**Job Satisfaction Survey Norms**

American Norms: Medical Samples, Mainly Nurses and Technicians

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 12.4 | 11.8 | 2.4 |
| Promotion | 11.8 | 11.4 | 2.0 |
| Supervision | 18.2 | 17.4 | 2.1 |
| Benefits | 14.1 | 13.4 | 2.4 |
| Contingent Rewards | 13.5 | 12.9 | 2.3 |
| Conditions | 13.3 | 13.0 | 2.3 |
| Coworkers | 17.5 | 16.8 | 2.0 |
| Work Itself | 19.1 | 18.3 | 2.1 |
| Communication | 15.0 | 14.4 | 2.2 |
| Total | 134.3 | 129.1 | 14.8 |

Number Of Samples = 27, Total Sample Size = 3525.

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.