Bibliography
for the
Minnesota Satisfaction Questionnaire

MSQ

1967-1989

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MSQ REFERENCES


Short form 1977. Also used: Job Diagnostic Survey (JDS); Organizational Communication Scale. Analysis: correlational, multiple regression.


N=245 school psychologists. Modified MSQ. Found 86% satisfied or very satisfied. Sources of dissatisfaction were advancement opportunities, and policies and practices of the school system.


N=1099 bus operators in a public mass transit organization. Also used Organizational Commitment Questionnaire. Extrinsic aspects of satisfaction more strongly associated with commitment than intrinsic.


N=72 female nurses, 29 with children, 42 without children; correlation and multiple regression analyses indicated shift schedule satisfaction and amount of weekend work related to job satisfaction for all respondents; additionally for all respondents and those without children weekend work, days worked/days off schedule, family, friend, and leisure time were related to job satisfaction. Days worked/days off schedule accounted for the most variance in satisfaction.


N=34 monozygotic twin pairs reared apart. Found approximately 30% of observed variance in general job satisfaction was due to genetic factors.


N=271 working level engineers and scientists. Short form 1967. Also used: Management by Objectives (MBO) and Gough Adjective Checklist. Analysis: correlations between 4 goal-setting factors and satisfaction for total sample and subgroups based on personality, age and education variables.


N=55. Analysis: Pearson correlations utilized to determine if a significant relationship existed between the 12 variables studied.


N=86. Long form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDQ), Minnesota Satisfactoriness Scales (MSS), BP11. Analysis: correlational; D square; job reinforcer differences.


N=200 employed vocational rehabilitation clients. Short form 1967. Also used: Minnesota Satisfactoriness Scales (MSS); Holland Vocational Preference Inventory (VPI). Analysis: Spearman rank correlation coefficients used as measures of the strength of relationships between each of the 3 personality dimensions and the work adjustment measures (MSQ and MSS).


N=99 vocational rehabilitation clients in Israel. Duraion of injury and education related to satisfaction, not absenteeism.

N=220 state university faculty women. Long form 1967. Looked at factors contributing most to feelings of satisfaction, and overall satisfaction. Analyzed data from Life History to determine variables most related to job satisfaction.


N=1158 managers (from banking, insurance, retail). Used factorial-nested ANOVA. Found satisfaction due to hierarchical level structure most significant; individual characteristics significant only at highest level.


N=352 assemblers. Short form 1967. Also used two criteria of job success; Employee Aptitude Survey, Form A. Analysis: multiple correlation coefficients for the regression of ability measures on job success as moderated by satisfaction level, for male and female assemblers.


N=186 discount store employees (all female). Long form 1967. Also used Minnesota Importance Questionnaire (MIQ) and Minnesota Job Description Questionnaire (MJDQ). Analysis: phi coefficients for relationship between SD and quartile correspondence measures and general job satisfaction; hit rates.


N=112 faculty members at a public university. Also used measures of organizational commitment, union attitude and instrumentality, and voting behavior. Found perception of union instrumentality more important factor than personal or work variables.


N=293 high school business education teachers. Factor analysis of MSQ yielded 2 factors: 51.4% of common variance accounted for by Intrinsic Satisfaction, 11.1% by Extrinsic Satisfaction.


N=136 Georgia public school superintendents. Factor analysis indicated 43.5% of variance accounted for by General Satisfaction. Also found for this population that intrinsic and extrinsic satisfaction correlated .74, apparently not distinct factors.

_N=146_ secondary teachers. Job satisfactoriness was predicted by job satisfaction, certification status, time of decision to teach, marital status, and GPA, in a regression model cross-validated on an additional 146 secondary teachers.


A description of the development and use of the reinforcer characteristics of 81 occupations.


_N=87_ department heads. Short form 1967. Also used Organizational Climate Description Questionnaire (OCDO); Executive Professional Leadership Scale (EPL). Correlational analysis.

