**Job Satisfaction Survey Norms**

American Norms: Higher Education includes administrators, faculty, support staff

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| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 11.9 | 12.3 | 1.8 |
| Promotion | 11.5 | 11.9 | 1.6 |
| Supervision | 18.9 | 18.7 | 1.6 |
| Benefits | 15.3 | 15.1 | 1.4 |
| Contingent Rewards | 14.1 | 14.2 | 1.4 |
| Conditions | 13.6 | 13.7 | 1.1 |
| Coworkers | 18.1 | 18.2 | 1.5 |
| Work Itself | 19.7 | 19.7 | 1.3 |
| Communication | 14.6 | 14.6 | 2.1 |
| Total | 137.2 | 137.2 | 8.1 |

Number of Samples = 14, Total Sample Size = 3764

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.