

Dr hab. Katarzyna Wałęcka-Matyja
Zakład Psychologii Społecznej i Badań nad Rodziną
Instytut Psychologii
Wydział Nauk o Wychowaniu
Uniwersytetu Łódzkiego

Job satisfaction and mental health among young adults - a role of a sibling relationship

Satysfakcja z pracy i zdrowie psychiczne młodych dorosłych - rola relacji z rodzeństwem

Abstrakt:

Celem pracy było określenie związków satysfakcji z pracy i jakości relacji z rodzeństwem ze zdrowiem psychicznym w grupie młodych dorosłych. Drugim celem badania było ustalenie moderacyjnej roli jakości relacji interpersonalnej z dorosłym rodzeństwem w związku między oceną pracy zawodowej a stanem zdrowia psychicznego młodych dorosłych oraz określenie moderacyjnej roli satysfakcji z pracy w relacji między zdrowiem psychicznym a relacją z dorosłym rodzeństwem.

W badaniu uczestniczyły 84 młode osoby ($M=25.5$; $SD=3.44$). Wykorzystano następujące narzędzia: Arkusz Opisu Pracy, Kwestionariusz Ogólnego Stanu Zdrowia GHQ-28 oraz Kwestionariusz Relacji Dorosłego Rodzeństwa. Stwierdzono, że niskie zadowolenie z pracy w wymiarze ogólnym, jak i z poszczególnych jej czynników łączy się z ujemnie ze stanem zdrowia psychicznego badanych.

Stwierdzono występowanie dodatnich, choć o słabej sile zależności pomiędzy konfliktowymi i rywalizacyjnymi relacjami z dorosłym rodzeństwem a wymiarami zdrowia psychicznego. Zarówno relacja z dorosłym rodzeństwem jest moderatorem zależności pomiędzy satysfakcją z pracy i stanem zdrowia psychicznego oraz że satysfakcja z pracy jest moderatorem zależności pomiędzy relacją z dorosłym rodzeństwem i stanem zdrowia psychicznego. Ustalono, że poprzez jakość wzajemnych oddziaływań relacji w podsystemie dorosłego rodzeństwa i satysfakcji z pracy ujawniają się związki ze stanem zdrowia psychicznego. Stwarza to możliwość nie tylko poznania psychologicznych aspektów funkcjonowania młodych dorosłych na rynku pracy, ale także szansę ochrony ich stanu zdrowia psychicznego.

Słowa kluczowe: zdrowie psychiczne, satysfakcja z pracy, relacje, rodzeństwo, dorosłość.

Abstract:

This study investigated the association between job satisfaction, the quality of adult sibling interpersonal relationships and mental health in young adults. The second aim of the study was to determine a moderating role of the quality of adult sibling interpersonal relationships in the correlation between job satisfaction and mental health in young adults as well as a moderating role of job satisfaction in the correlation between mental health and adult sibling relationships. The study included 84 young persons ($M=25.5$; $SD=3.44$). The research tools: Work Description Sheet, General Health Questionnaire-28 and Adult Sibling Relationship Questionnaire. The obtained results show that it was found out that a low general job satisfaction as well as its factors were linked with poorer mental health of the examined persons. The positive correlations but weak were observed between perceiving conflict and rivalry in relationships with adult siblings and mental health dimensions. It was found out that both a relationship with adult siblings is a moderator of the correlation between job satisfaction and mental health and that job satisfaction is a moderator of the correlation between

adult sibling relationships and mental health. It was found out that the quality of interactions between the relationships in the subsystem of adult siblings and job satisfaction reveals the links with the condition of mental health. That opens up an opportunity not only to learn more about the psychological aspects of young adults' functioning on the labour market but also to protect their mental health.

