

CIBER Presentation:

Doing Business in Russia

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I. Introduction

II. Business Conditions / Environment

III. Public Attitudes toward Business in Russia

IV. Foreign Direct Investment

V. What are the “Good” Jobs?

## Sources of Information: Doing Business in Russia

World Bank:

<http://www.doingbusiness.org/ExploreEconomies/?economyid=159>

<http://www.doingbusiness.org/Documents/CountryProfiles/RUS.pdf>

Price Waterhouse Cooper

<http://www.pwc.com/ru/globalisation/doing-business-in-russia-2009.pdf>

Deloitte

[http://www.deloitte.com/dtt/cda/doc/content/doing\\_business\\_in\\_russia.pdf](http://www.deloitte.com/dtt/cda/doc/content/doing_business_in_russia.pdf)

U.S. commercial service

[http://www.buyusa.gov/russia/en/market\\_reports.html](http://www.buyusa.gov/russia/en/market_reports.html)

<http://www.buyusa.gov/russia/en/>

CyberProfit

[http://www.ruscontact.com/doing\\_business.shtml](http://www.ruscontact.com/doing_business.shtml)

American Chamber of Commerce in Russia

<http://www.amcham.ru/>

Business Etiquette

<http://www.kwintessential.co.uk/etiquette/doing-business-russia.html>

Havard Consultants on the take:

<http://jboy.chaosnet.org/misc/docs/articles/shleifer.pdf>

Times online: "It's Tricky doing Business in Russia"

<http://www.timesonline.co.uk/tol/news/world/europe/article4160355.ece>

## Table 1: Job Satisfaction Measures

**Table 1a: Correlations between job satisfaction measures for all countries**

	jobsatis	satisfy	recommend	notchgjb	thnkqt	allquit	allsatis
jobsatis	1						
satisfy	0.5	1					
recommend	0.39	0.3	1				
notchgjb	0.14	0.07	0.24	1			
thnkqt	-0.31	-0.22	-0.17	0.02	1		
allquit	-0.14	-0.18	-0.12	0.1	0.4	1	
allsatis	0.4	0.35	0.31	0.13	-0.08	-0.06	1

**Table 1b: Correlations between job satisfaction measures Armenia**

	jobsatis	satisfy	recommend	notchgjb	thnkqt	allquit	allsatis
jobsatis	1						
satisfy	0.63	1					
recommend	0.5	0.41	1				
notchgjb	0.34	0.27	0.42	1			
thnkqt	-0.33	-0.24	-0.24	-0.13	1		
allquit	-0.2	-0.13	-0.16	-0.05	0.46	1	
allsatis	0.4	0.42	0.3	0.23	-0.02	-0.08	1

**Table 1c: Correlations between job satisfaction measures Kazakhstan**

	jobsatis	satisfy	recommend	notchgjb	thnkqt	allquit	allsatis
jobsatis	1						
satisfy	0.53	1					
recommend	0.27	0.22	1				
notchgjb	0.09	0.09	0.29	1			
thnkqt	-0.21	-0.18	-0.03	0.14	1		
allquit	-0.13	0.02	-0.05	0.12	0.41	1	
allsatis	0.36	0.46	0.25	0.16	-0.02	0.07	1

**Table 1d: Correlations between job satisfaction measures Kyrgyzstan**

	jobsatis	satisfy	recommend	notchgjb	thnkqt	allquit	allsatis
jobsatis	1						
satisfy	0.62	1					
recommend	0.37	0.28	1				
notchgjb	0.02	0.03	0.09	1			
thnkqt	-0.36	-0.28	-0.2	0.07	1		
allquit	-0.21	-0.18	-0.16	0.07	0.48	1	
allsatis	0.46	0.43	0.35	0.03	-0.19	-0.24	1

**Table 1e: Correlations between job satisfaction measures Russia**

	jobsatis	satisfy	recommend	notchgjb	thnkqt	allquit	allsatis
jobsatis	1						
satisfy	0.33	1					
recommend	0.44	0.22	1				
notchgjb	0.19	-0.01	0.23	1			
thnkqt	-0.39	-0.12	-0.31	-0.09	1		
allquit	-0.01	-0.26	-0.09	0.13	0.24	1	
allsatis	0.33	0.12	0.28	0.18	-0.13	0.03	1

