**Job Satisfaction Survey Norms**

American Norms: Nonprofit Sector

|  |  |  |  |
| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 12.1 | 10.7 | 2.3 |
| Promotion | 12 | 11.3 | 1.8 |
| Supervision | 18.9 | 19.4 | 1.9 |
| Benefits | 14.7 | 13.3 | 2 |
| Contingent Rewards | 13.8 | 13.1 | 2 |
| Conditions | 13.6 | 12.9 | 2.1 |
| Coworkers | 18.1 | 18.3 | 1.1 |
| Work Itself | 19.4 | 19.4 | 1.2 |
| Communication | 14.4 | 13.7 | 1.7 |
| Total | 136.8 | 132 | 9.9 |

Number of Samples = 22, Total Sample Size = 2418.

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.