**APPENDIX I – JOB SATISFACTION SURVEY**

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|  | **JOB SATISFACTION SURVEY**Paul E. SpectorDepartment of PsychologyUniversity of South Florida Copyright Paul E. Spector 1994, All rights reserved. |  |
|  | PLEASE CIRCLE THE ONE NUMBER FOR EACH QUESTION THAT COMES CLOSEST TO REFLECTING YOUR OPINIONABOUT IT. |  Disagree very muchDisagree moderatelyDisagree slightlyAgree slightlyAgree moderatelyAgree very much |
| 1 | I feel I am being paid a fair amount for the work I do. |  1 2 3 4 5 6 |
| 2 | There is really too little chance for promotion on my job. |  1 2 3 4 5 6 |
| 3 | My supervisor is quite competent in doing his/her job. |  1 2 3 4 5 6 |
| 4 | I am not satisfied with the benefits I receive. |  1 2 3 4 5 6 |
| 5 | When I do a good job, I receive the recognition for it that I should receive. |  1 2 3 4 5 6 |
| 6 | Many of our rules and procedures make doing a good job difficult. |  1 2 3 4 5 6 |
| 7 | I like the people I work with. |  1 2 3 4 5 6 |
| 8 | I sometimes feel my job is meaningless. |  1 2 3 4 5 6 |
| 9 | Communications seem good within this organization. |  1 2 3 4 5 6 |
| 10 | Raises are too few and far between. |  1 2 3 4 5 6 |
| 11 | Those who do well on the job stand a fair chance of being promoted. |  1 2 3 4 5 6 |
| 12 | My supervisor is unfair to me. |  1 2 3 4 5 6 |
| 13 | The benefits we receive are as good as most other organizations offer. |  1 2 3 4 5 6 |
| 14 | I do not feel that the work I do is appreciated. |  1 2 3 4 5 6 |
| 15 | My efforts to do a good job are seldom blocked by red tape. |  1 2 3 4 5 6 |
| 16 | I find I have to work harder at my job because of the incompetence of people I work with. |  1 2 3 4 5 6 |
| 17 | I like doing the things I do at work. |  1 2 3 4 5 6 |
| 18 | The goals of this organization are not clear to me. |  1 2 3 4 5 6 |
| 19 | I feel unappreciated by the organization when I think about what they pay me. |  1 2 3 4 5 6 |
| 20 | People get ahead as fast here as they do in other places.  |  1 2 3 4 5 6 |
| 21 | My supervisor shows too little interest in the feelings of subordinates. |  1 2 3 4 5 6 |
| 22 | The benefit package we have is equitable. |  1 2 3 4 5 6 |
| 23 | There are few rewards for those who work here. |  1 2 3 4 5 6 |
| 24 | I have too much to do at work. |  1 2 3 4 5 6 |
| 25 | I enjoy my coworkers. |  1 2 3 4 5 6 |
| 26 | I often feel that I do not know what is going on with the organization. |  1 2 3 4 5 6 |
| 27 | I feel a sense of pride in doing my job. |  1 2 3 4 5 6 |
| 28 | I feel satisfied with my chances for salary increases. |  1 2 3 4 5 6 |
| 29 | There are benefits we do not have which we should have. |  1 2 3 4 5 6 |
| 30 | I like my supervisor. |  1 2 3 4 5 6 |
| 31 | I have too much paperwork. |  1 2 3 4 5 6 |
| 32 | I don't feel my efforts are rewarded the way they should be. |  1 2 3 4 5 6 |
| 33 | I am satisfied with my chances for promotion.  |  1 2 3 4 5 6 |
| 34 | There is too much bickering and fighting at work. |  1 2 3 4 5 6 |
| 35 | My job is enjoyable. |  1 2 3 4 5 6 |
| 36 | Work assignments are not fully explained. |  1 2 3 4 5 6 |

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