

## Job Satisfaction Survey 7/21/2008

**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 satisfied* .....51%    *Very dissatisfied*..... 6%  
*Somewhat satisfied*32%    *Undecided*..... 2%  
*Somewhat dissatisfied*..... 9%

**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*.....27%    *Not very stressful*...29%  
*Somewhat stressful*42%    *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 loyalty* .....30%    *A little loyalty*.....24%  
*Some loyalty* .....39%    *No loyalty*..... 8%

**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*.....43%    *Not very concerned*16%  
*Somewhat concerned*.....33%    *Not at all concerned* 7%  
*No opinion*..... 1%

**Q5** Are you a pet owner? If yes, press 1. If no, press 2.

*Yes* ..... 61%  
*No*..... 39%

**Q6** Are there instances when you have to make arrangements for your pets so you can fulfill job requirements such as travel, working late or coming in on weekends? If yes, press 1. If no, press 2.

*Yes* ..... 30%  
*No*..... 70%

**Q7** Do you ever spend time at work researching things you need for your pet such as training, boarding, veterinary care or pet supplies? If yes, press 1. If no, press 2.

*Yes* ..... 14%  
*No*..... 86%

**Q8** Some companies provide services to help you find resources for your pets. If your company provided such a service free of charge would you utilize it? If yes, press 1. If no, press 2.

*Yes* ..... 43%  
*No*..... 57%



# WORKPLACE OPTIONS

**Q9** Some companies provide financial subsidies to help deal with pet care if you are required to travel or work outside of normal hours. If your company provided such a subsidy would you take advantage of it? If yes, press 1. If no, press 2.

Yes ..... 49%  
No ..... 51%

**Q10** Is your job full time or part-time? If full time, press 1. If part-time, press 2.

Full time ..... 83% Part time ..... 17%

**Q11** Do you have more than one part-time job? If yes, press 1. If no, press 2.

Yes ..... 20% No ..... 80%

**Q12** 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 ..... 10% More than three years ..... 71%  
One to three years ..... 18%

**Q13** If you are a woman, press 1. If a man, press 2.

Woman ..... 55% Man ..... 45%

**Q14** 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 ..... 8% 51-65 ..... 36%  
26-35 ..... 11% 66 or older ..... 4%  
36-50 ..... 41%

**Q15** If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.

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

**Q16** 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 ..... 19%  
Retail or wholesale trade ..... 7%  
Finance, insurance, or real estate ..... 5%  
Construction or minerals industry ..... 6%  
Manufacturing business ..... 11%  
Transportation, communication, or utilities ..... 5%  
Education ..... 17%  
Health care ..... 10%  
Government employee ..... 8%  
Other ..... 13%





# WORKPLACE OPTIONS

## Crosstabs

	Base	Pet Owner	
		Yes	No
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	52%	53%
<b>Somewhat satisfied</b>	32%	32%	34%
<b>Somewhat dissatisfied</b>	8%	10%	6%
<b>Very dissatisfied</b>	5%	6%	4%
<b>Undecided</b>	2%	1%	4%

	Base	Pet Owner	
		Yes	No
<b>Stress</b>			
<b>Very stressful</b>	23%	25%	20%
<b>Somewhat stressful</b>	45%	47%	43%
<b>Not very stressful</b>	30%	27%	34%
<b>Undecided</b>	2%	1%	4%

	Base	Pet Owner	
		Yes	No
<b>Loyalty</b>			
<b>A lot of loyalty</b>	29%	28%	29%
<b>Some loyalty</b>	40%	42%	37%
<b>A little loyalty</b>	24%	22%	29%
<b>No loyalty</b>	7%	8%	6%

	Base	Pet Owner	
		Yes	No
<b>Concern for welfare</b>			
<b>Very concerned</b>	42%	42%	42%
<b>Somewhat concerned</b>	34%	36%	31%
<b>Not very concerned</b>	17%	15%	21%
<b>Not at all concerned</b>	5%	6%	3%
<b>No opinion</b>	1%	1%	2%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Arrangements for Pets	
		Yes	No
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	50%	52%
<b>Somewhat satisfied</b>	32%	29%	33%
<b>Somewhat dissatisfied</b>	10%	9%	10%
<b>Very dissatisfied</b>	6%	10%	4%
<b>Undecided</b>	1%	2%	1%

