

I-B-3. HOW SATISFIED AM I WITH MY JOB?

ANALYSIS

Scoring Key

To score this instrument, your responses to all 20 items were added.

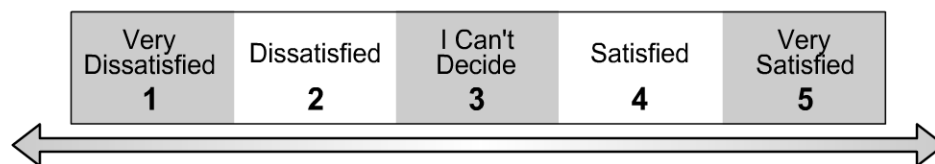
Your score is: 87

Analysis and Interpretation

Job satisfaction is your general attitude about your job. High satisfaction tends to be related to lower levels of absenteeism and turnover. And, of course, high satisfaction is likely to spillover into raising your overall level of life satisfaction.

Studies using this instrument tend to find means in the 74 to 76 range. If you scored low, you might want to look at specific items in this questionnaire. Are there certain aspects of your job--supervision, pay, lack of advancement potential, coworkers, the work itself--that are causing problems? What, if anything, can be done to improve them? It may also be that your low satisfaction is due to you and not your job. That is, you may have a negative genetic predisposition toward life. So regardless of the job you're in, you may just tend to be unhappy.

My Answers



On my present job, this is how I feel about:

1. Being able to keep busy all the time.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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2. The chance to work alone on the job.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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3. The chance to do different things from time to time.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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4. The chance to be "somebody" in the community.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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5. The way my boss handles his/her workers.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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6. The competence of my supervisor in making decisions.

Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
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7. Being able to do things that don't go against my conscience.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
8. The way my job provides for steady employment.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
9. The chance to do things for other people.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
10. The chance to tell people what to do.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
11. The chance to do something that makes use of my abilities.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
12. The way company policies are put into practice.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
13. My pay and the amount of work I do.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
14. The chances for advancement on this job.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
15. The freedom to use my own judgment.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
16. The chance to try my own methods of doing the job.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
17. The working conditions.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
18. The way my coworkers get along with each other.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
19. The praise I get for doing a good job.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied
20. The feeling of accomplishment I get from my job.	Very Dissatisfied	Dissatisfied	I Can't Decide	Satisfied	Very Satisfied

Source: D.J. Weiss, R.V. Dawis, G.W. England, and L.H. Lofquist, Manual for the Minnesota Satisfaction Questionnaire (Minneapolis: University of Minnesota Industrial Relations Center, 1967). Evaluated in J.L. Price and C.W. Mueller, Handbook of Organizational Measurement (Marshfield, MA: Pitman, 1986), pp. 228-31.