Brandon, P.R. (1983). *Results from the Kamehameha schools/B.P. Bishop Estate Faculty Morale Survey*. Conducted through the office of Program Evaluation and Planning, Kamehameha Schools/Bernice P. Bishop Estate, Honolulu, HI.


_N=136_ Georgia school superintendents. Also used Leader Behavior Description Questionnaire. Found extrinsic satisfaction positively related to consideration and initiating structure leadership variables of school board presidents; superintendents selected by election lower in satisfaction.


_N=27_ (26 male, 1 female). Long form 1967. Also used 16PF; Training and Experience Questionnaire (TEQ); Personal Interview Questionnaire (PIQ). Analysis: MANOVA between study and control groups; factor analysis.

N=289. Long form 1967. Also used Leadership Behavior Description Questionnaire. Analysis: t tests and F tests to compare scores on LBDQ and MSQ with demographic information. Intercorrelation matrices made for subscales of both instruments.


N=264 state employees, bank employees, and U.S. Navy cadets. Also used Work Values Inventory. Found differing levels of interactions between value fulfillment and importance in different organizations.


N=262. Short form 1967. Also used: Teacher Perceptions of the Department Head; Profile of a School. Analysis: one-way ANOVAs and follow-up t tests on group mean scores.


N=400. Short form 1967. Also used demographic information; Managerial Change Style Questionnaire (MCQ); Organizational Climate Description Questionnaire (OCDQ). Analysis: correlation coefficients and internal chi square correlations of items.


N=352 assemblers (167 male, 183 female). Short form 1967. Used also: two measures of satisfactoriness; Employee Aptitude Survey, Form A. Multiple correlation coefficients between satisfactoriness, abilities and satisfaction.


N=74. Short form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDQ), Employee Questionnaire, Spelling Test, Cooperative English Test (short form). Compared job satisfaction with two normative groups (227 office clerks and 1723 workers). Analysis: correlational; multiple regression.


*N=79*. Long form 1977. Also used: user information satisfaction (44 items); system utilization variable; user decision structure. Tables: Pearson product moment correlations for dependent variables; ANOVAs for dependent variables; summary of statistical findings.


*N=400*. Long form 1977. Licensed professional counselors in Virginia. Also used Occupational Environment Scales. Found overall occupational stress negatively related to satisfaction; stress resulting from work responsibilities positively related to satisfaction; older, more experienced counselors more satisfied.


*N=191*. Short form 1967. Also used Teacher Demographic Data Sheet; Group Membership Scale; Purdue Teacher Opinionnaire. Analysis: ANOVA, correlation and chi square; post hoc (Scheffe).


*N=362*. Long form 1967. Also used Minnesota Importance Questionnaire (MIQ) and Minnesota Job Description Questionnaire (MJDC). Analysis: ANOVA. Based on Proposition III of Theory of Work Adjustment.


*N=130*. Adaptation: FSSQ; also used adapted Minnesota Importance Questionnaire (FSIQ). Analysis: correlational; intercorrelation matrix of FSSQ scales.


N=124 undergraduates. Found positive relationship between intrinsic motivation and both source expertise and expertise-valence interaction.


N=81. Long form 1977. Also used Minnesota Satisfactoriness Scales (MSS), Biographical Information Form, First Year Experiences Questionnaire. Analysis: means, correlations, ANOVA.


Most recent and complete statement of the Theory of Work Adjustment, its research instruments, and its application to the understanding of vocational and non-vocational behavior.


N=139. Long form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDQ) after graduates were in jobs six months. Analysis: correspondence between profiles measured by adjusted D score.


N=86. Scores analyzed by examining possible relationships to four variables: 1) participation in vocational training programs, 2) completion of vocational training programs, 3) congruency of DOT codes between vocational objective and employment, 4) weekly earnings.


N=158 clerical employees (83% female). Short form 1967. Also used: Organizational Fairness Questionnaire. Analysis: multiple regression, one-way ANOVA, bivariate regression analysis.