	Base	Arrangements for Pets	
		Yes	No
<b>Stress</b>			
<b>Very stressful</b>	25%	26%	24%
<b>Somewhat stressful</b>	48%	51%	47%
<b>Not very stressful</b>	26%	18%	29%
<b>Undecided</b>	1%	4%	-

	Base	Arrangements for Pets	
		Yes	No
<b>Loyalty</b>			
<b>A lot of loyalty</b>	29%	24%	30%
<b>Some loyalty</b>	43%	41%	44%
<b>A little loyalty</b>	21%	22%	21%
<b>No loyalty</b>	7%	13%	6%

	Base	Arrangements for Pets	
		Yes	No
<b>Concern for welfare</b>			
<b>Very concerned</b>	43%	42%	43%
<b>Somewhat concerned</b>	36%	33%	38%
<b>Not very concerned</b>	14%	13%	15%
<b>Not at all concerned</b>	6%	12%	3%
<b>No opinion</b>	1%	-	1%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Spend Time at Work on Pets	
		Yes	No
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	45%	52%
<b>Somewhat satisfied</b>	32%	30%	32%
<b>Somewhat dissatisfied</b>	10%	8%	10%
<b>Very dissatisfied</b>	5%	17%	4%
<b>Undecided</b>	1%	-	1%

	Base	Spend Time at Work on Pets	
		Yes	No
<b>Stress</b>			
<b>Very stressful</b>	24%	24%	24%
<b>Somewhat stressful</b>	48%	48%	48%
<b>Not very stressful</b>	27%	23%	27%
<b>Undecided</b>	1%	5%	1%

	Base	Spend Time at Work on Pets	
		Yes	No
<b>Loyalty</b>			
<b>A lot of loyalty</b>	29%	27%	29%
<b>Some loyalty</b>	43%	36%	43%
<b>A little loyalty</b>	21%	20%	22%
<b>No loyalty</b>	7%	17%	6%

	Base	Spend Time at Work on Pets	
		Yes	No
<b>Concern for welfare</b>			
<b>Very concerned</b>	43%	42%	43%
<b>Somewhat concerned</b>	36%	39%	36%
<b>Not very concerned</b>	14%	6%	15%
<b>Not at all concerned</b>	6%	12%	5%
<b>No opinion</b>	1%	-	1%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Pet Resources Service	
		Yes	No
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	49%	53%
<b>Somewhat satisfied</b>	32%	33%	31%
<b>Somewhat dissatisfied</b>	10%	11%	9%
<b>Very dissatisfied</b>	5%	6%	5%
<b>Undecided</b>	1%	-	2%

	Base	Pet Resources Service	
		Yes	No
<b>Stress</b>			
<b>Very stressful</b>	25%	25%	24%
<b>Somewhat stressful</b>	48%	47%	48%
<b>Not very stressful</b>	27%	27%	27%
<b>Undecided</b>	1%	1%	1%

	Base	Pet Resources Service	
		Yes	No
<b>Loyalty</b>			
<b>A lot of loyalty</b>	28%	29%	28%
<b>Some loyalty</b>	42%	42%	42%
<b>A little loyalty</b>	22%	18%	24%
<b>No loyalty</b>	8%	11%	6%

	Base	Pet Resources Service	
		Yes	No
<b>Concern for welfare</b>			
<b>Very concerned</b>	43%	44%	42%
<b>Somewhat concerned</b>	36%	33%	38%
<b>Not very concerned</b>	15%	16%	14%
<b>Not at all concerned</b>	6%	7%	5%
<b>No opinion</b>	1%	-	1%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Pet Subsidy	
		Yes	No
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	47%	56%
<b>Somewhat satisfied</b>	32%	30%	34%
<b>Somewhat dissatisfied</b>	10%	14%	7%
<b>Very dissatisfied</b>	5%	8%	3%
<b>Undecided</b>	1%	1%	1%

