

I'm not a bot



Job satisfaction index questionnaire pdf

Job satisfaction survey. Job satisfaction questionnaire with scoring. Satisfaction questionnaire example. Job satisfaction scale. Job satisfaction survey (jss). Job satisfaction questionnaire.

Brayfield and Rothe created the Job Satisfaction Index (JSI) back in 1951, which has 18 questions that give a general sense of how satisfied someone is with their job rather than focusing on specific areas. The index was tested using two groups: one made up of 231 female office workers and another consisting of 91 adults (49 men and 42 women) who were students at the University of Minnesota's night school, learning about personnel psychology. When they gave the index to the first group, the scores ranged from 35 to 87, with an average score of 63.8 and a standard deviation of 9.4. The reliability was pretty high, with a product moment correlation of 0.77 and adjusted for Spearman-Brown formula giving it a reliability score of 0.87. The authors felt that each question on its own showed face validity because they directly asked about feelings towards a job, making it straightforward to determine if someone was satisfied or not. To further validate the index, they took the same questions and had 77 adults (who were part of an Army Specialized Training Program) agree on whether these statements reflected satisfaction or dissatisfaction with their job. When they gave this test to another group of 91 students at the University of Minnesota's night school, they divided them into two groups based on employment - personnel and non-personnel. The comparison between the means of these two groups showed significant differences, which supported the validity of the scale. The scale itself is made up of questions like: 1. My job is like a hobby to me. 2. My job is usually interesting enough to keep me from getting bored. 3. It seems that my friends are more interested in their jobs. 4. I consider my job rather unpleasant. 5. I enjoy my work more than my leisure time. References include studies by Camp, Jones, and Tharrington on job satisfaction and related topics. I find my job more enjoyable than most people do. However, I think it's quite dull. I really love doing my work. On the other hand, I regret taking this job in the first place. Scoring: Strongly Agree = 1; Agree = 2; Undecided = 3; Disagree = 4; Strongly Disagree = 5. Note that items 1, 2, 5, 7, 9, 12, 13, 15, and 17 have reverse scoring. The total score ranges from 18 to 90, with lower scores indicating lower job satisfaction. The concept of the job descriptive index has been extensively studied in various academic journals. Research by Kantor (1991) and Roznowski (1989) focused on examining the measurement properties of the JDI, while Kmicki et al. (2002) conducted a comprehensive review and meta-analysis to assess its construct validity. Additionally, Yeager (1981) explored the dimensionality of the JDI, highlighting its complexity as an assessment tool. The work by Smith et al. (1969) laid the groundwork for studying attitudes towards work and retirement.