



Job Satisfaction Survey January 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 satisfied51% *Very dissatisfied*..... 7%
*Somewhat satisfied*34% *Undecided*..... 1%
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.....29% *Not very stressful*...25%
*Somewhat stressful*45% *Undecided*..... 2%

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 loyalty37% *A little loyalty*.....23%
Some loyalty35% *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.....40% *Not very concerned*16%
Somewhat concerned.....38% *Not at all concerned* 5%
No opinion..... 1%

Q5 Are you experiencing stress due to financial concerns? If yes, press 1. If no, press 2.

Yes 50%
No..... 50%

Q6 Does your stress about finances make it harder for you to do your job as well as you can? If yes, press 1. If no, press 2.

Yes 22%
No..... 78%

Q7 Some companies provide free financial consulting services for their employees. In your opinion, how important is it that employers provide these kinds of services? If you think it is very important, press 1. If somewhat important, press 2. If you do not think it is important, press 3.

Very Important 35%
Somewhat Important..... 44%
Not Important..... 22%





WORKPLACE OPTIONS

Q8 Does your employer provide free financial consulting? If yes, press 1. If no, press 2. If you're not sure, press 3.

Yes 26%
 No 62%
 Not Sure..... 12%

Q9 If your employer were to provide free financial consulting services would you take advantage of them? If yes, press 1. If no, press 2.

Yes 58%
 No 42%

Q10 Are you experiencing stress over whether money from pensions and 401k's will be there when you need it? If yes, press 1. If no, press 2.

Yes 59%
 No 41%

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

Full time 85% Part time..... 15%

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

Yes 21% No 79%

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..... 77%
 One to three years ..15%

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

Woman 54% Man..... 46%

Q15 If you are less than 26 years of age, press 1. If you are 26 to 35, press 2. If you are 36 to 50, press 3. If you are 51 to 65, press 4. If your are 66 or older, press 5.

Less than 26 5% 51-65..... 46%
 26-35..... 8% 66 or older..... 5%
 36-50..... 36%

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

Hispanic..... 12%
 White 67%
 Black..... 14%
 Other..... 7%

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 21%
 Retail or wholesale trade 6%
 Finance, insurance, or real estate..... 7%
 Construction or minerals industry..... 4%
 Manufacturing business 9%
 Transportation, communication, or utilities..... 8%
 Education..... 10%
 Health care 14%
 Government employee..... 9%
 Other..... 13%



Crosstabs

	Base	Stress Due to Financial Concerns	
		Yes	No
Overall satisfaction			
Very satisfied	51%	43%	59%
Somewhat satisfied	35%	39%	31%
Somewhat dissatisfied	7%	9%	4%
Very dissatisfied	7%	8%	5%
Undecided	0%	1%	-

	Base	Stress Due to Financial Concerns	
		Yes	No
Stress			
Very stressful	28%	36%	21%
Somewhat stressful	46%	43%	48%
Not very stressful	25%	20%	30%
Undecided	1%	1%	1%

	Base	Stress Due to Financial Concerns	
		Yes	No
Loyalty			
A lot of loyalty	36%	37%	35%
Some loyalty	36%	35%	37%
A little loyalty	22%	22%	23%
No loyalty	6%	7%	5%

	Base	Stress Due to Financial Concerns	
		Yes	No
Concern for welfare			
Very concerned	42%	39%	45%
Somewhat concerned	36%	37%	35%
Not very concerned	17%	18%	15%
Not at all concerned	5%	6%	3%
No opinion	1%	1%	1%

Crosstabs

	Base	Financial Stress/Job Performance	
		Yes	No
Overall satisfaction			
Very satisfied	51%	33%	55%
Somewhat satisfied	35%	39%	34%
Somewhat dissatisfied	7%	12%	5%
Very dissatisfied	7%	14%	5%
Undecided	0%	2%	-

	Base	Financial Stress/Job Performance	
		Yes	No
Stress			
Very stressful	28%	45%	24%
Somewhat stressful	46%	42%	47%
Not very stressful	25%	11%	29%
Undecided	1%	1%	1%

	Base	Financial Stress/Job Performance	
		Yes	No
Loyalty			
A lot of loyalty	36%	30%	38%
Some loyalty	36%	29%	37%
A little loyalty	22%	28%	21%
No loyalty	6%	13%	4%

