We conduct a comprehensive analysis of health determinants on the individual and workplace level. Using a new German individual data set, we investigate the influence on health with respect to collegiality and personal traits measured by Big Five, commitment to the company and job characteristics, while controlling for a set of standard sociodemographic and employment variables. We want to know which determinants are important and which ones are less influential, whether interaction effects should be taken into account and whether the results depend on the modelling and on the estimation method, whether the outcome is robust or varies between subsamples.

Considering the variables of our main interest, we find that among the Big Five variables conscientiousness, agreeableness and emotional stability correlate positively with good global health. In the same direction go job characteristics like activities combined with substantial decision authority, no physically demanding tasks, pleasant environmental conditions, little time pressure and no necessity of multitasking. If employees have no emotional commitment to the company, if they need often help from their colleagues and if they do not feel unfairly criticized by others in the firm, they usually have no health problems. For mental health all Big Five items are influential while no statistical significance could be shown for the number of working days missed because of sickness. These results are - by and large - robust under different modeling and estimation methods. For some subsamples we find heterogeneous results.