**Job Satisfaction Survey Norms**

Canadian Norms

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13 | 14.1 | 2.9 |
| Promotion | 11.9 | 11.9 | 2.5 |
| Supervision | 19.3 | 18.9 | 1.8 |
| Benefits | 14.6 | 14.6 | 2.7 |
| Contingent Rewards | 13.7 | 13.6 | 2.5 |
| Conditions | 11.6 | 12.4 | 1.9 |
| Coworkers | 17.7 | 17.8 | 0.9 |
| Work Itself | 18.1 | 17.5 | 2.5 |
| Communication | 13.5 | 13.7 | 1.2 |
| Total | 134.3 | 136.3 | 13.3 |

Number of Samples = 6, Total Sample Size = 581

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.