	Base	Financial Stress/Job Performance	
		Yes	No
Concern for welfare			
Very concerned	42%	30%	45%
Somewhat concerned	36%	36%	36%
Not very concerned	17%	23%	15%
Not at all concerned	5%	10%	4%
No opinion	1%	2%	0%

Crosstabs

	Base	Importance of Free Financial Consulting		
		Very Important	Somewhat Important	Not Important
Overall satisfaction				
Very satisfied	51%	54%	49%	51%
Somewhat satisfied	35%	30%	39%	35%
Somewhat dissatisfied	7%	6%	7%	7%
Very dissatisfied	6%	8%	4%	7%
Undecided	0%	1%	-	-

	Base	Importance of Free Financial Consulting		
		Very Important	Somewhat Important	Not Important
Stress				
Very stressful	27%	42%	16%	29%
Somewhat stressful	46%	32%	57%	46%
Not very stressful	26%	26%	27%	23%
Undecided	1%	1%	0%	2%

	Base	Importance of Free Financial Consulting		
		Very Important	Somewhat Important	Not Important
Loyalty				
A lot of loyalty	36%	38%	34%	37%
Some loyalty	36%	31%	40%	35%
A little loyalty	23%	22%	23%	22%
No loyalty	5%	8%	3%	6%

	Base	Importance of Free Financial Consulting		
		Very Important	Somewhat Important	Not Important
Concern for welfare				
Very concerned	42%	34%	43%	51%
Somewhat concerned	36%	36%	37%	34%
Not very concerned	17%	22%	15%	12%
Not at all concerned	5%	8%	4%	2%
No opinion	1%	0%	0%	1%

Crosstabs

	Base	Employer Provides Free Financial Consulting		
		Yes	No	Not Sure
Overall satisfaction				
Very satisfied	51%	65%	45%	57%
Somewhat satisfied	35%	30%	36%	38%
Somewhat dissatisfied	7%	2%	10%	2%
Very dissatisfied	7%	3%	9%	4%
Undecided	0%	-	1%	-

	Base	Employer Provides Free Financial Consulting		
		Yes	No	Not Sure
Stress				
Very stressful	28%	36%	26%	18%
Somewhat stressful	46%	36%	48%	58%
Not very stressful	25%	26%	25%	24%
Undecided	1%	1%	1%	-

	Base	Employer Provides Free Financial Consulting		
		Yes	No	Not Sure
Loyalty				
A lot of loyalty	36%	44%	34%	28%
Some loyalty	36%	34%	34%	52%
A little loyalty	22%	17%	25%	16%
No loyalty	6%	4%	7%	4%

	Base	Employer Provides Free Financial Consulting		
		Yes	No	Not Sure
Concern for welfare				
Very concerned	42%	48%	40%	39%
Somewhat concerned	36%	44%	34%	27%
Not very concerned	17%	9%	18%	29%
Not at all concerned	5%	-	7%	5%
No opinion	1%	-	1%	-

Crosstabs

	Base	Take Advantage of Consulting	
		Yes	No
Overall satisfaction			
Very satisfied	51%	52%	50%
Somewhat satisfied	35%	35%	35%
Somewhat dissatisfied	7%	7%	6%
Very dissatisfied	7%	5%	9%
Undecided	0%	1%	-

	Base	Take Advantage of Consulting	
		Yes	No
Stress			
Very stressful	28%	32%	22%
Somewhat stressful	46%	44%	48%
Not very stressful	25%	23%	28%
Undecided	1%	0%	2%

	Base	Take Advantage of Consulting	
		Yes	No
Loyalty			
A lot of loyalty	36%	33%	41%
Some loyalty	36%	37%	34%
A little loyalty	22%	24%	20%
No loyalty	6%	6%	5%

	Base	Take Advantage of Consulting	
		Yes	No
Concern for welfare			
Very concerned	42%	40%	45%
Somewhat concerned	36%	34%	38%
Not very concerned	17%	19%	14%
Not at all concerned	5%	6%	2%
No opinion	1%	1%	1%

Crosstabs

	Base	Stress over 401k/Pensions	
		Yes	No
Overall satisfaction			
Very satisfied	51%	44%	62%
Somewhat satisfied	35%	38%	30%
Somewhat dissatisfied	7%	8%	5%
Very dissatisfied	7%	10%	2%
Undecided	0%	1%	-

	Base	Stress over 401k/Pensions	
		Yes	No
Stress			
Very stressful	28%	37%	15%
Somewhat stressful	46%	44%	48%
Not very stressful	25%	19%	35%
Undecided	1%	0%	2%

