**Job Satisfaction Survey Norms**

American Norms: Public Sector

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 11.8 | 10.6 | 2.4 |
| Promotion | 11.8 | 11.4 | 1.9 |
| Supervision | 19.1 | 19.1 | 1.5 |
| Benefits | 14.3 | 13.8 | 2.0 |
| Contingent Rewards | 13.4 | 12.8 | 1.8 |
| Conditions | 13.0 | 12.3 | 1.9 |
| Coworkers | 17.9 | 18.1 | 1.5 |
| Work Itself | 18.9 | 19.2 | 1.7 |
| Communication | 14.4 | 13.7 | 2.1 |
| Total | 137.7 | 134.4 | 28.8 |

Number of Samples = 67, Total Sample Size = 22,631.

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.