



WORKPLACE OPTIONS

Job Satisfaction Survey 3/6/2008

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 satisfied50% *Very dissatisfied*..... 8%
*Somewhat satisfied*31% *Undecided*..... 0%
Somewhat dissatisfied.....11%

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.....26% *Not very stressful*...29%
*Somewhat stressful*43% *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 loyalty33% *A little loyalty*.....22%
Some loyalty37% *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.....39% *Not very concerned*18%
Somewhat concerned.....35% *Not at all concerned* 7%
No opinion..... 1%

Q5 Are you experiencing stress due to financial concerns? Are you very stressed, somewhat stressed, a little stressed, or not at all stressed. If you are very stressed due to financial concerns, press 1. If you are somewhat stressed, press 2. If you are a little stressed, press 3. If you are not at all stressed, press 4.

Very stressed..... 17%
Somewhat stressed 22%
A little stressed 32%
Not at all stressed..... 28%

Q6 Does your stress about finances make it harder for you to do your job as well as you can? Does it make it much harder, a little harder, or is there no impact? If stress makes it much harder for you to do your job, press 1. If it makes it a little harder, press 2. If there is no impact, press 3.

Much harder..... 16%
A little harder..... 29%
No impact..... 55%





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Q7 Some companies provide free financial consulting services for their employees. This can help workers get advice about how best to save and manage their money. In your opinion, how important is it that employers provide free financial consulting for their employees? If providing financial consulting is very important, press 1. If it is somewhat important, press 2. If it is not very important, press 3. If you have no opinion, press 4.

- Very important* 31%
- Somewhat important*..... 27%
- Not very important* 33%
- No opinion*..... 9%

Q8 Does your employer currently offer financial consulting? If yes, press 1. If no, press 2. If you don't know, press 3.

- Yes* 25%
- No*..... 58%
- Don't know*..... 17%

Q9 Is your job full time or part-time? If full time, press 1. If part-time, press 2.

- Full time* 83% *Part time*..... 17%

Q10 Do you have more than one part-time job? If yes, press 1. If no, press 2.

- Yes*20% *No*.....80%

Q11 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* 9% *More than three years*.....75%
- One to three years*..16%

Q12 If you are a woman, press 1. If a man, press 2.

- Woman*54% *Man*.....46%

Q13 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* 6% *51-65*.....41%
- 26-35*.....10% *66 or older*..... 7%
- 36-50*.....37%

Q14 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%

Q15 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* 22%
- Retail or wholesale trade* 6%
- Finance, insurance, or real estate*..... 8%
- Construction or minerals industry*..... 5%
- Manufacturing business*..... 8%
- Transportation, communication, or utilities*..... 8%
- Education*..... 14%
- Health care* 10%
- Government employee*..... 9%
- Other*..... 10%





WORKPLACE OPTIONS

Crosstabs

	Base	Stress over Finances			
		Very stressed	Somewhat stressed	A little stressed	Not at all stressed
Overall satisfaction					
Very satisfied	52%	45%	45%	47%	66%
Somewhat satisfied	30%	19%	33%	39%	24%
Somewhat dissatisfied	11%	15%	17%	11%	6%
Very dissatisfied	6%	20%	5%	3%	4%
Undecided	0%	1%	-	0%	0%

	Base	Stress over Finances			
		Very stressed	Somewhat stressed	A little stressed	Not at all stressed
Stress					
Very stressful	24%	47%	25%	16%	22%
Somewhat stressful	46%	34%	50%	54%	39%
Not very stressful	28%	16%	21%	28%	38%
Undecided	2%	3%	4%	1%	1%

	Base	Stress over Finances			
		Very stressed	Somewhat stressed	A little stressed	Not at all stressed
Loyalty					
A lot of loyalty	32%	32%	31%	27%	39%
Some loyalty	39%	36%	38%	41%	37%
A little loyalty	23%	21%	27%	26%	18%
No loyalty	6%	11%	4%	6%	5%

	Base	Stress over Finances			
		Very stressed	Somewhat stressed	A little stressed	Not at all stressed
Concern for welfare					
Very concerned	40%	40%	35%	36%	49%
Somewhat concerned	37%	30%	42%	41%	31%
Not very concerned	17%	18%	17%	16%	17%
Not at all concerned	6%	13%	6%	5%	3%
No opinion	1%	-	-	1%	1%