	Base	Stress over 401k/Pensions	
		Yes	No
Loyalty			
A lot of loyalty	36%	32%	42%
Some loyalty	36%	34%	38%
A little loyalty	22%	26%	17%
No loyalty	6%	8%	3%

	Base	Stress over 401k/Pensions	
		Yes	No
Concern for welfare			
Very concerned	42%	36%	50%
Somewhat concerned	36%	37%	34%
Not very concerned	17%	20%	12%
Not at all concerned	5%	6%	3%
No opinion	1%	1%	1%

Crosstabs

	Base	Full time or part time	
		Full time	Part time
Overall satisfaction			
Very satisfied	51%	51%	51%
Somewhat satisfied	35%	34%	36%
Somewhat dissatisfied	7%	7%	6%
Very dissatisfied	7%	7%	7%
Undecided	0%	0%	-

	Base	Full time or part time	
		Full time	Part time
Stress			
Very stressful	28%	30%	16%
Somewhat stressful	46%	47%	37%
Not very stressful	25%	22%	45%
Undecided	1%	0%	3%

	Base	Full time or part time	
		Full time	Part time
Loyalty			
A lot of loyalty	36%	35%	42%
Some loyalty	36%	35%	40%
A little loyalty	23%	24%	14%
No loyalty	6%	6%	4%

	Base	Full time or part time	
		Full time	Part time
Concern for welfare			
Very concerned	42%	41%	45%
Somewhat concerned	36%	36%	39%
Not very concerned	17%	18%	8%
Not at all concerned	5%	4%	7%
No opinion	1%	1%	1%

Crosstabs

	Base	Multiple part time	
		Yes	No
Overall satisfaction			
Very satisfied	51%	29%	57%
Somewhat satisfied	36%	66%	27%
Somewhat dissatisfied	6%	6%	6%
Very dissatisfied	7%	-	9%

	Base	Multiple part time	
		Yes	No
Stress			
Very stressful	16%	17%	15%
Somewhat stressful	37%	23%	41%
Not very stressful	45%	60%	40%
Undecided	3%	-	3%

	Base	Multiple part time	
		Yes	No
Loyalty			
A lot of loyalty	42%	51%	39%
Some loyalty	40%	37%	41%
A little loyalty	14%	6%	17%
No loyalty	4%	6%	3%

	Base	Multiple part time	
		Yes	No
Concern for welfare			
Very concerned	45%	51%	43%
Somewhat concerned	39%	34%	40%
Not very concerned	8%	14%	6%
Not at all concerned	7%	-	9%
No opinion	1%	-	2%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Overall satisfaction				
Very satisfied	51%	47%	43%	53%
Somewhat satisfied	35%	34%	33%	35%
Somewhat dissatisfied	7%	10%	10%	6%
Very dissatisfied	7%	9%	13%	5%
Undecided	0%	-	1%	0%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Stress				
Very stressful	28%	20%	20%	30%
Somewhat stressful	46%	36%	47%	47%
Not very stressful	25%	43%	30%	23%
Undecided	1%	1%	3%	0%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Loyalty				
A lot of loyalty	36%	40%	38%	35%
Some loyalty	36%	39%	39%	35%
A little loyalty	22%	7%	17%	25%
No loyalty	6%	14%	6%	5%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Concern for welfare				
Very concerned	42%	40%	46%	41%
Somewhat concerned	36%	30%	31%	38%
Not very concerned	17%	9%	18%	17%
Not at all concerned	5%	19%	3%	4%
No opinion	1%	3%	2%	0%

Crosstabs

	Base	Gender	
		Woman	Man
Overall satisfaction			
Very satisfied	51%	53%	49%
Somewhat satisfied	35%	35%	35%
Somewhat dissatisfied	7%	5%	9%
Very dissatisfied	7%	6%	7%
Undecided	0%	1%	-

	Base	Gender	
		Woman	Man
Stress			
Very stressful	28%	27%	29%
Somewhat stressful	46%	43%	49%
Not very stressful	25%	29%	21%
Undecided	1%	1%	1%

	Base	Gender	
		Woman	Man
Loyalty			
A lot of loyalty	36%	35%	37%
Some loyalty	36%	38%	33%
A little loyalty	22%	22%	23%
No loyalty	6%	5%	7%

