**Job Satisfaction Survey Norms**

Total American

|  |  |  |  |
| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 12.3 | 11.1 | 2.4 |
| Promotion  | 12.1 | 11.9 | 1.8 |
| Supervision  | 18.8 | 18.8 | 1.7 |
| Benefits  | 14.6 | 14.0 | 2.1 |
| Contingent Rewards  | 13.8 | 13.1 | 1.8 |
| Conditions  | 13.5 | 13.1 | 2.0 |
| Coworkers  | 17.9 | 17.9 | 1.4 |
| Work Itself  | 18.9 | 19.0 | 1.8 |
| Communication  | 14.5 | 14.0 | 1.9 |
| Total  | 138.0 | 134.8 | 21.6 |

Number of Samples = 136, Total Sample Size = 36380.

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.