**Job Satisfaction Survey Norms**

American Norms: Social services

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 11.7 | 12.2 | 2.2 |
| Promotion | 11.8 | 11.9 | 1.6 |
| Supervision | 18.7 | 18.7 | 1.8 |
| Benefits | 14.5 | 14.7 | 2.0 |
| Contingent Rewards | 13.2 | 12.8 | 1.7 |
| Conditions | 12.3 | 11.8 | 2.1 |
| Coworkers | 18.0 | 17.8 | 0.8 |
| Work Itself | 18.6 | 18.3 | 2.1 |
| Communication | 14.1 | 13.8 | 1.5 |
| Total | 142.9 | 145.0 | 46.5 |

Number Of Samples = 23, Total Sample Size = 6505.

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.