**Job Satisfaction Survey Norms**

American Norms: Nurses

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 12.8 | 11.3 | 2.9 |
| Promotion | 11.9 | 11.5 | 2.1 |
| Supervision | 17.9 | 18.4 | 2.0 |
| Benefits | 14.1 | 12.4 | 3.3 |
| Contingent Rewards | 13.7 | 12.7 | 2.3 |
| Conditions | 12.4 | 11.6 | 3.2 |
| Coworkers | 17.8 | 17.9 | 1.1 |
| Work Itself | 19.2 | 19.4 | 1.5 |
| Communication | 14.9 | 14.4 | 1.6 |
| Total | 134.4 | 129.5 | 12.2 |

Number of Samples = 11, Total Sample Size = 664.

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. Differences are accounted for here by two very large samples.