**Job Satisfaction Survey Norms**

American Norms: Private Sector

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.7 | 12.4 | 2.1 |
| Promotion | 13.1 | 13.5 | 1.4 |
| Supervision | 18.7 | 18.6 | 1.7 |
| Benefits | 15.5 | 15.0 | 2.2 |
| Contingent Rewards | 14.6 | 13.8 | 1.6 |
| Conditions | 14.8 | 15.2 | 1.5 |
| Coworkers | 17.8 | 17.7 | 1.4 |
| Work Itself | 18.7 | 18.6 | 1.4 |
| Communication | 14.4 | 14.5 | 1.7 |
| Total | 140.7 | 139.0 | 9.1 |

Number of Samples = 24, Total Sample Size = 7843.

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.