WORKPLACE OPTIONS

Crosstabs

	Base	Effect of Stress		
		Much harder	A little harder	No impact
Overall satisfaction				
Very satisfied	46%	28%	38%	54%
Somewhat satisfied	33%	27%	35%	33%
Somewhat dissatisfied	13%	6%	22%	11%
Very dissatisfied	7%	37%	5%	3%
Undecided	0%	2%	1%	-

	Base	Effect of Stress		
		Much harder	A little harder	No impact
Stress				
Very stressful	25%	55%	25%	20%
Somewhat stressful	49%	34%	58%	47%
Not very stressful	24%	9%	16%	31%
Undecided	2%	3%	2%	3%

	Base	Effect of Stress		
		Much harder	A little harder	No impact
Loyalty				
A lot of loyalty	30%	29%	24%	33%
Some loyalty	39%	21%	42%	41%
A little loyalty	25%	23%	26%	24%
No loyalty	7%	27%	8%	2%

	Base	Effect of Stress		
		Much harder	A little harder	No impact
Concern for welfare				
Very concerned	37%	30%	28%	43%
Somewhat concerned	39%	26%	46%	38%
Not very concerned	17%	20%	17%	16%
Not at all concerned	6%	24%	9%	2%
No opinion	1%	-	-	1%



WORKPLACE OPTIONS

Crosstabs

	Base	Importance of Financial Consulting			
		Very important	Somewhat important	Not very important	No opinion
Overall satisfaction					
Very satisfied	52%	44%	54%	58%	45%
Somewhat satisfied	30%	33%	32%	28%	24%
Somewhat dissatisfied	11%	13%	11%	9%	16%
Very dissatisfied	6%	9%	2%	5%	15%
Undecided	0%	0%	0%	0%	-

	Base	Importance of Financial Consulting			
		Very important	Somewhat important	Not very important	No opinion
Stress					
Very stressful	24%	29%	17%	23%	34%
Somewhat stressful	46%	50%	53%	39%	33%
Not very stressful	28%	19%	28%	36%	28%
Undecided	2%	2%	2%	1%	5%

	Base	Importance of Financial Consulting			
		Very important	Somewhat important	Not very important	No opinion
Loyalty					
A lot of loyalty	33%	28%	33%	36%	31%
Some loyalty	39%	36%	42%	41%	30%
A little loyalty	23%	27%	23%	20%	25%
No loyalty	6%	9%	3%	4%	15%

	Base	Importance of Financial Consulting			
		Very important	Somewhat important	Not very important	No opinion
Concern for welfare					
Very concerned	40%	34%	42%	44%	38%
Somewhat concerned	37%	38%	41%	34%	29%
Not very concerned	17%	21%	14%	17%	14%
Not at all concerned	5%	7%	2%	4%	17%
No opinion	1%	0%	1%	1%	2%



WORKPLACE OPTIONS

Crosstabs

	Base	Employer offers Financial Consulting		
		Yes	No	Don't know
Overall satisfaction				
Very satisfied	52%	66%	47%	48%
Somewhat satisfied	30%	22%	33%	33%
Somewhat dissatisfied	11%	9%	12%	13%
Very dissatisfied	6%	2%	7%	7%
Undecided	0%	0%	0%	-

	Base	Employer offers Financial Consulting		
		Yes	No	Don't know
Stress				
Very stressful	24%	20%	26%	23%
Somewhat stressful	46%	52%	41%	52%
Not very stressful	28%	27%	30%	21%
Undecided	2%	-	3%	4%

	Base	Employer offers Financial Consulting		
		Yes	No	Don't know
Loyalty				
A lot of loyalty	32%	37%	32%	27%
Some loyalty	39%	43%	35%	44%
A little loyalty	23%	17%	26%	21%
No loyalty	6%	3%	7%	8%

	Base	Employer offers Financial Consulting		
		Yes	No	Don't know
Concern for welfare				
Very concerned	40%	54%	36%	34%
Somewhat concerned	36%	37%	36%	38%
Not very concerned	17%	9%	20%	18%
Not at all concerned	5%	-	7%	9%
No opinion	1%	-	1%	2%