N=12,971 retail sales persons, first level supervisors, corporate and field support personnel in one organization. Noted convergent and divergent validity of Index of Organizational Reactions when compared to MSQ, 2 other measures.


N=283 registered nurses in 14 Level III NICUs. ANOVA indicated that head nurse leadership structure had relationship with satisfaction and burnout only in combination with consideration by head nurse, which was related to both satisfaction and burnout.


N=165 social workers. Long form 1967. Also used: Minnesota Importance Questionnaire (MIQ) in Stage 1; MSQ used in Stage 2. Analysis: canonical analysis.


N=208 (80 male, 119 female). Data collected over several years. Analysis: path analysis, multiple regression analysis. Four endogenous variables: GPA, Vocational Development Inventory (vocational maturity), curriculum: vocational or non-vocational, and MSQ.


N=208 secondary school students (89 male, 208 female), over a 5-year period. Short form 1967. Ten variables with MSQ as one of them. Also used: GATB; Occupational Value Inventory (OVI); GPA; Vocational Development Inventory (VDI). Path analysis.


Used MSQ, Minnesota Satisfactoriness Scales (MSS), GATB, grades. Data collected 1966-68 by vocational-technical schools. Six-year Univ. of MN Project MINI-SCORE investigated various measures of vocational student success to determine their usefulness to counselors. Also used Minnesota Importance Questionnaire (MIQ, 30-scale version), 16PF, Vocational Development Inventory, MSAT. Analysis: correlations between GPA and tests used; zero-order and multiple correlation coefficients.


N=155 insurance employees, N=295 pharmaceutical employees, N=233 secretaries. Exploration of discriminate validity of job design.


N=82 21 year old subjects. Also used Task Reaction Questionnaire. Found interaction between personal control and competence; both needed to be high for intrinsic motivation to be high.

N=136. Short form 1967. Analysis: correlational; descriptive; scale intercorrelations; gender differences; age differences.


N=22 minority (13 black and 9 Mexican-American) employees of a manufacturing and sales organization. Short form 1967. Includes demographic information. Also used: Spielberger's 20-item State-Anxiety subscale of State-Trait Anxiety Inventory. Analysis: zero-order correlations between each of five independent variables and job satisfaction and job stress; and correlations between independent and dependent variables. Tables of results.


N=650 policemen and policewomen (529 male, 21 female). Short form 1967. Also used: Porter's Organizational Commitment Questionnaire and 14 items of role conflict and ambiguity questionnaire. Analysis: one-way ANOVA.


N=293. Also used Minnesota Satisfactoriness Scales (MSS form E). Data collected 1973-1974 (graduating class). Analysis: ANOVA to test differences in job satisfaction and job satisfactoriness scores and the individual variables (age, sex, veteran status, GPA, student employment).


N=53 blind and partially sighted adults. Long form 1967. Also used Minnesota Satisfactoriness Scales (MSS), WAIS, MMPI. Dependent variables were scale percentile scores on MSQ and factor percentile scores on MSS.

**N=273** male and female production workers (65% F). Long form 1967. Also used: Job Descriptive Index (JDI). Major objective was to investigate the convergent and discriminant validities of the scales common to both the MSQ and JDI. Analysis: matrix of correlation coefficients between JDI and MSQ scales.


**N=79** vo-tech grads, **N=50** high school grads, plus employers. Also used Minnesota Satisfactoriness Scales (MSS). Analysis: ANOVA and t test of means; regression analysis and multiple correlation coefficients.


**N=27** experimental, **N=17** control. Long form 1967. Data collection 1968-1969 school year. Also used: Barrett-Lennard Relationship Inventory; Behavioral Index Inventory; Organizational Climate Description Questionnaire. Analysis: ANOVA; correlational. (MSQ version used had 161 items).


**N=113** industrial scientists. Long form 1966. Also used: Minnesota Importance Questionnaire (MIQ). Analysis: satisfaction means for 8 dimensions with significant interactions. Preference (need) ratings were subjected to Q cluster analysis.