Key words: mental health, job satisfaction, sibling relationships

1. Introduction

An important reason why researchers have taken a keen interest in the problem of job satisfaction is its widely understood consequences for a human being. It has been indicated that the potential, positive effects of job satisfaction may be related to the three main aspects of their functioning. The first of them concerns the work organization sphere. A person satisfied with their job will work more effectively, will be less interested in quitting the job and less conflictual in interactions with other workers. As far as an individual worker is concerned, job satisfaction improves their health, sense of wellbeing and self-fulfilment (Kowalska, Marcinkowska, Joško, 2010; Rushing, Schwabe, 1995). Mental health penetrates attitudes towards life as well as behaviours in a workplace. People experiencing problems with mental health will more often have a sense of failure, tend to quit their job, feel unappreciated, demonstrate a feeling of insecurity, threat and inconsistency with the occupied position. The last of the mentioned issues related to the positive assessment of the performed job is its effect on the society, which is made up with people with increasing creative potential, who demonstrate fewer mental disorders (Herzberg, Mausner, Snyderman, 1959).

In recent times, the researchers who have taken up the problem matter of job satisfaction have been analysing correlations between job satisfaction and other areas of life, including satisfaction with life, family and material situation as well as correlations with a wider context of social behaviours demonstrated in the organization (Schwarzer, Knoll, 2007; Seiger, Wiese, 2009). In order to ensure a uniform understanding of the term *job satisfaction*, it has been agreed that it will mean an attitude relating to the inner state of an individual and assessment to what an extent a given job is beneficial or unfavourable for them. Job satisfaction is expressed in affective and cognitive reactions. The cognitive dimension is defined as *job satisfaction* whereas the emotional aspect is called *wellbeing in workplace* (Organ, Near, 1985). It has been emphasized that the surveys described in this study exclusively focus on the cognitive component. It is understood as a subjective assessment of one's own life, formulated as a result of thoughts and reflections on one's own life based on cognitive processes.

Job satisfaction is one of the main predictors of life satisfaction provided it is combined with preserving the balance in assuming family roles. The related literature mentions two major theoretical perspectives which take up the issue of correlations between playing various social roles by an individual and mental health and wellbeing. The first of

them refers to conflict whereas the other indicates a possibility of strengthening and enhancing the played roles (Voydanoff, 2002). In 21st century, called postmodern reality by Z. Bauman, which is not only characterized by temporariness but also relativity of principles of conduct, it is more and more difficult to achieve satisfaction with functioning in family roles as well as professional ones (Bauman, 2006). Globalisation, continuing socio-economic changes and recurring economic recession bring about the need for taking more and more complex tasks and formulate new expectations. Contemporary young adults have to take on many roles at the same time and be effective in performing them. On the one hand, that gives them an opportunity to develop, on the other hand, however, that might bring about stress or even mental health disorders. Mental health problems more often occur in people who are poor or do not have job security. It has been discovered that such adverse circumstances are more severely experienced by young adults than the ones in later periods of life (Kowalska, Szemik, 2016). According to the data collected by the Institute of Psychiatry and Neurology in Warsaw concerning the psychiatric treatment of young adults in public health care facilities, 41% of them are diagnosed with depression and neurosis and 21% of young people suffer from addiction-related mental disorders. However, nothing is known about the statistics concerning the cases that have not been registered by the Institute of Psychiatry and Neurology. Nonetheless, it is certain that the population of young adults is a constantly growing risk group exposed to mental health disorders (Babicki, Kotowicz, Piotrowski i in., 2018; Kiejna, Piotrowski, Adamowski i in., 2015).

The related literature mentions the key factors determining the process of individual search for the balance between family and professional life. They include: individual features, competencies, experience, working conditions, organizational climate, and especially the quality of close interpersonal relationships in the family system and in the workplace (Lachowska, 2012). When focusing on the issue of family relationships, the authors applied a model illustrating relationships between the family environment and the work environment referred to as the expansion hypothesis. In the discussed model there is a so called spillover effect which refers to transmission of resources and demands from one domain of life to another one (Demerouti, 2012). Positive spillover effect occurs when the gains generated in work or in family have a positive impact on mental state or support the functioning of an individual in the other sphere. For instance, good interpersonal relationships with siblings that give a person a sense of support, appreciation, acceptance or related to showing admiration can lead to more effective functioning in the work environment.

