**Job Satisfaction Survey Norms**

American Norms: Private Sector

|  |  |  |  |
| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.7 | 12.4 | 2.1 |
| Promotion  | 13.1 | 13.5 | 1.4 |
| Supervision  | 18.7 | 18.6 | 1.7 |
| Benefits  | 15.5 | 15.0 | 2.2 |
| Contingent Rewards  | 14.6 | 13.8 | 1.6 |
| Conditions  | 14.8 | 15.2 | 1.5 |
| Coworkers  | 17.8 | 17.7 | 1.4 |
| Work Itself  | 18.7 | 18.6 | 1.4 |
| Communication  | 14.4 | 14.5 | 1.7 |
| Total  | 140.7 | 139.0 | 9.1 |

Number of Samples = 24, Total Sample Size = 7843.

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.