

## APPENDIX 23

### JOB SATISFACTION MEASURES

Included in the 1978 survey is a measure of job satisfaction with econometric properties which make it superior to the global job satisfaction measure used previously in the NLS. The new measure is a seven item scale which has greater variance than the global satisfaction measure. The scale has been tested previously on broad cross sections of national data.

The global satisfaction measure is question 11A (and 15A for the self employed): "How do you feel about the job you have now? Do you like it very much, like it fairly well, dislike it somewhat, or dislike it very much?" Question 14 sub-question a, b, c, d, e and question 19, if combined with question 11A, produce the seven item scale. This scale is a shortened form of the job satisfaction scales perfected for use in the University of Michigan's Quality of Employment Surveys of 1969, 1973, and 1977. Short forms were developed by Robert Quinn, The Institute of Social Research at the University of Michigan.

We chose the Quality of Employment Survey scale for inclusion in the NLS because it has been analyzed for its reliability across a broad cross-section of workers. It is also much easier to administer for a large multi-purpose survey than are many of the other job satisfaction scales that exist.

To construct the full seven item scale, raw scores for each item should be converted to  $z$  scores for each respondent. The scores can then be multiplied by 100 to remove decimals and combined to obtain an unweighted average of the seven  $z$  scores. The resulting scores for the satisfaction index are either positive or negative numbers which can be interpreted as deviations from the mean for the total sample of respondents in the survey.

The seven item job satisfaction scale is repeated in the 1981 interview as well.

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<sup>1</sup>Data on the validities of the job satisfaction measures used in the Quality of Employment Survey are reported in Mangione, T. The Validity of Job Satisfaction. Doctoral dissertation, The University of Michigan, 1973. For a review of job satisfaction indicators, see Seashore, S. and Taber, T. "Job Satisfaction Indicators and their Correlates." American Behavioral Scientist, (1975), 333-368.