WORKPLACE OPTIONS

Crosstabs

	Base	Full time or part time	
		Full time	Part time
Overall satisfaction			
Very satisfied	52%	51%	57%
Somewhat satisfied	30%	31%	29%
Somewhat dissatisfied	11%	12%	10%
Very dissatisfied	6%	6%	4%
Undecided	1%	0%	1%

	Base	Full time or part time	
		Full time	Part time
Stress			
Very stressful	24%	26%	14%
Somewhat stressful	46%	48%	35%
Not very stressful	28%	24%	48%
Undecided	2%	2%	3%

	Base	Full time or part time	
		Full time	Part time
Loyalty			
A lot of loyalty	32%	31%	37%
Some loyalty	39%	37%	47%
A little loyalty	23%	25%	13%
No loyalty	6%	7%	3%

	Base	Full time or part time	
		Full time	Part time
Concern for welfare			
Very concerned	40%	39%	46%
Somewhat concerned	36%	37%	33%
Not very concerned	17%	18%	12%
Not at all concerned	5%	5%	7%
No opinion	1%	1%	2%



WORKPLACE OPTIONS

Crosstabs

	Base	Multiple part time	
		Yes	No
Overall satisfaction			
Very satisfied	57%	50%	58%
Somewhat satisfied	29%	15%	32%
Somewhat dissatisfied	10%	15%	8%
Very dissatisfied	4%	15%	1%
Undecided	1%	4%	1%

	Base	Multiple part time	
		Yes	No
Stress			
Very stressful	14%	19%	13%
Somewhat stressful	35%	35%	35%
Not very stressful	48%	42%	50%
Undecided	3%	4%	2%

	Base	Multiple part time	
		Yes	No
Loyalty			
A lot of loyalty	37%	25%	40%
Some loyalty	47%	50%	46%
A little loyalty	13%	12%	13%
No loyalty	3%	13%	1%

	Base	Multiple part time	
		Yes	No
Concern for welfare			
Very concerned	46%	50%	45%
Somewhat concerned	33%	27%	35%
Not very concerned	12%	12%	12%
Not at all concerned	7%	12%	5%
No opinion	2%	-	3%



WORKPLACE OPTIONS

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Overall satisfaction				
Very satisfied	52%	51%	54%	52%
Somewhat satisfied	30%	21%	26%	32%
Somewhat dissatisfied	11%	16%	13%	10%
Very dissatisfied	6%	10%	4%	6%
Undecided	1%	2%	2%	-

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Stress				
Very stressful	24%	26%	14%	26%
Somewhat stressful	46%	40%	46%	46%
Not very stressful	28%	26%	38%	26%
Undecided	2%	8%	2%	2%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Loyalty				
A lot of loyalty	33%	43%	39%	30%
Some loyalty	38%	30%	32%	41%
A little loyalty	23%	10%	22%	24%
No loyalty	6%	18%	8%	5%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Concern for welfare				
Very concerned	40%	46%	46%	38%
Somewhat concerned	36%	31%	25%	39%
Not very concerned	17%	14%	18%	17%
Not at all concerned	6%	8%	7%	5%
No opinion	1%	-	3%	1%



WORKPLACE OPTIONS

Crosstabs

	Base	Gender	
		Woman	Man
Overall satisfaction			
Very satisfied	52%	53%	51%
Somewhat satisfied	30%	32%	28%
Somewhat dissatisfied	11%	11%	12%
Very dissatisfied	6%	3%	9%
Undecided	1%	0%	1%

	Base	Gender	
		Woman	Man
Stress			
Very stressful	24%	25%	23%
Somewhat stressful	46%	46%	45%
Not very stressful	28%	27%	29%
Undecided	2%	2%	2%

	Base	Gender	
		Woman	Man
Loyalty			
A lot of loyalty	32%	29%	36%
Some loyalty	39%	43%	34%
A little loyalty	23%	24%	22%
No loyalty	6%	4%	9%

	Base	Gender	
		Woman	Man
Concern for welfare			
Very concerned	40%	41%	39%
Somewhat concerned	37%	37%	36%
Not very concerned	17%	17%	17%
Not at all concerned	6%	4%	7%
No opinion	1%	1%	1%



