

Job Satisfaction Survey April 2009

Q1 Most people like some parts of their jobs and dislike other parts. Overall, taking the good and the bad, how satisfied are you with your job? If you are very satisfied, press 1. If you are somewhat satisfied, press 2. If you are somewhat dissatisfied, press 3. If you are very dissatisfied, press 4. If you are undecided, press 5.

Very satisfied56% *Very dissatisfied*..... 4%
Somewhat satisfied 25% *Undecided*..... 9%
Somewhat dissatisfied..... 7%

Q2 How stressful is your job? If your job is often very stressful, press 1. If your job is usually somewhat stressful, press 2. If it is usually not very stressful, press 3. If you can't decide, press 4.

Very stressful.....24% *Not very stressful*....24%
Somewhat stressful 46% *Undecided*..... 6%

Q3 Based on your experience on the job, how much loyalty has your employer earned from your co-workers? If you think your employer has earned a lot of loyalty from employees, press 1. If you believe the employer has earned some loyalty from employees, press 2. If only a little loyalty, press 3. If you think your employer has not earned any loyalty, press 4.

A lot of loyalty40% *A little loyalty*.....17%
Some loyalty37% *No loyalty*..... 6%

Q4 In your opinion, how concerned are the supervisors at your job for the welfare of the people who work with you? If you think the supervisors are very concerned for the welfare of employees, please press 1 now. If the supervisors are somewhat concerned, press 2. If the supervisors are not very concerned for the employees' welfare, press 3. If they are not at all concerned, press 4. If you have no opinion, press 5.

Very concerned.....38% *Not very concerned* 15%
Somewhat concerned.....39% *Not at all concerned* 5%
No opinion..... 3%

Q5 Many employers offer a variety of work-life benefits to help their employees manage their work-life balance such as help with finding child and elder care, back-up care for when your regular care plans fall through, wellness counseling, and financial and legal consultation. Given the current economic climate, how would you rate the importance of your employer providing help with child and elder care? If very important, press 1. If somewhat important, press 2. If not important, press 3.

Very Important 25%
Somewhat Important..... 31%
Not Important..... 44%

Q6 How would you rate the importance of back-up care for when your regular care plans fall through? If very important, press 1. If somewhat important, press 2. If not important, press 3.

Very Important 31%
Somewhat Important..... 33%
Not Important..... 36%

Q7 How would you rate the importance of wellness counseling? If very important, press 1. If somewhat important, press 2. If not important, press 3.

Very Important 30%
Somewhat Important..... 37%
Not Important..... 33%

Q8 How would you rate the importance of financial and legal consultation? If very important, press 1. If somewhat important, press 2. If not important, press 3.

Very Important 31%
Somewhat Important..... 36%
Not Important..... 33%

Q9 Are you satisfied with the level of work-life benefits currently being offered by your employer? If yes, press 1. If no, press 2.

Yes 59%
 No 41%

Q10 Would you ever consider leaving your employer and going to work for a different one if the work-life benefits were better? If yes, press 1. If no, press 2.

Yes 49%
 No 51%

Q11 Is your job full time or part-time? If full time, press 1. If part-time, press 2.

Full time 81% Part time 19%

Q12 Do you have more than one part-time job? If yes, press 1. If no, press 2.

Yes 18% No 82%

Q13 How long have you worked for your current employer? If less than a year, press 1. If one to three years, press 2. If more than 3 years, press 3.

Less than a year 8% More than three years 79%
 One to three years 13%

Q14 If you are a woman, press 1. If a man, press 2.

Woman 53% Man 47%

Q15 If you are 18 to 29, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If older than 65, press 4.

18 to 29 8% 46 to 65 57%
 30 to 45 24% Older than 65 11%

Q16 If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.

Hispanic 14%
 White 68%
 Black 12%
 Other 6%

Q17 What kind of industry do you work in? If you work in a service industry, press 1. If you work in retail or wholesale trade, press 2. If you work in finance, insurance or real estate, press 3. If you work in a construction or minerals industry, press 4. If you work in a manufacturing business, press 5. If you work in transportation, communication or utilities, press 6. If education, press 7. If health care, press 8. If you are a government employee, press 9. If other, press 0.