**Table 1e: Correlations between job satisfaction measures Serbia**

	jobsatis	satisfy	recommend	notchgjb	thnkqt	allquit	allsatis
jobsatis	1						
satisfy	0.51	1					
recommend	0.23	0.32	1				
notchgjb	-0.14	-0.25	-0.01	1			
thnkqt	-0.23	-0.52	-0.17	0.34	1		
allquit	-0.28	-0.43	-0.2	0.3	0.64	1	
allsatis	0.56	0.53	0.32	-0.08	-0.25	-0.14	1

**Variable name**

**Definition**

JOBSATIS	Generally speaking, I am very satisfied with this job.
SATISFY	I am generally satisfied with the kind of work I do in this job.
RECOMEND	I would recommend a close friend to join this company.
NOTCHGJB	The offer of a little more money with another company would not seriously make me think of changing jobs.
THNKQT	I frequently think of quitting this job.
ALLSATIS	Most people on this job are very satisfied with the job.
ALLQUIT	People on this job often think of quitting.

**Table 2: Gender and Generational Differences in Job Satisfaction**

<i>Variable</i>	<i>All Countries</i>		<i>Armenia</i>		<i>Kazakhstan</i>		<i>Kyrgyzstan</i>		<i>Russia</i>		<i>Serbia</i>	
	<i>gender</i>	<i>generation</i>	<i>gender</i>	<i>generation</i>	<i>gender</i>	<i>generation</i>	<i>gender</i>	<i>generation</i>	<i>gender</i>	<i>generation</i>	<i>gender</i>	<i>generation</i>
jobsatis	+	+			+	+		+	-	+	+	
satisfy		+	-			+	+			+		
recommend	-	-	-	-					-		+	+
notchgjb	+	+	+				+			+		+
thnkqt	-	-				-		-	+	-		
allquit		-		-		-		-				
allsatis	-		-	-	+	-				+		+

+ significantly higher response among women (compared to men) and old (compared to young)

- significantly lower response among women (compared to men) and old (compared to young)

**Table 3: Attributes of 'Good' Jobs, by Gender and Generation (%)**

**All Participating Countries**

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Young</i>	<i>Old</i>
pay	0.76	0.75	0.77***	0.73	0.8***
feelgood	0.59	0.58	0.61***	0.58	0.57
skldvlp	0.56	0.53	0.58***	0.58	0.56*
jobsecr	0.62	0.58	0.64***	0.56	0.7***
learn	0.52	0.49	0.54***	0.52	0.50
promo	0.50	0.50	0.50	0.59	0.36***
accmpl	0.53	0.50	0.55***	0.56	0.47***
freejob	0.50	0.49	0.5*	0.48	0.53***
rcvresp	0.60	0.55	0.64***	0.58	0.67***
suprprz	0.37	0.34	0.4***	0.38	0.36
frdwkrs	0.60	0.53	0.66***	0.58	0.71***

**Armenia**

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Young</i>	<i>Old</i>
pay	0.70	0.70	0.70	0.61	0.76***
feelgood	0.55	0.54	0.55	0.52	0.48
skldvlp	0.56	0.55	0.57	0.58	0.56
jobsecr	0.64	0.64	0.63	0.57	0.71***
learn	0.55	0.56	0.55	0.56	0.46***
promo	0.46	0.44	0.47	0.56	0.35***
accmpl	0.53	0.51	0.56**	0.63	0.45***
freejob	0.53	0.52	0.54	0.55	0.50
rcvresp	0.61	0.62	0.60	0.61	0.59
suprprz	0.49	0.45	0.45	0.46	0.36***
frdwkrs	0.60	0.56	0.63***	0.60	0.62

**Kazakhstan**

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Young</i>	<i>Old</i>
pay	0.63	0.62	0.65	0.62	0.65
feelgood	0.41	0.40	0.42	0.43	0.4
skldvlp	0.45	0.44	0.47	0.48	0.37***
jobsecr	0.53	0.51	0.56**	0.52	0.55
learn	0.43	0.41	0.44	0.46	0.3***
promo	0.48	0.48	0.48	0.52	0.25***
accmpl	0.50	0.49	0.51	0.54	0.31***
freejob	0.48	0.48	0.48	0.49	0.37***
rcvresp	0.54	0.50	0.58***	0.55	0.53
suprprz	0.40	0.37	0.42**	0.43	0.29***
frdwkrs	0.58	0.55	0.61***	0.58	0.59

