**Job Satisfaction Survey Norms**

American Norms: Manufacturing

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.9 | 11.6 | 1.9 |
| Promotion | 13.2 | 12.3 | 0.7 |
| Supervision | 19.1 | 18.8 | 0.9 |
| Benefits | 15.2 | 13.7 | 2.0 |
| Contingent Rewards | 14.2 | 12.8 | 1.8 |
| Conditions | 15.2 | 14.9 | 0.6 |
| Coworkers | 17.6 | 16.9 | 1.1 |
| Work Itself | 18.7 | 17.8 | 1.1 |
| Communication | 13.6 | 13.3 | 1.5 |
| Total | 140.7 | 132.1 | 7.7 |

Number Of Samples = 5, Total Sample Size = 1902.

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.