**N=131** non-retarded (Phase 1); **N=24** retarded adults (Phase 2). Short form 1967 orally administered (faces for response categories). Due to small N, comparisons of trends in relationships are examined rather than performance of statistical tests.


**N=76** females. Also used biodata sheet; Activities Index; Organizational Climate Index; Profile of School Form T. Population from five elementary schools in two suburbs in central New York. Analysis by ANOVA.


**N=35** registered nurses working in a correctional hospital. Also used Nursing in Correctional Settings (NICS) questionnaire. Found overall high level of satisfaction credited to the uniqueness of the setting.

N=38 Firefighters, N=29 teachers. Translated to Icelandic and used MSQ, Minnesota Importance Questionnaire (MIQ), and Minnesota Job Description Questionnaire (MJDQ), developed ORPs for both occupations.


N=21 abusing and N=21 matched non-abusing employees. Also used Child Abuse Potential Inventory. Univariate analysis, multiple regression, and discriminate function analysis found 8 factors that accounted for 73% of the between-group variance.


N=642 teachers of grades 1-12 (64% response). Analyzed by comparing average responses to 10 factors (F tests and ANOVAs on each factor) - age, experience, sex, race, education, grade taught, type school (rural vs. urban), marital status, income dependency, region of the state.


N=2583 store regular employees, N=2443 daily extra employees, N=455 department managers. Part of ISOE Lab Mini Opinion Survey.


N=77 males. Also used Job Success Index; Guilford-Zimmerman Temperament Survey; four non-occupational scales of the SVIB; mathematical and verbal portions of SAT; extracurricular activities. Analysis: multiple correlations.


N=218. Short form 1967. Also used Psychological Participation Index; Purdue Teacher Opinionnaire. Analysis: ANOVA, correlation coefficients, multiple R squared used and tested for positive significance.


N=59 professional, managerial, and technical insurance company employees, N=90 professional, managerial, and technical employees who were night students in an MBA program, and N=206 white collar industry employees. Also used pay-satisfaction questionnaire, compared with pay scales on the Job Description Index and the MSQ.


Two groups; high school seniors trained 7.5 to 10 hours per week for 10 months vs. high school graduates trained 35 hours per week for 8 weeks. Also used Minnesota Satisfactoriness Scales (MSS). Found: 1) No significant differences in performance on MSS, 2) Shorter training group reported more satisfaction with advancement, compensation, and supervision-human resources on MSQ., 3) No relationship between job satisfaction and job satisfactoriness.


N=58 students. 50-item MSQ modified for classroom use. Also used aptitude scores (SRA Tests of Educational Ability). Analysis: correlational; multivariate; test-retest correlations.


N=185. Short form 1967. Data collected Fall 1970-Winter 1975. Also used Former Student Questionnaire; Job Success Index (JSI). Analysis: descriptive statistics, ANOVA.


Long form 1967. Analyzed: 1) differences in subscale means for rural and urban groups, 2) ANOVA on type of residence and job satisfaction, 3) demographic characteristics.


N=400 Iowa teachers (72% response); N=452 Chinese teachers (84% response). Long form 1967. Also used Leader Behavior Description Questionnaire Form XII. Analysis: used t tests to look at differences.


N=80 male college students. Short form 1967. Also used: California Psychological Inventory (CPI); Leader Behavior description Questionnaire (LBDO); Behavior Checklist (BC); and two measures of performance. Analysis: correlations of leader behavior ratings of members and observers with member satisfaction measures.


Used MSQ and Job Diagnostic Survey (German translations). Found older workers more satisfied. Also explored relationship of need for growth, education, and gender on satisfaction.


N=307 full or part time homemakers. Both groups satisfied, but identified different stressors.

N=209 engineers (92% male, 80% 25-45 years old), at least one year on the job. Short form 1967. Also used: engineering proficiency rating by supervisor (subjective); three objective performance measures; Organizational Commitment Scale (Porter Commitment Scale). Analysis: ANOVA and follow-up with repeated measures. Tables: intercorrelations of dependent variables; adjusted means for combined treatments.