According to numerous researchers, although interpersonal relationships with siblings are one of the basic systems of mutual relationships and influences occurring in the family, this issue seems to be relatively rarely explored in a scientific way. What is more, it is the period of early adulthood in human development, ranging between 20 and 40 years of age, that is assessed to have been the least analysed in the context of the psychological aspects of relationships with siblings (Milevsky, 2005).

In order to ensure a uniform understanding of the key terms, it has been adopted that *siblings* are persons who are related genetically, have mutual family ties and live in a given, common socio-historical context. These persons (two or more) have at least one common natural parent. The term of *sibling relationship* has been described as the resultant of interactions based on the actions and communication (verbal and non-verbal) of two or more persons having the same natural parents (or at least one natural parent) and a specific attitude toward common experiences, beliefs and feelings for each other from the moment they became aware of each other's existence (Rostowska, 2010). Some family specialists that study the issue of interpersonal relationships of siblings in early adulthood have shown the existence of vital and significant ties between them. They are characterized as complex and ambivalent as there may feelings of liking, conflict and rivalry interweaved within such a relationship (Stocker, Lanthier, Furman, 1997). In this study, they have been presented in the following way.

A *conflictual relationship* (Conflict) of adult siblings is characterized by lack of agreement, a desire to dominate, a tendency to perceive mutual contrasts and demonstrate competitive behaviours. A *rivalry relationship* (Rivalry) refers to the degree in which siblings feel treated fairly or unfairly by their parents in comparable situations. *Warm relationships* of adult siblings (Warmth) cover a tendency to demonstrate acceptance, intimacy, similarity and admiration towards each other, knowledge about each other and willingness to provide support, both emotional and instrumental (Wałęcka-Matyja, 2016).

The insufficient knowledge on the psychological aspects of sibling relationships in early adulthood in correlations with job satisfaction and mental health needs to be complemented as, in case of warm contacts between siblings, it can play a potentially protective role. In the related literature there are numerous studies concerning job satisfaction (described in the cognitive and emotional aspects) and its determinants (Fiech M, Mudyń, 2011) as well as studies trying to determine correlations between job satisfaction and mental health (Merecz, Mościcka, Drabek i in., 2004). However, the analyses carried out so far have not taken into account the role of the quality of adult sibling relationships as a factor moderating the correlation between job satisfaction and mental health. In this study an attempt was made to answer the following research questions:

- 1) Are there any correlations of job satisfaction and the quality of sibling relationships with mental health in the group of young adults and of what kind?
- 2) Shall the quality of sibling relationships play a moderating role in the correlation between job satisfaction and health in the group of young adults?
- 3) Shall job satisfaction play a moderating role in the correlation between sibling relationships and health in the group of young adults?

Due to the exploratory nature of the research, not all of the research questions were followed by research hypotheses. Evaluating the empirical findings concerning the first problem, we referred to the assumptions of occupational psychology specialists, who say that the very fact of having a job can positively affect mental health. What is more, it is

considered that the fact of perceiving the job as satisfying is connected with good mental health [20]. Moreover, the current research has taken into account the assumptions of scientific concepts indicating that satisfying social support, in the form of warm relationships with other people, shall be an indicator of good mental health, which can play a protective role against negative effects of stress and in this way be positively linked with mental health (Galambos, Barker, Krahn, 2006; Schwarzer, Knoll, 2007; Seiger, Wiese, 2009).

2. Material and method

2.1. Participants and process

The survey participants were 120 persons in early adulthood ($M= 25.5$; $SD=3.44$), who came from a city with over 100 thousand inhabitants. Generally, they had higher ($n=48$; 47.5%) and secondary education ($n=36$; 35.6%). More than half of the surveyed people had one sibling ($n=52$; 51.5%) whereas 32 persons (31.7%) had two siblings. Taking into account the size of the company where the surveyed people were employed, it was noted that 21 persons (25.0%) worked in big companies, 18 persons (21.4%) in medium-sized companies, 20 persons (23.8%) in small companies and 25 persons (29.8 %) were employed in micro companies.

