**Job Satisfaction Survey Norms**

American Norms: Retail

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.4 | 12.2 | 1.3 |
| Promotion  | 14.1 | 14.4 | 1.1 |
| Supervision  | 19.1 | 19.0 | 1.0 |
| Benefits  | 16.4 | 15.4 | 2.3 |
| Contingent Rewards  | 14.9 | 14.0 | 1.4 |
| Conditions  | 16.4 | 16.2 | 0.9 |
| Coworkers  | 17.9 | 18.0 | 1.5 |
| Work Itself  | 17.8 | 18.6 | 1.1 |
| Communication  | 15.7 | 15.4 | 0.9 |
| Total  | 145.5 | 142.7 | 5.7 |

Number of Samples = 5, Total Sample Size = 3841.

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. Differences are accounted for here by two very large samples.