

Early Childhood Job Satisfaction Survey

Part 2: Developing a Job Satisfaction Profile

Step #1. Assign points (1, 2, 3, 4, or 5) to each statement in Part I of the survey according to the following formula:

Co-worker relations (questions 1–10)

Score questions #1, 2, 3, 8, 10: 1 (*strongly disagree*) to 5 (*strongly agree*)
Score questions #4, 5, 6, 7, 9: 5 (*strongly disagree*) to 1 (*strongly agree*)

Supervisor relations (questions 11–20)

Score questions #11, 14, 15, 16, 18: 1 (*strongly disagree*) to 5 (*strongly agree*)
Score questions #12, 13, 17, 19, 20: 5 (*strongly disagree*) to 1 (*strongly agree*)

The nature of the work itself (questions 21–30)

Score questions #21, 22, 26, 28, 30: 1 (*strongly disagree*) to 5 (*strongly agree*)
Score questions #23, 24, 25, 27, 29: 5 (*strongly disagree*) to 1 (*strongly agree*)

Working conditions (questions 31–40)

Score questions #31, 32, 33, 37, 40: 1 (*strongly disagree*) to 5 (*strongly agree*)
Score questions #34, 35, 36, 38, 39: 5 (*strongly disagree*) to 1 (*strongly agree*)

Pay and promotion opportunities (questions 41–50)

Score questions #41, 42, 43, 47, 50: 1 (*strongly disagree*) to 5 (*strongly agree*)
Score questions #44, 45, 46, 48, 49: 5 (*strongly disagree*) to 1 (*strongly agree*)

Step #2. Add up the scores above in each category in Part I. These job satisfaction facet scores will range from 10 to 50.

Co-worker relations	total score = _____
Supervisor relations	total score = _____
The nature of the work itself	total score = _____
Working conditions	total score = _____
Pay and promotion opportunities	total score = _____

Step #3. Plot your job satisfaction facet scores from Step #2 on the profile in Part I.

Step #4. Add up the total number of points for Part II:
Total congruence with ideal = _____ (score will range from 5 to 25)

Step #5. Plot your congruence with ideal score from Step #4 on the profile in Part II.

Step #6. Transfer the information from Part III and Part IV to the corresponding spaces on the profile.

Step #7. To score Part V of the survey, assign 1 point for each positive statement checked (items 1, 4, 5, 6, 8).

(a) = _____

Assign 1 point for each negative statement checked (items 2, 3, 7, 9, 10)

(b) = _____

Subtract (b) from (a) and add 5 (total score will range from 0 to 10)

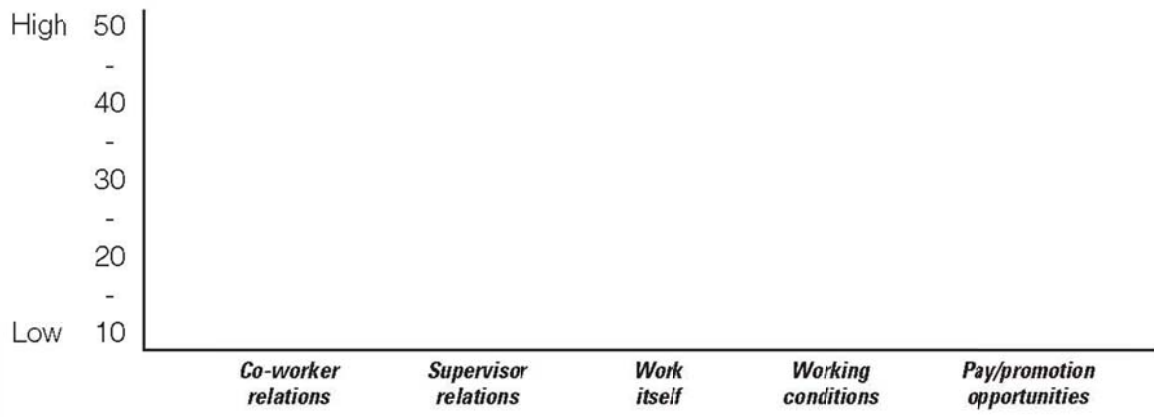
(a) – (b) + 5 = _____

Plot your commitment to the center score on the profile in Part V.

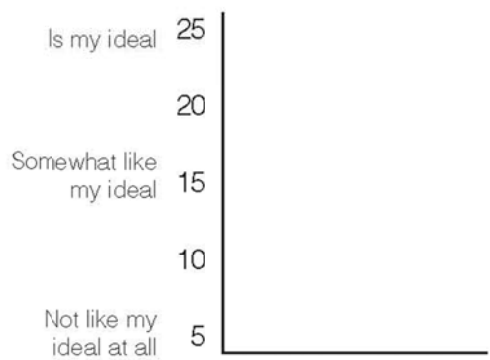
Step #8. Plot your commitment to the profession score on the profile. This will be the numeral you circled in the second section of Part V.

Job Satisfaction Profile for _____

PART I. Facets of Job Satisfaction



PART II. Congruence with Ideal



PART III. Satisfactions and Frustrations

Satisfactions

1. _____

2. _____

Frustrations

1. _____

2. _____

PART IV. Occupational Values

1. _____

2. _____

3. _____

PART V. Commitment