The study was of a self-descriptive nature and was held from February till June 2017. Partly, it was carried out by a student of the fifth year of Psychology - Aleksandra Babis - within the M.A. seminar. The respondents were informed about the voluntary nature of the participation in the project, anonymity of the research as well as the fact of using the results exclusively for scientific purposes. The analysis of the collected empirical material enabled us to qualify 84 persons (55 women; 65.5% and 29 men; 34.5%) to the sample group. The tests that had not been fully completed were rejected.

2.2. Measures

The applied research tools included: *Job Description Sheet* by Neuberger, Allerbeck in the adaptation of Zalewska (2001), *General Health Questionnaire GHQ-28* by Golberg in the adaptation of Merez, Makowska (2001) and *Adult Sibling Relationship Questionnaire* - short form in the adaptation of Wałęcka-Matyja (2016).

Job Description Sheet in the adaptation of Zalewska (2001) was used to measure the cognitive aspect of job satisfaction. The assessed items include general job satisfaction and satisfaction with its seven components: Colleagues, Boss, Job content, Working conditions, Organization and management, Development and Salary. Satisfaction with each component can be rated by means of an item equipped with a face scale or the sum of descriptive scales - reliability of the scales for 6 components is high (Cronbach's α .84-.92), and for the component of Colleagues is satisfactory (.69). The results show that the two measures of

satisfaction with the components are equally accurate. In the analysis of the empirical material, job satisfaction was rated based on the sum of the descriptive scales. Additionally, the questionnaire allows us to carry out a relatively independent assessment of general job satisfaction by means of one question using a face scale. The results of the research on the adaptation of Job Description Sheet confirm its value as a reliable and accurate tool (Zalewska, 2001).

General Health Questionnaire GHQ-28 by David Goldberg in the adaptation of Makowska, Merecz (2001) was used to assess the mental health of the examined persons. The Questionnaire consists of four scales and each of them includes seven questions: Scale A indicates somatic symptoms, Scale B diagnoses a risk of anxiety, insomnia, Scale C refers to disfunction and Scale D rates the likelihood of the occurrence of depression symptoms. The current study used a Likert scoring scale (0-1-2-3). It is considered to be the best for statistical purposes as it provides a less skewed distribution of results than GHQ score. The tool is characterized by high reliability coefficients (Cronbach's α .91-.93) and good accuracy rates (Makowska, Merecz 2001).

Adult Sibling Relationship Questionnaire - short form, a 61-item (Walecka-Matyja, 2016) version based on a modification of the Polish adaptation of Adult Sibling Relationship Questionnaire by Stocker et al. (Stocker, Lanthier, Furman, 1997). It is designed to carry out dyadic studies and enables an assessment of the quality of adult sibling relationships in three dimensions: Warmth, Conflict and Rivalry. The measurement reliability for the scale of Warmth is .97, for the scale of Conflict .91, and for the scale of Rivalry .89 (Walecka-Matyja, 2016).

The socio-demographic survey allowed us to collect data such as: gender, age, place of residence, education, workplace, job satisfaction, the fact of having siblings, number of siblings, the fact of being raised with siblings.

The analysis of the results was carried out using the statistical software IBM SPSS Statistics 24 licenced by University of Łódź. The scores of the Shapiro-Wilk test showed that none of the considered variables had a normal distribution, which was the reason for using non-parametric tests in further analyses. The significance level was set at $p < .05$. In order to verify the research questions, we used the correlation analysis based on the Spearman's correlation coefficient ρ value as well as regression analyses using the bootstrapping method.

2.3. Results

At the first stage of the analyses, it was checked if there were any correlations between job satisfaction and mental health and of what kind. The obtained results, only these statistically significant, are shown in table 1.

Table 1. Correlations between job satisfaction and mental health status in the study group (n=84)

| Variable | Somatic symptoms | Anxiety, insomnia | Social dysfunction | Severe depression | General health |
|-----------------------------|------------------|-------------------|--------------------|-------------------|----------------|
| Colleagues | - | -.27* | -.29** | -.40** | -.33** |
| Boss | - | - | -.30** | -.32** | -.29* |
| My work | -.36** | - | -.34** | -.33** | -.33** |
| Working conditions | - | - | -.24* | -.25* | - |
| Organization and management | - | - | -.30** | -.27* | -.24* |
| Salary | -.34** | - | - | - | -.26* |
| Development | -.30** | - | -.32** | -.22* | -.27* |
| General job satisfaction | -.23* | -.22* | -.34** | - | -.34** |

p-level of significance: *p < .05; **p < .01

The research results (tab. 1) indicate that between general job satisfaction as well as its individual components and the mental health status of young adults there are a lot of negative and weak correlations.