	Base	Pet Subsidy	
		Yes	No
<b>Stress</b>			
<b>Very stressful</b>	25%	25%	25%
<b>Somewhat stressful</b>	48%	49%	47%
<b>Not very stressful</b>	27%	25%	29%
<b>Undecided</b>	1%	1%	-

	Base	Pet Subsidy	
		Yes	No
<b>Loyalty</b>			
<b>A lot of loyalty</b>	28%	27%	29%
<b>Some loyalty</b>	43%	39%	46%
<b>A little loyalty</b>	22%	24%	20%
<b>No loyalty</b>	7%	10%	5%

	Base	Pet Subsidy	
		Yes	No
<b>Concern for welfare</b>			
<b>Very concerned</b>	43%	35%	49%
<b>Somewhat concerned</b>	36%	38%	35%
<b>Not very concerned</b>	15%	19%	11%
<b>Not at all concerned</b>	5%	7%	4%
<b>No opinion</b>	1%	-	1%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Full time or part time	
		Full time	Part time
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	53%	45%
<b>Somewhat satisfied</b>	33%	32%	37%
<b>Somewhat dissatisfied</b>	8%	8%	10%
<b>Very dissatisfied</b>	5%	5%	6%
<b>Undecided</b>	2%	2%	2%

	Base	Full time or part time	
		Full time	Part time
<b>Stress</b>			
<b>Very stressful</b>	23%	25%	14%
<b>Somewhat stressful</b>	46%	48%	34%
<b>Not very stressful</b>	30%	26%	47%
<b>Undecided</b>	2%	1%	5%

	Base	Full time or part time	
		Full time	Part time
<b>Loyalty</b>			
<b>A lot of loyalty</b>	29%	27%	37%
<b>Some loyalty</b>	40%	42%	33%
<b>A little loyalty</b>	24%	24%	26%
<b>No loyalty</b>	7%	8%	5%

	Base	Full time or part time	
		Full time	Part time
<b>Concern for welfare</b>			
<b>Very concerned</b>	42%	42%	43%
<b>Somewhat concerned</b>	34%	34%	36%
<b>Not very concerned</b>	17%	18%	12%
<b>Not at all concerned</b>	5%	4%	8%
<b>No opinion</b>	1%	1%	1%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Multiple part time	
		Yes	No
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	46%	56%	44%
<b>Somewhat satisfied</b>	38%	36%	38%
<b>Somewhat dissatisfied</b>	8%	5%	8%
<b>Very dissatisfied</b>	6%	3%	7%
<b>Undecided</b>	2%	-	3%

	Base	Multiple part time	
		Yes	No
<b>Stress</b>			
<b>Very stressful</b>	14%	8%	16%
<b>Somewhat stressful</b>	35%	26%	37%
<b>Not very stressful</b>	46%	67%	41%
<b>Undecided</b>	5%	-	7%

	Base	Multiple part time	
		Yes	No
<b>Loyalty</b>			
<b>A lot of loyalty</b>	35%	41%	34%
<b>Some loyalty</b>	34%	28%	35%
<b>A little loyalty</b>	26%	31%	25%
<b>No loyalty</b>	5%	-	6%

