42***	[-0.66,-0.19]	8.56%	-0.33*	[-0.7,0.03]	20.35%		
Prospects	-0.29***	[-0.46,-0.13]	5.96%	-0.37**	[-0.66,-0.08]	22.73%		
Work-life balance	-0.40***	[-0.57,-0.23]	8.08%	-0.61***	[-0.89,-0.33]	37.19%		
Dualist								
Total effect	-5.20***	[-6.22,-4.19]		-3.87***	[-5.31,-2.43]			
Direct effect	-3.35***	[-4.38,-2.33]		-2.18**	[-3.64,-0.72]			
Indirect effect	-1.85***	[-2.45,-1.25]	35.53%	-1.69***	[-2.31,-1.07]	43.63%		
Decomposition of indirect effect								
Earnings	-0.04	[-0.11,0.04]	0.71%	-0.1	[-0.29,0.1]	2.55%	13,468	0.15
Skills and discretion	0.01	[-0.02,0.05]	-0.21%	0.07	[0,0.15]	-1.92%		
Social environment	-0.85***	[-1.1,-0.61]	16.40%	-0.48**	[-0.8,-0.16]	12.44%		
Prospects	-0.57***	[-0.76,-0.38]	10.98%	-1.05***	[-1.34,-0.77]	27.23%		
Work-life balance	-0.40***	[-0.55,-0.25]	7.66%	-0.13+	[-0.29,0.04]	3.32%		
Southern							6,480	0.18
Total effect	-5.25***	[-6.86,-3.65]		-4.52***	[-6.52,-2.51]			
Direct effect	-3.56***	[-5.18,-1.94]		-2.88**	[-4.95,-0.80]			
Indirect effect	-1.70***	[-2.52,-0.87]	32.27%	-1.64***	[-2.55,-0.73]	36.32%		
Decomposition of indirect effect								
Earnings	0.00	[-0.05,0.05]	-0.01%	0.01	[-0.38,0.39]	-0.13%		
Skills and discretion	0.00	[-0.02,0.03]	-0.03%	0.00	[-0.01,0.01]	-0.01%		
Social environment	-0.87***	[-1.26,-0.47]	16.47%	-0.41*	[-0.84,0.02]	9.06%		

Prospects	-0.47***	[-0.73,-0.21]	8.95%	-0.85***	[-1.24,-0.45]	18.76%	
Work-life balance	-0.36***	[-0.59,-0.14]	6.90%	-0.39**	[-0.65,-0.13]	8.64%	
Eastern							
Total effect	-6.20***	[-7.38,-5.02]		-5.04***	[-6.73,-3.36]		
Direct effect	-3.77***	[-4.95,-2.58]		-3.00***	[-4.70,-1.30]		
Indirect effect	-2.43***	[-3.26,-1.61]	39.26%	-2.04***	[-2.90,-1.19]	40.49%	
Decomposition of indirect effect							
Earnings	-0.03	[-0.07,0.02]	0.44%	-0.17+	[-0.43,0.09]	3.45%	19,549 0.18
Skills and discretion	-0.00	[-0.02,0.01]	0.08%	0.00	[-0.02,0.02]	-0.03%	
Social environment	-0.97***	[-1.25,-0.69]	15.61%	-0.24	[-0.62,0.13]	4.79%	
Prospects	-1.07***	[-1.35,-0.79]	17.31%	-1.38***	[-1.83,-0.93]	27.44%	
Work-life balance	-0.36***	[-0.51,-0.21]	5.82%	-0.24**	[-0.42,-0.07]	4.84%	

Note. All models control for age, age squared, working hours per week, company sector, gender, partnership, presence of children, education levels, survey year and country. The contribution of each mediator to the total effect in italics. As the total effect for the underemployed is not significant in market type regime, we do not decompose the contribution of each type of job quality to the total effect. 95% confidence intervals in brackets.

+ $p < 0.1$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Biographies

Wanying Ling is a PhD student in the Department of Sociology at the University of Hong Kong. Her research interests intersect at the nexus of work and health, aging and the life course, and gender inequality, with a particular focus on work-life inequality in cross-institutional contexts.

Senhu Wang is an Assistant Professor in the Department of Sociology and Anthropology and is affiliated with the Centre for Family and Population Research at the National University of Singapore. His research focuses on work and family, health and wellbeing, demography, and quantitative research methods. The overarching aim of his current research is to investigate the changing relationship between work and family and its consequences on a range of individual and social outcomes, such as health and wellbeing, family formation, the division of labor by gender roles, and labour market opportunities.

Zhuofei Lu is a Postdoctoral Research Fellow in the Department of Sociology. Before joining Oxford, Zhuofei pursued his PhD and Master's degree in Social Statistics at the University of Manchester from 2020 to 2024. His research interests include the gendered division of labour, time use patterns and wellbeing, as well as flexible working and gig economy.