At the next stage of the analyses, it was determined if there were any correlations between the quality of adult sibling relationships and mental health and of what kind. The obtained results, only these statistically significant, are shown in table 2.

Table 2. Correlations between sibling relationship and mental health status in the study group (n=84)

| Variable | Somatic symptoms | Anxiety, insomnia | Social dysfunction | Severe depression | General health |
|----------|------------------|-------------------|--------------------|-------------------|----------------|
| Warmth | - | - | - | - | - |
| Conflict | .32** | .31** | - | .33** | .31** |
| Rivalry | .22* | - | - | .24* | .31** |

p-level of significance: *p < .05; **p < .01

Based on the obtained results (tab.2), it was found that there were positive, though weak, correlations between conflictual relationships with adult siblings and the scales of Somatic symptoms, Anxiety, Insomnia, Severe depression and general mental health status. Correlations with the same direction and strength occurred also between the dimension of Rivalry in relationships with siblings and general mental health status, depression symptoms and somatic symptoms. No statistically significant correlations were noted between the dimension of Warmth in relationships with siblings and mental health.

In order to verify if the quality of sibling relationships was a moderator of correlations between job satisfaction and mental health and if job satisfaction was a moderator of correlations between sibling relationship and mental health, we used regression analysis. We analysed 9 indicators of job satisfaction and 3 dimensions of sibling relationships. General mental health status was analysed as a dependent variable. In total, 27 models of regression analysis were analysed. Although the regression analysis was performed many times, we did not use the Bonferroni correction, basing on the approach emphasizing the importance of the strength of the effect in detecting significant correlations (Nakagawa, 2004). Due to the existence of statistically significant deviations of the analysed variables from the normal distribution, the regression coefficient values were determined using the bootstrapping method with 1000 samples. As moderating effect indicators, we used interactive effects analysed in consecutive models of regression analysis. The obtained results are presented in table 3. The table shows both the interactive effect values with the statistical significance test values and the results of the analysis of the simple effects performed for these interactive effects which were statistically significant. As a point of division of the surveyed persons into subgroups analysed within the analysis of simple effects, we used the median values of the analysed dimension of sibling relationships and then the analysed job satisfaction rate.

Table 3a. Results of analysis concerning sibling relationships as a moderator of the correlation between job satisfaction and mental health and job satisfaction as a moderator of the correlation between sibling relationships and mental health

| Interactive components | β | 95%CI | t | p | Interactive components | β | 95%CI | t | p |
|--|-------------|-----------------|--------------|-------------|--|-------------|-------------------|--------------|--------------|
| Warmth* Colleagues | .14 | -.10:.37 | 1.18 | .243 | Rivalry* Colleagues | -.23 | -.44: -.05 | -2,23 | 0,029 |
| Warmth* Boss | .12 | -.14:.36 | .94 | .351 | Colleagues/ lower level of Rivalry | -.28 | -.51: -.06 | -2.56 | 0,014 |
| Warmth* My work | .09 | -.19:.35 | .68 | .499 | Colleagues/ higher level of Rivalry | -.30 | -.69:.09 | -1.62 | 0,112 |
| Warmth* Working conditions | -.13 | -.36:.12 | -1.11 | .269 | Rivalry, lower satisfaction with relationships with colleagues | .30 | -.15:.72 | 1.44 | 0,158 |
| Warmth* Organization and management | -.05 | -.26:.17 | -.53 | .596 | Rivalry, higher satisfaction with relationships with colleagues | .22 | .03:.43 | 2.18 | 0,035 |
| Warmth *Salary | -.12 | -.34:.11 | -1.05 | .297 | Rivalry*Boss | -.19 | -.42:.02 | -1.84 | 0,069 |
| Warmth* Development | -.02 | -.25:.21 | -.15 | .883 | Rivalry*My work | -.22 | -.45: -.02 | -2.16 | 0,034 |

