**Job Satisfaction Survey Norms**

All NonUS Samples. Wide variety of countries with few samples from any country other than Canada and UK

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| --- | --- | --- | --- |
| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 13.4 | 13.4 | 2.3 |
| Promotion | 13.1 | 12.9 | 2.1 |
| Supervision | 17.9 | 18 | 2.2 |
| Benefits | 13.8 | 13.5 | 2.3 |
| Contingent Rewards | 14.3 | 14.5 | 2.4 |
| Conditions | 13.8 | 14 | 2.4 |
| Coworkers | 17.3 | 17.8 | 2.1 |
| Work Itself | 17.9 | 18 | 2.3 |
| Communication | 15.5 | 16 | 2.1 |
| Total | 136.9 | 138.9 | 15.1 |

Number of Samples = 52, Total Sample Size = 8888.

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.