

| <b>GENDER</b>                                 | <b>FEMALES</b>   | <b>MALES</b>    |
|-----------------------------------------------|------------------|-----------------|
| <b>NUMBER:</b>                                | <b>126 (76%)</b> | <b>30 (24%)</b> |
| <b>CHARACTER OF WORK (NORM=34.5)</b>          |                  |                 |
| MEAN                                          | 23.9             | 21.6            |
| SD                                            | 9.9              | 13.2            |
| <b>LEVEL OF PAY (NORM=25.0)</b>               |                  |                 |
| MEAN                                          | 23.1             | 19.5            |
| SD                                            | 12.4             | 15.3            |
| <b>OPPORTUNITY FOR PROMOTION (NORM= 17.4)</b> |                  |                 |
| MEAN                                          | 17.6             | 18.0            |
| SD                                            | 14.0             | 15.1            |
| <b>QUALITY OF SUPERVISION (NORM=39.3)</b>     |                  |                 |
| MEAN                                          | 33.2             | 32.7            |
| SD                                            | 14.6             | 15.7            |
| <b>PEOPLE ON THE JOB (NORM=40.3)</b>          |                  |                 |
| MEAN                                          | 32.5             | 31.4            |
| SD                                            | 14.3             | 18.1            |
| <b>OVERALL SATISFACTION (NORM= 156.5)</b>     |                  |                 |
| MEAN                                          | 131.7            | 125.6           |
| SD                                            | 42.6             | 42.5            |

# Job Descriptive Index Scoring

**TD Snyder**



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