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|  |  |
| **KEY TO SURVEY** |
|  |  |
| ***Demographics*** |
|  |  |
| **Gender** |
| 1 | Male |
| 2 | Female |
| **Age** |
| 1 | 16 - 21 |
| 2 | 22 - 49 |
| 3 | 50 - 65 |
| **Department**  |
| 1 | Human Resources |
| 2 | Information Technology |
| 3 | Administration |
| **Position** |
| 1 | Hourly Employee (Overtime Eligible) |
| 2 | Salaried Employee (No Overtime) |
| **Tenure With Company** |
| 1 | Less than 2 years |
| 2 | 2 to 5 years |
| 3 | Over 5 Years |
|   |   |
| ***Four Survey Measures*** |
|  |  |
| **SURVEY MEASURE #1 OVERALL JOB SATISFACTION (Scale 1-7)** |
| 1 = Least Satisfied |
| 7 = Most Satisfied |
| **SURVEY MEASURE #2 INTRINSIC JOB SATISFACTION (Scale 1-7)** |
| 1= Least Satisfied |
| 7= Most Satisfied |
| **SURVEY MEASURE #3 EXTRINSIC JOB SATISFACTION (Scale 1-7)** |
| 1 = Least Satisfied |
| 7 = Most Satisfied |
| **SURVEY MEASURE #4 BENEFITS (Scale 1-7)** |
| 1= Least Satisfied |
| 7= Most Satisfied |
|  |  |
|  |  |
| **Gender** | **Age** | **Department** | **Position** | **Tenure** | **Job Satisfaction** | **Intrinsic** | **Extrinsic** | **Benefits** |
| 1 | 1 | 1 | 1 | 3 | 5.5 | 5.5 | 5.5 | 5.4 |
| 2 | 3 | 3 | 1 | 1 | 4.9 | 5.2 | 4.6 | 6.2 |
| 1 | 1 | 2 | 2 | 1 | 5.5 | 5.3 | 5.7 | 2.3 |
| 1 | 1 | 3 | 1 | 1 | 5.2 | 4.7 | 5.6 | 4.5 |
| 1 | 2 | 2 | 1 | 1 | 5.5 | 5.5 | 5.5 | 5.4 |
| 1 | 3 | 3 | 1 | 1 | 4.9 | 5.2 | 4.6 | 6.2 |
| 1 | 2 | 1 | 1 | 1 | 3.9 | 2.1 | 5.7 | 2.3 |
| 2 | 2 | 2 | 1 | 2 | 5.2 | 4.7 | 5.6 | 4.5 |
| 1 | 2 | 3 | 1 | 2 | 5.5 | 5.4 | 5.6 | 5.4 |
| 1 | 2 | 2 | 2 | 2 | 5.9 | 6.2 | 5.5 | 6.2 |
| 1 | 2 | 3 | 1 | 1 | 4.9 | 5.2 | 4.6 | 6.2 |
| 1 | 3 | 1 | 2 | 2 | 5.5 | 5.3 | 5.7 | 2.3 |
| 1 | 2 | 2 | 1 | 1 | 5.2 | 4.7 | 5.6 | 4.5 |
| 2 | 2 | 2 | 1 | 3 | 5.5 | 5.4 | 5.6 | 5.4 |
| 1 | 1 | 1 | 1 | 3 | 5.5 | 5.5 | 4.6 | 6.2 |
| 1 | 3 | 3 | 1 | 1 | 4.9 | 5.2 | 5.7 | 6.2 |
| 2 | 1 | 2 | 2 | 1 | 5.5 | 5.3 | 5.6 | 5.4 |
| 1 | 1 | 3 | 1 | 3 | 5.2 | 4.7 | 5.5 | 6.2 |
| 1 | 2 | 2 | 1 | 1 | 5.5 | 5.5 | 4.6 | 2.3 |
| 1 | 1 | 2 | 1 | 1 | 5.5 | 4.7 | 5.7 | 2.3 |
| 1 | 1 | 2 | 2 | 2 | 4.9 | 5.3 | 5.6 | 4.5 |
| 1 | 3 | 3 | 1 | 1 | 3.9 | 4.7 | 5.5 | 2.3 |
| 1 | 2 | 1 | 2 | 3 | 5.2 | 4.7 | 5.6 | 4.5 |
| 1 | 2 | 1 | 1 | 2 | 5.5 | 5.5 | 5.5 | 5.4 |
| 1 | 3 | 3 | 1 | 2 | 4.9 | 5.2 | 4.6 | 6.2 |
| 1 | 2 | 2 | 1 | 3 | 3.9 | 2.1 | 5.7 | 2.3 |
| 1 | 1 | 3 | 2 | 1 | 5.2 | 4.7 | 5.6 | 4.5 |
| 1 | 2 | 1 | 2 | 1 | 5.5 | 5.4 | 5.6 | 5.4 |
| 1 | 2 | 1 | 2 | 1 | 5.9 | 6.2 | 5.5 | 6.2 |
| 1 | 2 | 1 | 1 | 1 | 4.9 | 5.2 | 5.6 | 2.3 |
| 1 | 3 | 3 | 2 | 2 | 5.5 | 5.3 | 5.6 | 4.5 |
| 2 | 2 | 3 | 1 | 1 | 5.2 | 4.7 | 5.5 | 5.4 |
| 1 | 2 | 3 | 1 | 1 | 5.5 | 5.4 | 4.6 | 6.2 |
| 2 | 2 | 2 | 2 | 3 | 5.4 | 6.2 | 5.7 | 6.2 |
| 1 | 3 | 2 | 2 | 1 | 5.5 | 5.2 | 5.6 | 4.5 |
| 2 | 2 | 2 | 1 | 2 | 5.5 | 5.3 | 5.6 | 5.4 |
| 2 | 1 | 3 | 2 | 1 | 4.9 | 4.7 | 5.5 | 6.2 |
| 2 | 2 | 3 | 2 | 1 | 5.4 | 5.2 | 5.6 | 2.3 |
| 2 | 1 | 3 | 2 | 1 | 5.5 | 5.3 | 5.6 | 4.5 |
| 2 | 1 | 3 | 2 | 1 | 5.5 | 5.3 | 5.6 | 5.4 |