

# Job satisfaction among university graduates in Chile

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graduates

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Received 20 October 2023  
Revised 23 December 2023  
2 February 2024  
13 February 2024  
Accepted 13 February 2024

## Abstract

**Purpose** – The job satisfaction of university graduates can serve as an indicator of success in their professional development. At the same time, it can be a measure of higher education systems' effectiveness. The purpose is to assess the relationship of university graduates' socio-demographic characteristics, aspects of their degree program, experiences in the labor market and current working conditions and their job satisfaction.

**Design/methodology/approach** – The data were collected from a survey conducted at 11 Chilean universities with 534 graduates. An ordinal logistic regression model was fit to calculate job satisfaction probabilities for different graduate profiles.

**Findings** – The results show that sex, field of study, gross salary and horizontal match are related to graduates' job satisfaction. Men and graduates in education and humanities are more likely to report being satisfied with their current job. Those graduates receiving higher salaries and those who are horizontally well-matched report higher levels of job satisfaction.

**Originality/value** – This study contributes to expanding knowledge about the job satisfaction of university graduates. Specifically, based on the results obtained, it introduces the idea of aspiration fulfillment as a possible determinant of job satisfaction in different fields of study. This can serve as a starting point for research that delves into differentiated expectations for graduates from different disciplines.

**Keywords** Chile, Job expectations, Job satisfaction, Salary, University graduates

**Paper type** Research paper

## Introduction

Over the past few decades, higher education systems around the world have changed dramatically. Enrollments have grown exponentially as a proportion of the eligible population, driven by the establishment of new institutions, increased opportunities, and a rising demand among young people looking for better employment prospects (Marginson, 2016).

The authors are grateful for the data provided by the universities participating in the research. The authors also appreciate the support given by the Instituto Interuniversitario de Investigación Educativa (IESED-Chile).

**Funding:** This research was supported by the National Agency of Research and Development of Chile (ANID) through the FONDECYT Project No. 1220635 and the Fondecyt Project No. 1230080. The authors are solely responsible for the contents of this report.

