**Job Satisfaction Survey Norms**

American Norms: Corrections

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 11.1 | 12 | 2.3 |
| Promotion | 11.5 | 11.4 | 2.3 |
| Supervision | 17.9 | 17.6 | 1.2 |
| Benefits | 12.6 | 12.8 | 0.8 |
| Contingent Rewards | 11.9 | 11.9 | 0.9 |
| Conditions | 12.8 | 12.4 | 1.7 |
| Coworkers | 16.3 | 16.4 | 1 |
| Work Itself | 17.8 | 17.8 | 0.8 |
| Communication | 13.7 | 13.4 | 1.4 |
| Total | 125.6 | 125.8 | 6.8 |

Number of Samples = 6, Total Sample Size = 1326

Mean = sum of sample means/number of samples. This represents mean of samples regardless of sample size. Weighted mean is sum of sample means times n per sample/total n. This is the mean of all subjects. Weighted mean is more influenced by large samples.