N=121 (104 male, 17 female) in a medium-sized electronics firm. Short form. Includes general demographic information. Also used Organizational Commitment Scale. Analysis: intercorrelations between three absenteeism measures (results in table); table of intercorrelations between 1980 work attitudes and three measures of absenteeism in 1981. Hierarchical multiple regression analyses presented in a table.


N=228 teachers, grades 1-5 (86% female). Also used Profile of School Form T. Analysis: F tests.


N=45 school principals. Also used Attitudinal Militancy Scale. Found principals' satisfaction not related to perceived level of teachers' militancy.


N=3500 with 88% participation from four governmental organizations (two cities, 1 county, one state); stratified random sample. Used 300-item questionnaire including MSQ Long form (1970 Dawis and Weltezel version), and Yale Job Inventory. Derived tripart locus of work satisfaction involving job properties, interactional features, and organizational policy variables using multidimensional scaling and clustering. Chart of satisfaction map; correlations of design features with overall satisfaction.


N=240 employed full time graduates of vocational education programs. Long form 1967. Also used: Minnesota Satisfactoriness Scales (MSS), Meaning and Value of Work Scale (MVWS). Analysis: MANOVA/ANOVA.


N=213 members of Michigan Personnel and Guidance Association. Short form 1967. Also used Stern Organizational Climate Index (Closeness Scale); Stern Activities Index (short form). Analysis: ANOVA, f tests, t tests.


N=174 manufacturing plant employees. Also used Health Locus of Control Scale, Rosenberg Self-Esteem Scale. Job satisfaction did not predict absenteeism.


N=190 plant employees. Also used Health Locus of Control Scale. Low performance, absenteeism, and perception of job as stressful, internal locus of control, limited responsibilities for children were related to turnover.


N=147 branch bank first-line supervisors, N=126 male, N=21 female. Also used F-scale, Vroom's scales. Leader Behavior Description Questionnaire. Need for independence and authoritarian personality found to be moderating variables between satisfaction and leadership variables.


N=37 male, N=29 female management and staff in a small business firm (96% of firm's personnel). Short form 1967. Also used Hoppock Job Satisfaction Blank No. 5 (JSB); SCII. Analysis: MANOVA, partial correlation with age held constant.


N=352 executive directors of nonprofit organizations in Minnesota. MSQ short form intrinsic scale. Factor analyzed to get a single factor loading, "job satisfaction". Augmented human capital model with organizational characteristics, labor market constraints, and compensating differentials; performed regression analysis. Augmented model accounted for more than twice the variance accounted for by the human capital model.


N=276 elementary and N=124 secondary principals. Also used SLHIP: Selected Life History Items of Principals. Analysis: point biserial correlation coefficients, t test, multiple regression.


N=1707 county and state employees (stratified random sample); three age groups (includes some demographics). Used Triple Audit Opinion Survey (variation of MSO); Job Diagnostic Survey (JDS). Analysis: factor matrix for TAOS; seven MANOVAs; one-way ANOVAs and Scheffe's a posteriori tests; intercorrelations among variables. Tables of deviation scores.


N=178. Short form 1967. Also used Cattell's 16 PF. Analysis: t tests, multiple correlation, stepwise regression procedures to develop job satisfaction prediction equations.


N=171. Short form 1969. Also used JDI, GMF. Examined validity of Holland's constructs of congruency, consistency, and differentiation to job satisfaction. Analyzed by ANOVAs to test the relationship between each construct and job satisfaction.


N=293. Short form 1967. Also used Supervisor Influence Questionnaire and demographic data sheet.


N=271 research and development personnel. Analysis of covariance suggests differences between research and development work groups in 1) perceptions of work group climates and 2) amount of variance explained by different facets of management-by-objectives.