Service industry 26%
 Retail or wholesale trade 6%
 Finance, insurance, or real estate 7%
 Construction or minerals industry 6%
 Manufacturing business 9%
 Transportation, communication, or utilities 5%
 Education 12%
 Health care 8%
 Government employee 8%
 Other 13%

Q18 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

Under \$25,000 24%
 \$25,000 to \$50,000 38%
 \$50,000 to \$75,000 20%
 \$75,000 to \$100,000 9%
 More than \$100,000 10%



Crosstabs

	Base	Importance of Child and Elder Care		
		Very Important	Somewhat Important	Not Important
Overall satisfaction				
Very satisfied	56%	58%	60%	52%
Somewhat satisfied	25%	20%	26%	27%
Somewhat dissatisfied	7%	5%	6%	8%
Very dissatisfied	3%	5%	1%	3%
Undecided	9%	12%	7%	9%

	Base	Importance of Child and Elder Care		
		Very Important	Somewhat Important	Not Important
Stress				
Very stressful	24%	30%	17%	26%
Somewhat stressful	47%	31%	61%	45%
Not very stressful	24%	30%	18%	25%
Undecided	6%	9%	4%	5%

	Base	Importance of Child and Elder Care		
		Very Important	Somewhat Important	Not Important
Loyalty				
A lot of loyalty	40%	46%	37%	39%
Some loyalty	37%	33%	44%	35%
A little loyalty	17%	14%	16%	19%
No loyalty	6%	7%	3%	7%

	Base	Importance of Child and Elder Care		
		Very Important	Somewhat Important	Not Important
Concern for welfare				
Very concerned	39%	46%	33%	39%
Somewhat concerned	40%	32%	51%	36%
Not very concerned	15%	14%	12%	18%
Not at all concerned	5%	4%	3%	6%
No opinion	2%	4%	2%	1%

Crosstabs

	Base	Importance of Backup Care		
		Very Important	Somewhat Important	Not Important
Overall satisfaction				
Very satisfied	56%	62%	53%	54%
Somewhat satisfied	25%	17%	32%	24%
Somewhat dissatisfied	7%	6%	5%	8%
Very dissatisfied	3%	5%	2%	3%
Undecided	9%	9%	7%	11%

	Base	Importance of Backup Care		
		Very Important	Somewhat Important	Not Important
Stress				
Very stressful	24%	26%	19%	26%
Somewhat stressful	46%	40%	56%	43%
Not very stressful	24%	26%	20%	26%
Undecided	6%	8%	5%	5%

	Base	Importance of Backup Care		
		Very Important	Somewhat Important	Not Important
Loyalty				
A lot of loyalty	40%	42%	36%	42%
Some loyalty	37%	33%	46%	32%
A little loyalty	17%	18%	16%	18%
No loyalty	6%	7%	3%	7%

	Base	Importance of Backup Care		
		Very Important	Somewhat Important	Not Important
Concern for welfare				
Very concerned	39%	41%	34%	40%
Somewhat concerned	40%	33%	50%	35%
Not very concerned	15%	16%	12%	16%
Not at all concerned	5%	6%	2%	7%
No opinion	2%	3%	1%	2%

Crosstabs

	Base	Importance of Wellness Counseling		
		Very Important	Somewhat Important	Not Important
Overall satisfaction				
Very satisfied	56%	61%	52%	56%
Somewhat satisfied	25%	18%	29%	27%
Somewhat dissatisfied	7%	5%	7%	8%
Very dissatisfied	3%	4%	2%	4%
Undecided	9%	12%	10%	6%

	Base	Importance of Wellness Counseling		
		Very Important	Somewhat Important	Not Important
Stress				
Very stressful	24%	20%	24%	27%
Somewhat stressful	46%	45%	51%	42%
Not very stressful	24%	26%	20%	27%
Undecided	6%	8%	6%	4%

	Base	Importance of Wellness Counseling		
		Very Important	Somewhat Important	Not Important
Loyalty				
A lot of loyalty	40%	42%	35%	45%
Some loyalty	37%	36%	43%	31%
A little loyalty	17%	15%	18%	19%
No loyalty	6%	7%	5%	5%

	Base	Importance of Wellness Counseling		
		Very Important	Somewhat Important	Not Important
Concern for welfare				
Very concerned	39%	41%	34%	42%
Somewhat concerned	39%	39%	48%	31%
Not very concerned	15%	13%	15%	18%
Not at all concerned	5%	4%	3%	7%
No opinion	2%	3%	1%	2%

