**Job Satisfaction Survey Norms**

American Norms: Police Officers

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.3 | 14.1 | 1.7 |
| Promotion | 10.7 | 10.0 | 1.4 |
| Supervision | 18.3 | 17.5 | 2.0 |
| Benefits | 14.5 | 13.9 | 1.8 |
| Contingent Rewards | 12.6 | 12.1 | 1.6 |
| Conditions | 13.9 | 13.1 | 1.6 |
| Coworkers | 17.5 | 17.1 | 0.9 |
| Work Itself | 1839 | 18.4 | 1.3 |
| Communication | 13.9 | 12.9 | 2.3 |
| Total | 133.6 | 129.1 | 11.6 |

Number of Samples = 3, Total Sample Size = 642.

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.