N=614 enlisted Army personnel. Short form 1967. Also used: Job Motivation Indices (JMI); Survey of Organizations (SOO); Job Descriptive Index (JDI); Satisfaction Questionnaire for Airmen (SOA); Job Satisfaction Index (JSI); Index of Organizational Reactions (IOR); Overall Satisfaction Index (OSI). Analysis: correlations: 1) instrument with platoon morale; with company morale, 2) correlations between ratings of company morale and administrative indexes of company effectiveness.


Long form 1967. Also used Minnesota Importance Questionnaire (MIQ), biodata, vocational need profiles.


Also used Job Description Index, in 6 Indian manufacturing plants. Found job design acted as a moderator, suggested good job design may lead to better performance, not greater satisfaction.


Reviewed literature on satisfaction measures; argued for standardization and repeated use of measures of job satisfaction. Noted that MSQ and Job Description Index used repeatedly.


N=60. Long form 1977. Also used Cattell's 16 PF. Analysis: multiple correlation and regression to develop teacher-coordinator job satisfaction prediction equations. Tables: multiple and bivariate correlations between teacher-coordinator 16 PF scores and MSQ scores; regression of 16 PF scores on creativity-satisfaction and others.


N=88. Long form 1967. Also used: Cattell's 16 PF. Analysis: scale intercorrelations between MSQ and 16 PF; correlational; multiple regression; descriptive.


N=60. Long form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDO), PIS. Data collected 1973-4 school year. Analysis: t tests, chi-square, D squared and Pearson correlations.


N=342. Long form 1977. Also used: Demographic and Professional Data Form; Attitude toward Women Scale (AWS); Job Involvement Scale (JIS). Analysis: descriptive; correlational.


N=498. Data collected 1973-4 school year. Also used School Situational Data Form (SSDF); Organizational Climate Description Questionnaire (OCDO). Analysis: stepwise multiple regression analysis.


N=219 professional workers (mainly male) and N=242 semi-skilled workers (mainly female). Short form 1967. Discriminant function analysis; double cross-validation pattern designed. Table of results of discriminant function analysis of MSQ item responses.


N=63 staff at a mental health setting; N=6 PhDs, N=26 Master's, N=17 Bachelor's, N=8 non-degreed. Found congruence of attitude positively related to satisfaction with supervisor and agency policy.


N=67 members of the Council of State Administrators of Vocational Rehabilitation. Most satisfied with their work, especially with the intrinsic aspects.


N=390. Also used Profile of Organizational Characteristics; 16 PF; Dogmatism ScAle. Analysis: means, standard deviations, Pearson product-moment correlations.


N=398 insurance company employees in 19 work units. Also used Job Diagnostic Survey, Index of Organizational Reactions. Found job design an intervening variable between work unit structure and job satisfaction.


Also used Job Description Index, Index of Organizational Reactions, content compared and contrasted with Job Diagnostic Survey, and Job Characteristics Inventory.


N=188 employees. Found positive relationship between work flexibility and performance and absenteeism, no significant relationship with job satisfaction. Perceptions of autonomy was an intervening variable.


Long form 1967. Responded to questions in three ways (faces, direct, combination). Multitrait-multifactor matrix analysis to investigate what aspects of a retardate's job are meaningful in determining level of job satisfaction.


N=759 (380 YRE, 228 9-3) teachers (85.8% participation). Also used Personal/Situational Data Form. Analysis: correlation matrix; factor analysis; chi square.


N=253 male college students working in simulated company. Short form 1977: used 13 items. Also used Job Descriptive Index. Includes contrasts, p-values, and etas for satisfaction data.


N=629 Navy personnel. Modified MSQ: 2 items used from each scale and 2 items added to assess overall satisfaction with the Navy. Analysis: multiple r for prediction of satisfaction indices. Also used: Position Analysis Questionnaire (PAQ); Job Activity Preference Questionnaire (JAPQ).