Crosstabs

	Base	Importance of Financial and Legal Consultation		
		Very Important	Somewhat Important	Not Important
Overall satisfaction				
Very satisfied	56%	58%	56%	54%
Somewhat satisfied	25%	21%	26%	27%
Somewhat dissatisfied	7%	7%	6%	8%
Very dissatisfied	3%	4%	2%	4%
Undecided	9%	10%	10%	7%

	Base	Importance of Financial and Legal Consultation		
		Very Important	Somewhat Important	Not Important
Stress				
Very stressful	24%	26%	19%	27%
Somewhat stressful	46%	42%	54%	42%
Not very stressful	24%	25%	22%	26%
Undecided	6%	7%	6%	5%

	Base	Importance of Financial and Legal Consultation		
		Very Important	Somewhat Important	Not Important
Loyalty				
A lot of loyalty	40%	39%	37%	44%
Some loyalty	37%	37%	41%	33%
A little loyalty	17%	17%	18%	17%
No loyalty	6%	7%	4%	6%

	Base	Importance of Financial and Legal Consultation		
		Very Important	Somewhat Important	Not Important
Concern for welfare				
Very concerned	38%	40%	35%	41%
Somewhat concerned	40%	36%	46%	35%
Not very concerned	15%	16%	14%	16%
Not at all concerned	5%	5%	3%	7%
No opinion	2%	4%	1%	1%

Crosstabs

	Base	Satisfaction with WLB	
		Yes	No
Overall satisfaction			
Very satisfied	57%	69%	39%
Somewhat satisfied	25%	21%	30%
Somewhat dissatisfied	6%	2%	12%
Very dissatisfied	4%	2%	7%
Undecided	9%	7%	12%

	Base	Satisfaction with WLB	
		Yes	No
Stress			
Very stressful	23%	20%	29%
Somewhat stressful	47%	50%	42%
Not very stressful	24%	24%	24%
Undecided	6%	6%	6%

	Base	Satisfaction with WLB	
		Yes	No
Loyalty			
A lot of loyalty	40%	55%	19%
Some loyalty	37%	35%	39%
A little loyalty	17%	8%	31%
No loyalty	6%	2%	11%

	Base	Satisfaction with WLB	
		Yes	No
Concern for welfare			
Very concerned	39%	53%	19%
Somewhat concerned	39%	38%	42%
Not very concerned	15%	6%	27%
Not at all concerned	5%	1%	11%
No opinion	2%	2%	2%

Crosstabs

	Base	Leave Job for Better WLB?	
		Yes	No
Overall satisfaction			
Very satisfied	56%	42%	69%
Somewhat satisfied	25%	30%	21%
Somewhat dissatisfied	7%	11%	2%
Very dissatisfied	4%	6%	2%
Undecided	9%	12%	6%

	Base	Leave Job for Better WLB?	
		Yes	No
Stress			
Very stressful	24%	29%	20%
Somewhat stressful	46%	43%	49%
Not very stressful	24%	22%	25%
Undecided	6%	6%	6%

	Base	Leave Job for Better WLB?	
		Yes	No
Loyalty			
A lot of loyalty	40%	27%	52%
Some loyalty	37%	39%	34%
A little loyalty	17%	24%	10%
No loyalty	6%	9%	3%

	Base	Leave Job for Better WLB?	
		Yes	No
Concern for welfare			
Very concerned	39%	28%	49%
Somewhat concerned	39%	39%	39%
Not very concerned	15%	23%	8%
Not at all concerned	5%	8%	2%
No opinion	2%	2%	2%

Crosstabs

	Base	Full time or part time	
		Full time	Part time
Overall satisfaction			
Very satisfied	56%	59%	46%
Somewhat satisfied	25%	25%	26%
Somewhat dissatisfied	7%	7%	5%
Very dissatisfied	3%	4%	2%
Undecided	9%	6%	22%

	Base	Full time or part time	
		Full time	Part time
Stress			
Very stressful	24%	27%	13%
Somewhat stressful	46%	49%	34%
Not very stressful	24%	21%	38%
Undecided	6%	4%	14%

	Base	Full time or part time	
		Full time	Part time
Loyalty			
A lot of loyalty	40%	41%	36%
Some loyalty	37%	37%	37%
A little loyalty	17%	17%	19%
No loyalty	6%	5%	8%