	Base	Gender	
		Woman	Man
Concern for welfare			
Very concerned	42%	41%	43%
Somewhat concerned	36%	36%	36%
Not very concerned	17%	17%	16%
Not at all concerned	5%	5%	5%
No opinion	1%	1%	1%

Crosstabs

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Overall satisfaction						
Very satisfied	51%	55%	38%	51%	52%	56%
Somewhat satisfied	35%	14%	45%	34%	35%	33%
Somewhat dissatisfied	7%	-	3%	9%	7%	-
Very dissatisfied	7%	32%	12%	6%	5%	11%
Undecided	0%	-	2%	-	1%	-

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Stress						
Very stressful	28%	18%	13%	28%	32%	16%
Somewhat stressful	46%	27%	38%	48%	46%	42%
Not very stressful	25%	45%	47%	23%	22%	42%
Undecided	1%	9%	3%	1%	0%	-

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Loyalty						
A lot of loyalty	36%	55%	28%	39%	32%	49%
Some loyalty	36%	18%	45%	34%	37%	27%
A little loyalty	22%	9%	19%	22%	24%	20%
No loyalty	6%	18%	8%	5%	6%	4%

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Concern for welfare						
Very concerned	42%	27%	23%	49%	39%	49%
Somewhat concerned	36%	18%	49%	31%	38%	42%
Not very concerned	17%	23%	15%	16%	18%	4%
Not at all concerned	5%	23%	11%	3%	4%	4%
No opinion	1%	9%	2%	-	1%	-

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Overall satisfaction					
Very satisfied	51%	53%	53%	34%	55%
Somewhat satisfied	35%	29%	34%	43%	27%
Somewhat dissatisfied	7%	6%	7%	9%	-
Very dissatisfied	7%	6%	6%	11%	18%
Undecided	0%	6%	-	3%	-

	Base	Race			
		Hispanic	White	Black	Other
Stress					
Very stressful	28%	31%	27%	26%	45%
Somewhat stressful	46%	44%	48%	31%	36%
Not very stressful	25%	13%	24%	43%	18%
Undecided	1%	13%	1%	-	-

	Base	Race			
		Hispanic	White	Black	Other
Loyalty					
A lot of loyalty	36%	44%	36%	29%	45%
Some loyalty	36%	31%	37%	37%	18%
A little loyalty	22%	19%	21%	29%	27%
No loyalty	6%	6%	6%	6%	9%

	Base	Race			
		Hispanic	White	Black	Other
Concern for welfare					
Very concerned	42%	29%	42%	46%	27%
Somewhat concerned	36%	53%	36%	20%	64%
Not very concerned	17%	6%	16%	26%	9%
Not at all concerned	5%	6%	5%	9%	-
No opinion	1%	6%	1%	-	-

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	51%	51%	53%	44%	50%	42%	37%	58%	61%	57%	49%
Somewhat satisfied	35%	35%	34%	44%	26%	29%	46%	35%	29%	27%	39%
Somewhat dissatisfied	7%	7%	3%	3%	6%	18%	6%	7%	7%	8%	3%
Very dissatisfied	7%	7%	9%	8%	18%	11%	11%	-	2%	5%	9%
Undecided	0%	-	-	-	-	-	-	-	1%	3%	-

	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	28%	22%	16%	19%	44%	37%	28%	27%	38%	30%	28%
Somewhat stressful	46%	49%	44%	44%	32%	49%	35%	44%	50%	49%	45%
Not very stressful	25%	28%	34%	35%	24%	13%	38%	27%	12%	22%	28%
Undecided	1%	0%	6%	2%	-	-	-	2%	-	-	-

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	36%	39%	41%	52%	76%	37%	37%	29%	21%	31%	33%
Some loyalty	36%	36%	38%	24%	6%	25%	18%	48%	52%	33%	40%
A little loyalty	22%	19%	16%	21%	6%	33%	33%	18%	27%	30%	18%
No loyalty	6%	6%	6%	3%	12%	5%	12%	5%	-	7%	9%

	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	42%	42%	47%	51%	76%	40%	17%	37%	44%	40%	44%
Somewhat concerned	36%	38%	34%	27%	12%	29%	45%	47%	41%	24%	38%
Not very concerned	17%	16%	13%	22%	6%	16%	24%	13%	13%	28%	15%
Not at all concerned	5%	4%	6%	-	6%	13%	11%	2%	-	8%	3%
No opinion	1%	-	-	-	-	2%	3%	2%	1%	-	-