WORKPLACE OPTIONS

Crosstabs

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Overall satisfaction						
Very satisfied	52%	38%	41%	49%	57%	56%
Somewhat satisfied	30%	12%	35%	33%	29%	26%
Somewhat dissatisfied	11%	25%	13%	11%	11%	6%
Very dissatisfied	6%	25%	9%	6%	3%	9%
Undecided	1%	-	3%	0%	-	2%

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Stress						
Very stressful	24%	29%	25%	23%	26%	18%
Somewhat stressful	46%	42%	40%	51%	46%	22%
Not very stressful	28%	21%	30%	26%	27%	50%
Undecided	2%	8%	5%	-	2%	10%

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Loyalty						
A lot of loyalty	32%	49%	29%	31%	30%	49%
Some loyalty	39%	9%	31%	39%	44%	24%
A little loyalty	23%	15%	30%	23%	22%	18%
No loyalty	6%	26%	10%	6%	4%	9%

	Base	Age				
		Less than 26	26-35	36-50	51-65	66 or older
Concern for welfare						
Very concerned	40%	46%	36%	40%	39%	52%
Somewhat concerned	37%	25%	35%	40%	37%	22%
Not very concerned	17%	10%	17%	15%	20%	15%
Not at all concerned	6%	19%	7%	6%	4%	9%
No opinion	1%	-	5%	-	1%	2%



WORKPLACE OPTIONS

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Overall satisfaction					
Very satisfied	52%	52%	54%	29%	43%
Somewhat satisfied	30%	26%	30%	45%	21%
Somewhat dissatisfied	11%	3%	10%	19%	21%
Very dissatisfied	6%	19%	5%	6%	14%
Undecided	1%	-	1%	-	-

	Base	Race			
		Hispanic	White	Black	Other
Stress					
Very stressful	24%	45%	24%	10%	32%
Somewhat stressful	46%	23%	47%	48%	32%
Not very stressful	28%	32%	27%	32%	36%
Undecided	2%	-	2%	10%	-

	Base	Race			
		Hispanic	White	Black	Other
Loyalty					
A lot of loyalty	32%	39%	33%	32%	29%
Some loyalty	39%	35%	40%	29%	29%
A little loyalty	23%	10%	23%	29%	25%
No loyalty	6%	16%	5%	10%	18%

	Base	Race			
		Hispanic	White	Black	Other
Concern for welfare					
Very concerned	40%	39%	42%	23%	29%
Somewhat concerned	37%	26%	37%	35%	39%
Not very concerned	17%	23%	16%	29%	14%
Not at all concerned	6%	13%	4%	13%	14%
No opinion	1%	-	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	
Overall satisfaction												
Very satisfied	52%	54%	49%	42%	55%	44%	45%	56%	47%	51%	65%	
Somewhat satisfied	30%	33%	24%	29%	27%	29%	39%	27%	34%	33%	24%	
Somewhat dissatisfied	11%	10%	12%	17%	12%	15%	11%	13%	13%	9%	3%	
Very dissatisfied	6%	3%	8%	11%	6%	11%	5%	3%	6%	7%	7%	
Undecided	1%	1%	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
Stress											
Very stressful	24%	20%	20%	29%	35%	25%	21%	26%	30%	23%	17%
Somewhat stressful	46%	45%	45%	44%	29%	54%	53%	44%	47%	48%	46%
Not very stressful	28%	33%	31%	24%	35%	17%	26%	26%	22%	27%	35%
Undecided	2%	1%	4%	2%	-	4%	-	4%	1%	2%	1%



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
Loyalty											
A lot of loyalty	32%	38%	30%	32%	35%	20%	28%	24%	36%	27%	46%
Some loyalty	39%	36%	35%	33%	39%	43%	40%	43%	39%	42%	36%
A little loyalty	23%	19%	31%	25%	18%	29%	27%	30%	16%	24%	15%
No loyalty	6%	7%	4%	10%	8%	8%	6%	3%	9%	7%	2%

	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	40%	40%	28%	44%	57%	25%	31%	33%	39%	40%	60%
Somewhat concerned	37%	34%	43%	32%	20%	53%	47%	44%	31%	34%	28%
Not very concerned	17%	18%	19%	11%	12%	17%	17%	21%	20%	20%	9%
Not at all concerned	6%	7%	5%	13%	12%	3%	5%	1%	7%	6%	2%
No opinion	1%	1%	4%	-	-	2%	-	1%	2%	-	-