	Base	Full time or part time	
		Full time	Part time
Concern for welfare			
Very concerned	38%	39%	36%
Somewhat concerned	39%	40%	36%
Not very concerned	15%	14%	18%
Not at all concerned	5%	5%	6%
No opinion	2%	2%	3%

Crosstabs

	Base	Multiple part time	
		Yes	No
Overall satisfaction			
Very satisfied	44%	57%	42%
Somewhat satisfied	26%	29%	26%
Somewhat dissatisfied	5%	5%	5%
Very dissatisfied	2%	-	2%
Undecided	23%	10%	25%

	Base	Multiple part time	
		Yes	No
Stress			
Very stressful	13%	15%	13%
Somewhat stressful	34%	35%	34%
Not very stressful	38%	43%	37%
Undecided	15%	7%	17%

	Base	Multiple part time	
		Yes	No
Loyalty			
A lot of loyalty	36%	43%	34%
Some loyalty	37%	30%	39%
A little loyalty	19%	22%	18%
No loyalty	8%	5%	9%

	Base	Multiple part time	
		Yes	No
Concern for welfare			
Very concerned	37%	39%	36%
Somewhat concerned	35%	40%	33%
Not very concerned	19%	16%	19%
Not at all concerned	6%	5%	7%
No opinion	4%	-	4%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Overall satisfaction				
Very satisfied	56%	44%	51%	58%
Somewhat satisfied	25%	25%	28%	24%
Somewhat dissatisfied	7%	16%	6%	6%
Very dissatisfied	4%	2%	7%	3%
Undecided	9%	13%	8%	9%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Stress				
Very stressful	24%	28%	24%	24%
Somewhat stressful	46%	31%	48%	47%
Not very stressful	24%	30%	26%	23%
Undecided	6%	11%	3%	6%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Loyalty				
A lot of loyalty	40%	41%	37%	40%
Some loyalty	37%	31%	34%	38%
A little loyalty	17%	23%	22%	16%
No loyalty	6%	5%	8%	6%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Concern for welfare				
Very concerned	38%	44%	33%	39%
Somewhat concerned	39%	28%	44%	40%
Not very concerned	15%	22%	14%	15%
Not at all concerned	5%	2%	6%	5%
No opinion	2%	3%	4%	2%

Crosstabs

	Base	Gender	
		Woman	Man
Overall satisfaction			
Very satisfied	56%	56%	55%
Somewhat satisfied	25%	24%	26%
Somewhat dissatisfied	7%	6%	7%
Very dissatisfied	4%	3%	5%
Undecided	9%	11%	8%

	Base	Gender	
		Woman	Man
Stress			
Very stressful	24%	23%	25%
Somewhat stressful	46%	47%	46%
Not very stressful	24%	24%	24%
Undecided	6%	7%	5%

	Base	Gender	
		Woman	Man
Loyalty			
A lot of loyalty	40%	42%	37%
Some loyalty	37%	39%	35%
A little loyalty	17%	15%	20%
No loyalty	6%	4%	8%

	Base	Gender	
		Woman	Man
Concern for welfare			
Very concerned	38%	42%	34%
Somewhat concerned	39%	39%	40%
Not very concerned	15%	14%	17%
Not at all concerned	5%	3%	7%
No opinion	3%	2%	3%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Overall satisfaction					
Very satisfied	56%	51%	55%	59%	46%
Somewhat satisfied	25%	32%	32%	22%	15%
Somewhat dissatisfied	7%	-	5%	9%	5%
Very dissatisfied	4%	13%	3%	2%	5%
Undecided	9%	5%	5%	8%	29%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Stress					
Very stressful	24%	36%	27%	22%	17%
Somewhat stressful	46%	29%	51%	50%	29%
Not very stressful	24%	31%	20%	23%	32%
Undecided	6%	3%	2%	5%	22%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Loyalty					
A lot of loyalty	40%	60%	39%	40%	30%
Some loyalty	37%	22%	43%	37%	34%
A little loyalty	17%	12%	12%	19%	24%
No loyalty	6%	5%	5%	5%	12%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Concern for welfare					
Very concerned	38%	53%	44%	36%	25%
Somewhat concerned	39%	27%	40%	41%	37%
Not very concerned	15%	14%	9%	16%	24%
Not at all concerned	5%	5%	5%	5%	8%
No opinion	3%	1%	2%	2%	6%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Overall satisfaction					
Very satisfied	56%	60%	54%	55%	63%
Somewhat satisfied	25%	19%	27%	21%	16%
Somewhat dissatisfied	7%	2%	8%	6%	7%
Very dissatisfied	4%	7%	2%	6%	5%
Undecided	9%	12%	8%	13%	9%

