**Job Satisfaction Survey Norms**

UK Norms

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.7 | 12.7 | 2.3 |
| Promotion  | 13.2 | 12.3 | 2.1 |
| Supervision  | 19.3 | 18.1 | 2.1 |
| Benefits  | 14.5 | 13.3 | 2.1 |
| Contingent Rewards  | 15.4 | 14.1 | 2.3 |
| Conditions  | 13.5 | 12.7 | 1.4 |
| Coworkers  | 18.4 | 17.3 | 1.8 |
| Work Itself  | 18.6 | 17.2 | 2.5 |
| Communication  | 15 | 14 | 2 |
| Total  | 141.5 | 131.6 | 16.4 |

Number of Samples = 6, Total Sample Size = 504.

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.