### Kyrgyzstan

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Young</i>	<i>Old</i>
pay	0.77	0.73	0.79***	0.71	0.86***
feelgood	0.62	0.57	0.64***	0.62	0.62
skldvlp	0.70	0.67	0.71	0.76	0.6***
jobsecr	0.67	0.58	0.71***	0.62	0.68*
learn	0.71	0.66	0.73***	0.74	0.67**
promo	0.56	0.55	0.56	0.69	0.38***
accmpl	0.68	0.68	0.69	0.69	0.66
freejob	0.56	0.56	0.56	0.53	0.6*
rcvresp	0.76	0.70	0.79***	0.74	0.79*
suprprz	0.37	0.27	0.42***	0.34	0.41*
frdwkrs	0.80	0.74	0.83***	0.78	0.8

### Russia

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Young</i>	<i>Old</i>
pay	0.78	0.75	0.8**	0.74	0.81***
feelgood	0.56	0.48	0.6***	0.51	0.63***
skldvlp	0.59	0.57	0.60	0.64	0.60
jobsecr	0.72	0.66	0.74***	0.63	0.76***
learn	0.50	0.47	0.51	0.50	0.51
promo	0.46	0.46	0.46	0.58	0.36***
accmpl	0.58	0.57	0.59	0.68	0.46***
freejob	0.48	0.48	0.48	0.43	0.57***
rcvresp	0.64	0.53	0.68***	0.62	0.7***
suprprz	0.33	0.24	0.36***	0.31	0.36*
frdwkrs	0.68	0.56	0.73***	0.63	0.78***

### Serbia

	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>Young</i>	<i>Old</i>
pay	0.98	0.97	0.99**	0.99	0.96***
feelgood	0.93	0.92	0.94	0.95	0.87***
skldvlp	0.51	0.50	0.53	0.53	0.51
jobsecr	0.48	0.51	0.45**	0.49	0.49
learn	0.43	0.40	0.46**	0.43	0.46
promo	0.59	0.60	0.58	0.64	0.57
accmpl	0.30	0.30	0.30	0.27	0.34
freejob	0.43	0.41	0.46*	0.44	0.44
rcvresp	0.44	0.43	0.44	0.40	0.67***
suprprz	0.33	0.33	0.34	0.34	0.35
frdwkrs	0.31	0.28	0.33*	0.31	0.45**

differences by gender, generation \*\*\* significant @ 1%, \*\* significant @ 5%, \* significant @ 10%

This research project is being conducted by Susan Linz, Professor of Economics at Michigan State University. The objective is to compare attitudes toward work in the United States and Russia. Your participation is voluntary. Your responses will remain confidential and anonymous. The results from this survey will be aggregated and reported in statistical form only.

Please read each question carefully and respond as honestly as possible. Remember, the way you respond to the statements will have no influence on your job because your identity will never be connected with the questionnaire.

Thank you for participating in this important research project.

## Employee Questionnaire

Different people want different things from their work. Below is a list of things a person could have on his or her job. How *important* is each of the following to you? Circle the appropriate number.

	Not Important	2	Neutral	3	4	Extremely Important
<b>How important is...?</b>						
1. The amount of pay you get	1	2	3	4	5	
2. The chance you have to do something that makes you feel good about yourself as a person	1	2	3	4	5	
3. The opportunity to develop your skills and abilities	1	2	3	4	5	
4. The amount of job security you have	1	2	3	4	5	
<b>How important is...?</b>						
5. The chance you have to learn new things	1	2	3	4	5	
6. Your chance at getting a promotion or getting a better job	1	2	3	4	5	
7. The chance you have to accomplish something worthwhile	1	2	3	4	5	
8. The amount of freedom you have on your job	1	2	3	4	5	
<b>How important is...?</b>						
9. The respect you receive from the people you work with	1	2	3	4	5	
10. The praise you get from your supervisor	1	2	3	4	5	
11. The friendliness of the people you work with	1	2	3	4	5	

Listed below are some things that could happen to people if they do their jobs *especially well*. How likely is it that each of these things would happen if you performed your job *especially well*? Circle the appropriate number.

	Not at all Likely	2	Neutral	3	4	Extremely Likely
12. You will get a bonus or pay increase	1	2	3	4	5	
13. You will feel better about yourself as a person	1	2	3	4	5	
14. You will have an opportunity to develop your skills and abilities	1	2	3	4	5	
15. You will have better job security	1	2	3	4	5	
16. You will be given chances to learn new things	1	2	3	4	5	
17. You will be promoted or get a better job	1	2	3	4	5	
18. You will get a feeling that you have accomplished something worthwhile	1	2	3	4	5	
19. You will have more freedom on your job	1	2	3	4	5	
20. You will be respected by the people you work with	1	2	3	4	5	
21. Your supervisor will praise you	1	2	3	4	5	
22. The people you work with will be friendly with you	1	2	3	4	5	