Table 3b. Results of analysis concerning sibling relationships as a moderator of the correlation between job satisfaction and mental health and job satisfaction as a moderator of the correlation between sibling relationships and mental health

| Interactive components | β | 95%CI | t | p | Interactive components | β | 95%CI | t | p |
|---|---------|------------|-------|------|--|---------|------------|-------|-------|
| Warmth* General job satisfaction | -.01 | -.18:.19 | -.13 | .893 | My work, lower level of Rivalry | .06 | -.26:.33 | .38 | 0,704 |
| Warmth* General satisfaction with life | -.03 | -.19:.14 | -.41 | .686 | My work, higher level of Rivalry | -.52 | -.79: -.22 | -3.88 | 0,001 |
| Conflict* Colleagues | -.22 | -.45:.04 | -1.87 | .065 | Rivalry, lower satisfaction with work content | .50 | .17:.85 | 3.02 | 0,004 |
| Conflict* Boss | -.14 | -.48:.10 | -1.21 | .232 | Rivalry, higher satisfaction with work content | .06 | -.18:.30 | .53 | 0,596 |
| Conflict* My work | -.18 | -.39:.05 | -1.67 | .098 | Rivalry* Working conditions | -.25 | -.44: -.09 | -2.74 | 0,008 |
| Conflict* Working conditions | -.27 | -.47: -.08 | -2.66 | .009 | Working conditions, lower level of Rivalry | .02 | -.25:.27 | 0.16 | 0,874 |
| Working conditions, lower level of Conflict | -.15 | .37:.09 | -1.40 | .170 | Working conditions, higher level of Rivalry | -.33 | -.69: -.01 | -2.03 | 0,049 |
| Working conditions, higher level of Conflict | -.30 | -.69:.07 | -1.65 | .107 | Rivalry, lower satisfaction with working conditions | .28 | -.02:.59 | 1.87 | 0,068 |
| Conflict, lower satisfaction with working conditions | .25 | -.04:.56 | 1.66 | .104 | Rivalry, higher satisfaction with working conditions | .21 | -.11:.52 | 1.39 | 0,172 |
| Conflict, higher satisfaction with working conditions | .47 | .19:.77 | 3.38 | .002 | Rivalry* Organization and management | -.21 | -.49:.07 | -1.51 | 0,134 |
| Conflict* Salary | -.23 | -.50:.07 | -1.68 | .097 | Rivalry*Salary | -.28 | -.51: -.07 | -2.65 | 0,010 |
| Conflict* Salary | -.18 | -.40:.07 | -1.61 | .112 | Salary, lower level of Rivalry | -.08 | -.29:.14 | -.75 | 0,456 |
| Conflict* Development | .03 | -.19:.23 | .27 | .791 | Salary, higher level of Rivalry | -.34 | -.80:.12 | -1.49 | 0,145 |

Table 3c. Results of analysis concerning sibling relationships as a moderator of the correlation between job satisfaction and mental health and job satisfaction as a moderator of the correlation between sibling relationships and mental health

| Interactive components | β | 95%CI | t | p | Interactive components | β | 95%CI | t | p |
|---|-------------|-------------------|--------------|-------------|--|-------------|-----------------|--------------|--------------|
| Conflict* General job satisfaction | -.20 | -.37: -.05 | -2.32 | .023 | Rivalry, lower satisfaction with Salary | .30 | -.02:.60 | 1.95 | 0,056 |
| General job satisfaction, lower level of Conflict | -.12 | -.37:.12 | -0.95 | .346 | Rivalry, higher satisfaction with Salary | .13 | -.19:.43 | .91 | 0,371 |
| General job satisfaction, higher level of Conflict | -.36 | -.68: -.06 | -2.25 | .030 | Rivalry* Development | -.01 | -.25:.26 | -.06 | 0,955 |
| Conflict* lower level of General job satisfaction | .39 | .12:.68 | 2.85 | .006 | Rivalry* General job satisfaction | -.16 | -.37:.05 | -1.47 | 0,146 |
| Conflict* higher level of General job satisfaction | .24 | -.08:.54 | 1.68 | .104 | Rivalry* General life satisfaction | .05 | -.16:.26 | .47 | 0,641 |
| Conflict* General life satisfaction | -.11 | -.37:.17 | -.88 | .381 | | | | | |

Analysing the research results, it was found that 6 statistically significant interactive effects had been obtained.