N=321 high school graduates. Short form 1967. Also used Alderfer's scales measuring existence, relatedness, growth needs giving importance ratings. Three data collections: at high school graduation, nine months later, eleven months later. Final subjects were people who had been employed on the same job for the twenty-month data collection period. Constructs were correlated with job satisfaction measures at second and third data collections. Table has means, standard deviations; used chi square, Duncan's multiple range test. Table of mean satisfaction levels.


N=23 male, N=21 female clients before 01/01/73. Used Gray-Weiss revision of MSQ during personal interview and Minnesota Satisfactoriness Scales (MSS) by employer. Analysis: stepwise multiple regression analysis.


N=357. Short form. Also used Internal Publics' Perception Indicator (IPPI). Analysis: frequency distributions, scale means, and standard errors for two instruments and for demographic variables.


N=66 (institutional group); N=76 (community group). Short form 1967. Also used Tennessee Self Concept Scale (Counseling Form). Analysis: MANOVA and means, standard deviations, correlations.


N=220 faculty members and librarians in California State University system as of February 1983. Short form 1967. Instrument mailed 03/01/83. Analysis: means and standard deviations; Pearson product-moment correlations and t-tests; multiple regression. Tables of satisfaction by gender; by gender and occupation; correlations of satisfaction and autonomy; satisfaction and decision making.


N=35 (4 training groups). 6-month study. Also used Demographic Data Form; 16 PF; Otis-Lennon Mental Ability Test; Rokeach Dogmatism Scale; Carkhuff 5-Point Interpersonal Communications Scale and individual interviews. Analysis: correlation coefficients between items of demographic data and posttraining ratings.


N=29 females. Short form 1967. Also used 16 PF (Cattell); JDI; Position Analysis Questionnaire; Job Activity Preference Questionnaire; SRA Adaptability Test; Eysenck Personality Inventory; Job Diagnosis Survey; Feeling Tone Checklist; Purdue Satisfaction Questionnaire; Purdue Comparative Questionnaire; Purdue Boredom Questionnaire. Tables of personality trait and other predictors of satisfaction; descriptive statistics for satisfaction scores under two conditions; regression equations for predicting satisfaction ratios.


N=185 (164 male, 21 female): 83% technical/scientific work, 3% marketing, 4% business administration, 10% clerical employees from two companies. Short form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDC), and one-half hour interview. Analysis: Pearson product moment correlations between profiles; D-square index to match needs to rewards and then correlating the need/reward match to overall job satisfaction. Analysis included means, standard deviations, Chi-square, Duncan's multiple range test. Table of mean satisfaction levels.

N=185 employees within 2 research and development sections of multinational corporations. Compared MSQ with global questions of overall satisfaction. Found expressing satisfaction as summation of facets may lead to neglect of important components of satisfaction.


N=561 VA staff. Long form 1967. Also used: Central Life Interest Questionnaire and a Study of Leisure Questionnaire. Analysis: correlational; multiple regression.


N=867 civil service workers. Also used Job Diagnostic Survey, Rosenberg Self-Esteem Scale. Found reciprocal relationship between job and life domains.


N=379 civil servants eligible for retirement (55 years old and 30 years of service). Also used Job Diagnostic Survey. 1 year follow-up indicated job attitude and financial variables significant contributors to retirement status prediction.


N=280. Long form 1967. Also used need fulfillment questionnaire. Interrelates need fulfillment and job satisfaction dimensions.

N=300 skilled and semi-skilled male and female plant employees from Canada and US. Also used Job Description Index. Found those paid by time more satisfied, those paid by output more motivated to perform.


N=273. Long form and JDI. Partial and multiple correlational analyses were used to examine joint influence of two organizational and four personal characteristics upon pay satisfaction. Table of intercorrelations between independent variables, zero-order and partial correlations between independent variables and pay satisfaction.


N=156 (70 male engineers and 86 male engineer-managers) from two organizations in Washington, DC metropolitan area. Also used Adjective Checklist (ACL), Vocational Preference Inventory (VPI). Analysis: two linear discriminant analyses; Hotelling's T square; MANOVA; ordered multiple regression analysis. Tables: means and standard deviations for needs, vocational interests, and job satisfaction for both groups; discriminant analysis summary table and ordered multiple regression table.