	Base	Race			
		Hispanic	White	Black	Other
Stress					
Very stressful	24%	24%	23%	23%	33%
Somewhat stressful	46%	40%	49%	40%	40%
Not very stressful	24%	26%	22%	32%	19%
Undecided	6%	10%	5%	6%	7%

	Base	Race			
		Hispanic	White	Black	Other
Loyalty					
A lot of loyalty	40%	51%	38%	35%	51%
Some loyalty	37%	32%	38%	38%	32%
A little loyalty	17%	12%	18%	21%	12%
No loyalty	6%	5%	6%	6%	5%

	Base	Race			
		Hispanic	White	Black	Other
Concern for welfare					
Very concerned	38%	40%	37%	38%	47%
Somewhat concerned	39%	36%	40%	38%	39%
Not very concerned	15%	12%	16%	19%	11%
Not at all concerned	5%	7%	5%	4%	4%
No opinion	3%	5%	2%	2%	-

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Overall satisfaction						
Very satisfied	56%	45%	54%	57%	68%	78%
Somewhat satisfied	25%	26%	27%	26%	20%	14%
Somewhat dissatisfied	7%	9%	6%	7%	8%	2%
Very dissatisfied	4%	6%	3%	4%	1%	1%
Undecided	9%	14%	10%	6%	3%	6%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Stress						
Very stressful	24%	21%	22%	25%	25%	35%
Somewhat stressful	46%	35%	48%	52%	55%	46%
Not very stressful	24%	36%	25%	16%	18%	15%
Undecided	6%	8%	5%	7%	2%	4%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Loyalty						
A lot of loyalty	40%	43%	38%	34%	40%	55%
Some loyalty	37%	33%	39%	39%	41%	27%
A little loyalty	17%	18%	17%	21%	15%	13%
No loyalty	6%	6%	6%	6%	4%	5%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Concern for welfare						
Very concerned	38%	43%	36%	35%	32%	44%
Somewhat concerned	39%	31%	40%	44%	51%	36%
Not very concerned	15%	17%	18%	13%	12%	9%
Not at all concerned	5%	5%	5%	7%	3%	7%
No opinion	2%	4%	2%	0%	2%	4%

Crosstabs

	Base	Industry										
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other	
Overall satisfaction												
Very satisfied	56%	61%	45%	56%	56%	52%	49%	67%	55%	41%	55%	
Somewhat satisfied	25%	23%	28%	29%	17%	19%	29%	21%	28%	33%	27%	
Somewhat dissatisfied	7%	5%	16%	5%	3%	6%	8%	4%	9%	10%	6%	
Very dissatisfied	4%	2%	2%	2%	3%	12%	3%	1%	2%	8%	2%	
Undecided	9%	9%	9%	8%	21%	11%	11%	6%	6%	8%	10%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Stress											
Very stressful	24%	23%	32%	35%	23%	22%	25%	19%	25%	27%	19%
Somewhat stressful	46%	48%	34%	42%	36%	46%	45%	52%	55%	41%	49%
Not very stressful	24%	24%	27%	17%	37%	22%	20%	26%	19%	22%	24%
Undecided	6%	6%	7%	6%	4%	9%	9%	3%	1%	9%	8%

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Loyalty											
A lot of loyalty	40%	45%	38%	46%	53%	34%	27%	38%	29%	43%	38%
Some loyalty	37%	32%	41%	30%	31%	45%	39%	43%	48%	25%	40%
A little loyalty	17%	18%	16%	20%	11%	10%	20%	16%	21%	26%	16%
No loyalty	6%	6%	4%	5%	4%	11%	14%	4%	1%	6%	6%

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	Other
Concern for welfare											
Very concerned	38%	41%	39%	42%	35%	34%	28%	43%	30%	45%	36%
Somewhat concerned	39%	36%	41%	32%	31%	37%	45%	41%	56%	35%	43%
Not very concerned	15%	17%	15%	21%	9%	16%	13%	15%	12%	14%	14%
Not at all concerned	5%	6%	4%	3%	10%	10%	14%	1%	2%	1%	3%
No opinion	3%	1%	-	2%	15%	4%	-	-	-	5%	4%