	Base	Multiple part time	
		Yes	No
<b>Concern for welfare</b>			
<b>Very concerned</b>	44%	62%	40%
<b>Somewhat concerned</b>	36%	15%	42%
<b>Not very concerned</b>	10%	21%	8%
<b>Not at all concerned</b>	8%	3%	9%
<b>No opinion</b>	1%	-	1%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
<b>Overall satisfaction</b>				
<b>Very satisfied</b>	52%	50%	47%	53%
<b>Somewhat satisfied</b>	33%	37%	38%	31%
<b>Somewhat dissatisfied</b>	8%	10%	10%	8%
<b>Very dissatisfied</b>	5%	2%	5%	5%
<b>Undecided</b>	2%	2%	-	3%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
<b>Stress</b>				
<b>Very stressful</b>	23%	17%	22%	24%
<b>Somewhat stressful</b>	46%	39%	36%	49%
<b>Not very stressful</b>	30%	45%	40%	26%
<b>Undecided</b>	2%	-	2%	2%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
<b>Loyalty</b>				
<b>A lot of loyalty</b>	29%	30%	29%	28%
<b>Some loyalty</b>	40%	41%	40%	40%
<b>A little loyalty</b>	24%	30%	25%	24%
<b>No loyalty</b>	7%	-	7%	8%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
<b>Concern for welfare</b>				
<b>Very concerned</b>	42%	49%	45%	41%
<b>Somewhat concerned</b>	35%	32%	34%	35%
<b>Not very concerned</b>	17%	20%	14%	17%
<b>Not at all concerned</b>	5%	-	6%	5%
<b>No opinion</b>	1%	-	-	2%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Gender	
		Woman	Man
<b>Overall satisfaction</b>			
<b>Very satisfied</b>	52%	50%	54%
<b>Somewhat satisfied</b>	33%	35%	30%
<b>Somewhat dissatisfied</b>	8%	8%	8%
<b>Very dissatisfied</b>	5%	5%	5%
<b>Undecided</b>	2%	2%	2%

	Base	Gender	
		Woman	Man
<b>Stress</b>			
<b>Very stressful</b>	23%	21%	25%
<b>Somewhat stressful</b>	46%	47%	43%
<b>Not very stressful</b>	30%	29%	30%
<b>Undecided</b>	2%	2%	2%

	Base	Gender	
		Woman	Man
<b>Loyalty</b>			
<b>A lot of loyalty</b>	29%	29%	28%
<b>Some loyalty</b>	40%	41%	39%
<b>A little loyalty</b>	24%	24%	25%
<b>No loyalty</b>	7%	7%	7%

	Base	Gender	
		Woman	Man
<b>Concern for welfare</b>			
<b>Very concerned</b>	42%	43%	41%
<b>Somewhat concerned</b>	34%	36%	33%
<b>Not very concerned</b>	17%	15%	19%
<b>Not at all concerned</b>	5%	5%	5%
<b>No opinion</b>	1%	1%	2%



# WORKPLACE OPTIONS

## Crosstabs

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
<b>Overall satisfaction</b>						
<b>Very satisfied</b>	52%	34%	44%	49%	57%	75%
<b>Somewhat satisfied</b>	33%	41%	36%	38%	26%	23%
<b>Somewhat dissatisfied</b>	8%	13%	7%	10%	7%	-
<b>Very dissatisfied</b>	5%	9%	11%	2%	6%	2%
<b>Undecided</b>	2%	4%	2%	1%	4%	-

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
<b>Stress</b>						
<b>Very stressful</b>	23%	30%	19%	23%	23%	23%
<b>Somewhat stressful</b>	46%	26%	45%	50%	44%	41%
<b>Not very stressful</b>	30%	44%	33%	25%	31%	27%
<b>Undecided</b>	2%	-	2%	2%	2%	9%

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
<b>Loyalty</b>						
<b>A lot of loyalty</b>	29%	43%	24%	25%	31%	43%
<b>Some loyalty</b>	40%	35%	40%	44%	38%	32%
<b>A little loyalty</b>	24%	16%	27%	25%	24%	18%
<b>No loyalty</b>	7%	6%	9%	7%	7%	7%

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
<b>Concern for welfare</b>						
<b>Very concerned</b>	42%	43%	39%	40%	45%	52%
<b>Somewhat concerned</b>	34%	29%	40%	36%	32%	32%
<b>Not very concerned</b>	17%	13%	14%	19%	18%	9%
<b>Not at all concerned</b>	5%	13%	7%	4%	3%	7%
<b>No opinion</b>	1%	4%	-	1%	2%	-