The first statistically significant interaction concerned the level of conflict in sibling relationships and satisfaction with working conditions. The simple effects analysis allowed us to say that the level of conflict in sibling relationships led to a higher level of difficulties in the sphere of health, explaining 22.7% of variance exclusively in the group of people who were more satisfied with working conditions. In the obtained model, satisfaction with working conditions was therefore a moderator of correlations between conflict in sibling relationships and health status of the surveyed people. The second statistically significant interaction concerned the level of conflict in sibling relationships and general satisfaction with working conditions. A higher level of general satisfaction with working conditions led to a lower level of difficulties connected with health status, explaining 11.5% of variance exclusively in the group of people who had a higher level of conflict in sibling relationships. In the group of people who had a lower level of conflict, general job satisfaction was of no importance for health status. In the group of people characterized by a lower level of general job satisfaction, the obtained results showed that a higher level of conflict in sibling

relationships led to a higher level of difficulties in health status, explaining 14.0% of variance. The next statistically significant interaction concerned the level of rivalry in sibling relationships and satisfaction with colleagues. A higher level of satisfaction led to a lower level of difficulties in mental health status, explaining 14.1% of variance in the group of people who had a lower level of conflict in sibling relationships. In the group of people characterized by a higher level of satisfaction with colleagues, the obtained results revealed that a higher level of rivalry in sibling relationships led to a higher level of difficulties in health status, explaining 9.9% of variance. Furthermore, a statistically significant interaction was revealed between the level of rivalry in sibling relationships and satisfaction with job content. A higher level of satisfaction with job content translated into a lower level of difficulties related to health status, explaining 27.3% of variance exclusively in the group of people who had a higher level of rivalry in sibling relationships. In the group of people with a lower level of rivalry, satisfaction with job content was not important for their health status. In the group of people characterized by a lower level of satisfaction with job content, the obtained results showed that a higher level of rivalry in sibling relationships translated into a higher level of difficulties in health status, explaining 18.9% of variance. There was also a statistically significant difference between the level of rivalry with siblings and satisfaction with working conditions which showed that a higher level of satisfaction with working conditions led to a lower level of difficulties in health status, explaining 9.4% of variance exclusively in the group of people with a higher level of rivalry in sibling relationships. In the group of respondents with a lower level of rivalry, satisfaction with working conditions was of no importance for health status. A statistically significant interaction between the level of rivalry between siblings and satisfaction with salary indicated that a higher level of rivalry in sibling relationships translated into a higher level of difficulties concerning health status, explaining 7.4% of variance exclusively in the group of people less satisfied with salary. In the group of respondents more satisfied with salary, the level of rivalry in sibling relationships did not affect the health status of the surveyed persons.

Discussion

Researchers agree that the spheres of family system and work environment are the main areas of activity of a human being (Demerouti, 2012). In the current study, carried out in the correlational model, the authors looked for an answer to the question about the occurrence of correlations between job satisfaction and the quality of sibling relationships and mental health status. Moreover, they tried to find out to what extent sibling relationships of young adults can be a resource affecting job satisfaction. Although in the related literature the scientists have repeatedly indicated other people as a valuable source of support in coping with stress in a workplace, many of the studies have mainly focused on colleagues.

Social resources outside the workplace have not been explored for many years. Therefore, the results of the current research can be interesting.

