Abstract

This study focuses on job quality in Pueblo County’s hemp- and marijuana-related businesses. The aim of our study is to determine the quality of jobs the legal cannabis industry is creating. The study draws upon the work of job-quality researcher Arne Kalleberg to construct a thorough assessment of whether the legal cannabis industry is creating good jobs. The study, which will soon be in the data-collection phase, incorporates both economic and psychosocial indicators of job quality. Job quality will be assessed both objectively and from the perspective of those working in the industry.

Influences on Our Study

Workplace psychosocial factors literature

Management literature

Quality of work literature


Job choice literature

…the occupational conditions under which people are employed (for example whether the design of their jobs gives them a bit of autonomy or freedom from close supervision) have enduring effects on their psychological functioning, shaping people’s levels of intellectual flexibility, self-esteem, and even parental values (Vallas, 2012)

Methods

We will employ a 100-item online questionnaire designed to assess multiple aspects of job quality. Although our study draws upon the methods of previous studies, it will be one of the first to explore the concept of job quality in the cannabis industry.

Participants: Cannabis organizations and non-cannabis comparison organizations in Pueblo County

Variables – Indicators of Job Quality

Demographic factors
Job control
Supervisor behavior
Workload
Job stress
Benefits
Pay
Autonomy
Job satisfaction
Turnover intentions
Skill usage, learning, variety, feedback
Social support from colleagues
Physical movement (i.e., sedentary work)
Job security

Progress on the study so far includes

• Preparing a grant request and submitting it to the ICR
• Reviewing the research literature on job quality
• Identifying and evaluating potential constructs and variables to measure (e.g., indicators of job quality)
• Contacting other job quality researchers to share ideas
• Designing a measurement strategy for the study variables
• Completing internal documents (budget documents, job descriptions, etc.) necessary to proceed with the project
• Hiring a student to assist in the research and develop useful skills from this work
• Identifying cannabis industry firms in Pueblo County and their contact information
• Meeting with HR professionals to publicize the study
• Preparing and revising Institutional Review Board application to protect research participants
• Participating in research planning meetings with members of the ICR’s social impact research group
• Data collection is scheduled to begin in May 2017.

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