**Job Satisfaction Survey Norms**

American Norms: Education includes support and teachers across samples

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 12.0 | 8.5 | 2.1 |
| Promotion  | 11.7 | 10.8 | 2.0 |
| Supervision  | 19.1 | 19.5 | 2.0 |
| Benefits  | 14.3 | 12.9 | 1.8 |
| Contingent Rewards  | 13.6 | 12.3 | 1.6 |
| Conditions  | 12.0 | 11.6 | 2.5 |
| Coworkers  | 18.5 | 18.5 | 1.2 |
| Work Itself  | 19.4 | 19.8 | 1.5 |
| Communication  | 14.6 | 13.1 | 2.2 |
| Total  | 135.0 | 126.7 | 7.3 |

Number of Samples = 8, Total Sample Size = 9507.

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.