N=1752 (75% of population) from 20 public and 20 Catholic schools. Long form 1967. Also used Teacher's Questionnaire Forms 3 (Likert profile). Analysis: t tests and correlation matrix.


N=315 Army enlisted men. Short form 1967. MSQ was part of multi-section questionnaire including self-report of on-the-job effort and intention to re-enlist. Analysis: multiple regression (table of summary of multiple regression analyses on outcome dimensions).


N=133 (93% of population). Used adapted long form.


N=106 school psychologists in West Virginia. Found 65% report general satisfaction, 35% dissatisfaction.

N=77 French and N=122 American employees. Also used a life satisfaction measure. Found relationship between intrinsic (but not extrinsic) satisfaction and life satisfaction.


N=620 blue collar and N=134 white collar public utility company workers. Short form 1967. Also used Cornell Job Description Index. Analysis: multiple regression.


N=139 female Israeli social workers. Short form. Found no relationship between satisfaction and absenteeism in this occupation.


N=393. Short form 1977. Analysis: correlational (point biserial, t test); compared two leadership groups.


N=24. Short form 1967. Also used: Minnesota Importance Questionnaire (MIQ); Minnesota Job Description Questionnaire (MJDQ). Analysis: correlational.


N=120 18-22 year old male college students. Found subjects wearing appropriate clothing for temperature performed better and were more satisfied, regardless of task complexity.


N=80 female phone operators. Short form 1967. Also used Job Descriptive Index. Analysis: two types of correlational procedures: 1) cross lagged, 2) dynamic.


M=80 female telephone operators. Short form 1967; modified slightly to measure both work preferences and job expectations. Item content is not changed, but instructions are changed. Also used: modified Job Descriptive Index (JDI). Analysis: table with MSQ means and standard deviations. Using Spearman-Brown formula, reliabilities of MSQ were r=.80 for realistic expectations and r=.81 for preferences. Purpose was to analyze dynamic effects of job previews.


N=861 MBA students from three schools (A=274, B=308, C=279). Short form 1967. Also used: two sets of job or task-focused items. MSQ items were separated into intrinsic vs. extrinsic composites according to previous factor analyses reported in test manual. Factor analysis.


N=104 phone operators, N=180 phone service representatives, N=220 vocational rehabilitation counselors. Short form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDQ). Used D-squared to determine need-reinforcer correspondence.


N=73 industrial operators and N=62 supervisors. Also used Job Description Index, investigated correspondence between worker's needs and occupational reinforcers. Found satisfaction predictive of work adjustment but not work performance.


N=194 university students holding jobs in various organizations, N=194 immediate managers. Also used Minnesota Satisfactoriness Scales (MSS), Job Description Index. Found the more aware of subordinate's work-related attitude, the more positive the manager's evaluation of the subordinate; the more congruency between the subordinate's and the manager's description of the manager's attitude, the more satisfied the subordinate with the manager.


N=87. Long form 1967. Also used Tennessee Self-Concept Scale. Analysis: ANOVAs of MSQ mean scores in two-way factorial designs by self-concept level and each of remaining classification variables.


N=631. Long form 1967. Also used: Minnesota Job Description Questionnaire (MJDQ); Strong-Campbell Interest Inventory (SCII); Jurgensen Job Preference Blank. Analysis: need reinforcement and satisfaction level correlations.

N=438 full-time employed adults (five general job categories). Used ten MSQ scales; constructed parallel instrument for measurement of leisure satisfaction. Also used Hoprock Job Satisfaction Blank. Analysis: pooled within-group correlational analysis and multiple regression analysis.


N=23 methadone-maintained corporate employees, N=11 skilled laborers, N=12 office workers. Found skilled laborers satisfied, office workers not.


N=245 scientists and engineers participating in a management by objectives training course. No general conclusions.

7/06/89