**Job Satisfaction Survey Norms**

American Norms: Retail

|  |  |  |  |
| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.4 | 12.2 | 1.3 |
| Promotion | 14.1 | 14.4 | 1.1 |
| Supervision | 19.1 | 19.0 | 1.0 |
| Benefits | 16.4 | 15.4 | 2.3 |
| Contingent Rewards | 14.9 | 14.0 | 1.4 |
| Conditions | 16.4 | 16.2 | 0.9 |
| Coworkers | 17.9 | 18.0 | 1.5 |
| Work Itself | 17.8 | 18.6 | 1.1 |
| Communication | 15.7 | 15.4 | 0.9 |
| Total | 145.5 | 142.7 | 5.7 |

Number of Samples = 5, Total Sample Size = 3841.

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.