# WORKPLACE OPTIONS

## Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
<b>Overall satisfaction</b>					
<b>Very satisfied</b>	<b>52%</b>	53%	55%	35%	35%
<b>Somewhat satisfied</b>	<b>33%</b>	23%	32%	35%	39%
<b>Somewhat dissatisfied</b>	<b>8%</b>	10%	7%	16%	9%
<b>Very dissatisfied</b>	<b>5%</b>	13%	5%	13%	-
<b>Undecided</b>	<b>2%</b>	-	1%	-	17%

	Base	Race			
		Hispanic	White	Black	Other
<b>Stress</b>					
<b>Very stressful</b>	<b>23%</b>	60%	22%	19%	26%
<b>Somewhat stressful</b>	<b>46%</b>	23%	47%	32%	52%
<b>Not very stressful</b>	<b>30%</b>	17%	30%	42%	13%
<b>Undecided</b>	<b>2%</b>	-	1%	6%	9%

	Base	Race			
		Hispanic	White	Black	Other
<b>Loyalty</b>					
<b>A lot of loyalty</b>	<b>29%</b>	37%	28%	30%	26%
<b>Some loyalty</b>	<b>40%</b>	37%	42%	20%	39%
<b>A little loyalty</b>	<b>24%</b>	10%	23%	43%	26%
<b>No loyalty</b>	<b>7%</b>	17%	7%	7%	9%

	Base	Race			
		Hispanic	White	Black	Other
<b>Concern for welfare</b>					
<b>Very concerned</b>	<b>42%</b>	50%	43%	39%	35%
<b>Somewhat concerned</b>	<b>34%</b>	23%	35%	35%	35%
<b>Not very concerned</b>	<b>17%</b>	7%	17%	16%	22%
<b>Not at all concerned</b>	<b>5%</b>	20%	4%	10%	4%
<b>No opinion</b>	<b>1%</b>	-	1%	-	4%



# WORKPLACE OPTIONS

## 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	
<b>Overall satisfaction</b>												
<b>Very satisfied</b>	52%	53%	34%	39%	48%	42%	46%	65%	49%	50%	64%	
<b>Somewhat satisfied</b>	33%	33%	46%	31%	38%	33%	41%	26%	35%	30%	25%	
<b>Somewhat dissatisfied</b>	8%	5%	10%	22%	9%	20%	7%	4%	9%	2%	6%	
<b>Very dissatisfied</b>	5%	4%	8%	8%	5%	1%	7%	2%	7%	12%	6%	
<b>Undecided</b>	2%	5%	2%	-	-	4%	-	2%	-	5%	-	

	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
<b>Stress</b>											
<b>Very stressful</b>	23%	24%	15%	24%	30%	22%	15%	18%	36%	22%	21%
<b>Somewhat stressful</b>	46%	42%	46%	43%	50%	43%	51%	55%	45%	46%	37%
<b>Not very stressful</b>	30%	28%	37%	24%	20%	32%	34%	27%	19%	32%	42%
<b>Undecided</b>	2%	6%	2%	10%	-	4%	-	-	-	-	-



# WORKPLACE OPTIONS

## 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
<b>Loyalty</b>											
<b>A lot of loyalty</b>	29%	30%	30%	37%	35%	22%	29%	29%	24%	24%	32%
<b>Some loyalty</b>	40%	36%	28%	27%	36%	43%	27%	52%	41%	38%	46%
<b>A little loyalty</b>	24%	25%	35%	27%	24%	33%	27%	15%	27%	27%	17%
<b>No loyalty</b>	7%	9%	7%	8%	5%	2%	17%	4%	9%	11%	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
<b>Concern for welfare</b>											
<b>Very concerned</b>	42%	46%	36%	41%	42%	32%	42%	52%	24%	39%	56%
<b>Somewhat concerned</b>	34%	33%	45%	29%	42%	32%	24%	34%	49%	32%	25%
<b>Not very concerned</b>	17%	15%	12%	20%	9%	23%	27%	12%	26%	22%	12%
<b>Not at all concerned</b>	5%	7%	2%	10%	3%	8%	7%	2%	-	7%	6%
<b>No opinion</b>	1%	-	5%	-	3%	4%	-	-	2%	-	1%