Evaluating correlations between job satisfaction and mental health of young adults, the conclusion was drawn that there were many of them, mainly negative and weak. Interpreting the presented results, there is a correlation to be noticed showing that low general job satisfaction as well as low satisfaction with its individual components are connected with a weaker mental health status of the surveyed young adults. It has been emphasized that the majority of correlations were obtained for the scale measuring risk of disfunction, concerning satisfaction with one's own activity as well as the scale showing the possibility of developing depression symptoms. The obtained results are coherent with the findings of other researchers. The meta-analysis of 485 studies concerning correlations between job satisfaction and health revealed that the fact of experiencing lower job satisfaction was connected with worse both mental and physical health (Faragher, Cass, Cooper, 2005). The research carried out in the groups of working adult women showed that much better mental health was declared by the women who were better educated, professionally active, satisfied with the job and who did not assess their work environment as stressful (Kowalska, Marcinkowska, Joško, 2010). On the other hand, other findings prove that a higher level of occupational stress was connected with worse mental health of the surveyed people and greater musculoskeletal ailments as well as taking up adverse health behaviours, such as smoking and drinking alcohol (Smith, Johan, Wadsworth i in., 2000).

Discussing the question of correlations between the quality of sibling relationships of young adults and their mental health status, it was found that most negative and weak correlations occurred between conflictual and rivalry relationships with adult siblings and the scales measuring the likelihood of experiencing somatic symptoms, depression as well as the dimension of general health status. That indicates correlations between unsatisfactory sibling relationships and psychosomatic disorders, revealing a coupling between the mind and the body. The weak strength of these correlations can be explained by the fact that in early adulthood sibling relationships are characterized by a low dependence on the family context as they are rather based on voluntary than obligatory grounds. The results obtained in other studies confirm the occurrence of correlations between the quality of sibling relationships and mental health. It has been noticed that the very fact of having siblings is beneficial for mental health and wellbeing (Liu, Sekine, Tatsuse, 2015). On the other hand, a conflict with siblings based on quarrels and rivalry may hinder the adaptation process in adolescence, encourage the occurrence of depression symptoms (Kim, McHale, Crouter i in., 2007) and decrease self-esteem (Hanson, Henggeler, Harris i in., 1992). And, in adulthood, negative relationships with siblings may intensify the experience of negative emotions (Riggio, 2000) and the feeling of loneliness (Ponzetti, James, 1997).

In the discussed study, it is said that conflict and rivalry in sibling relationships are moderators of correlations occurring between job satisfaction and mental health. Furthermore, it has been proved that job satisfaction plays the role of a moderator of

correlations between sibling relationships and mental health. The obtained correlations concern both the factors covering job satisfaction itself (Job content, Development) and those which refer to its context (Colleagues, Boss, Working conditions, Organization and management, Salary). Due to the exploratory nature of the research, it is difficult to refer the obtained findings to other results in this respect. Still, they can be a starting point for further research in this field since it seems obvious that the quality of mutual influences of relationships in the family system and job satisfaction uncovers correlations with mental health.

Conclusions

Referring to the results of the conducted study, it has been stressed that they provide psychological knowledge on the problems which have not been sufficiently explored both in Poland and abroad. The current state of the art in this field needs to be updated regularly since the labour market and the economic conditions in which people live and work are subject to constant change. Apart from positive values, the discussed study has also its limitations that need to be mentioned. Firstly, the surveyed sample was relatively small with non-random selection. Secondly, since the study covered exclusively the people having only one natural sibling, the obtained regularities may not be correct for the people with numerous siblings.

Therefore, taking the presented limitations of the conducted research under consideration, we need to be careful when we want to generalize the results and we should treat the study as introductory. Thinking about the direction of future research, it is worth noticing that the discussed study was carried out with the use of self-descriptive tools, which may be valuable yet have some limitations. To learn more about the obtained results, we might think about implementing qualitative analyses. To sum up, the obtained research results allow us to formulate conclusions of a theoretical nature, concerning the studied correlations, as well as apply them in practice. The scientific value of the project mainly consists in obtaining expert knowledge on the psychological aspects of young adults' situation on the labour market in the times of unclarity, discontinuity and unpredictability and its significance for their mental health. The application aspect will be connected with searching for and using protective factors against deterioration of mental health of young adults.

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