

**Bibliography
for the
Minnesota Job Description Questionnaire**

MJDQ

1968-1989

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Copies of the Work Adjustment Project research reports and *Minnesota Studies in Vocational Rehabilitation* monographs may be obtained from Vocational Psychology Research.

MJDQ REFERENCES

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- N=86**. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Satisfaction Questionnaire (MSQ Long form 1967), Minnesota Satisfactoriness Scales (MSS), BP11. Analysis: correlational; D square; job reinforcer differences.
- Betz, E. L. (1969). Need-reinforcer correspondence as a predictor of job satisfaction. *Personnel and Guidance Journal*, 47, 878-883.
- N=186** female discount store employees (67 checkout cashiers, 47 checker-markers, 72 sales-clerks) were also administered the Minnesota Importance Questionnaire (MIQ, paired comparisons), Minnesota Satisfaction Questionnaire (MSQ Long Form, 1967). Analysis was by establishing measures of correspondence between MIQ and MJDQ scores for each individual using Spearman's Rho, D-statistic, and standard deviation, standard error and quartile measures. Phi correlations between correspondence measures and MSQ scores yielded correlations as high as .45; "hit rates" as high as .73.
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- Casady, M.J.C. (1973). Job satisfaction of magnetic typewriter operators in word processing. (Doctoral dissertation, University of Minnesota, 1973). *Dissertation Abstracts International*, 34, 4099A.
N=74. Also used Employee Questionnaire; Spelling Test; Cooperative English Test (short form); Minnesota Satisfaction Questionnaire (MSQ, Short form 1967), Minnesota Importance Questionnaire (MIQ). Compared job satisfaction with two normative groups (227 office clerks and 1723 workers). Analysis: correlational; multiple regression.
- Christie, A.L. (1977). *Job satisfaction for missile combat crew members*. Report #0450-77, Air Command and Staff College, Air University, Maxwell AFB, Alabama.
- Cory, E.D. (1974). Job satisfaction and vocational needs of Pennsylvania vocational teachers. (Doctoral dissertation, Pennsylvania State University, 1974). *Dissertation Abstracts International*, 35, 1562A.
N=362 vocational teachers. Also administered the Minnesota Importance Questionnaire (MIQ) and the Minnesota Satisfaction Questionnaire (MSQ, Long Form 1967). Analysis of data was by ANOVA.
- Dawis, R.V., and Lofquist, L.H. (1984). *A Psychological Theory of Work Adjustment*. Minneapolis, MN: University of Minnesota Press.
 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.
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 Classifies 1161 occupations in the form of 78 taxons. Membership in a given taxon is based on the status of the occupation on two dimensions: ability requirements and reinforcer system.
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N=139 library school graduates employed as librarians for six months. Also administered the Minnesota Importance Questionnaire (MIQ), Minnesota Satisfaction Questionnaire (MSQ, Long form, 1967). Analysis of correspondence was by D-squared statistic.
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N=189 public school teachers. Also used MIQ. Extracted 3 factor solutions for MIQ, MJDQ.
- Dunn, D.J., and Allen, T. (1973). Vocational needs and occupational reinforcers of vocational evaluators. *Vocational Evaluation and Work Adjustment Bulletin*, 6(4), 22-28.
N=61 vocational evaluators. Also used MIQ. Found substantial congruence between available and desired reinforcers.
- Elizur, D. and Tziner, A. (1977). Vocational needs, job rewards, and satisfaction: a canonical analysis. *Journal of Vocational Behavior*, 10(2), 205-211.
N=165 social workers. Also used: Minnesota Importance Questionnaire (MIQ) in Stage 1; Minnesota Satisfaction Questionnaire (MSQ Long form 1967) used in Stage 2. Analysis: canonical analysis.

- Elo, M. R. (1970). The relationship of counselor and client needs to occupational outcomes (Doctoral dissertation, University of Minnesota, 1970). *Dissertation Abstracts International*, 32, 1838B-1839B.
N=404. Also used Minnesota Satisfaction Questionnaire (MSQ Short form 1967), Closure Job Satisfaction Questionnaire. (N=106 analyzed for MSQ). Analysis: correlational.
- Fay, F.A., and Moses, H.A. (1972). Occupational reinforcer patterns of vocational rehabilitation counselors. *Rehabilitation Research and Practice Review*, 3(2), 47-50.
N=61 counselors, **N=21** counselor supervisors. Correlation of ORPs between Illinois and Minnesota counselors was 0.97. Also concluded that for high level occupations, perception of needs and job reinforcers very similar between supervisees and supervisors.
- Fischer, D.G. and Sobkow, J.A. (1979). Worker's estimation of ability requirements of their jobs. *Perceptual and Motor Skills*, 48, 519-531.
- Flint, P.L. (1980) Sex differences in perceptions of occupational reinforcers. Unpublished doctoral dissertation, University of Minnesota.
N=568. Also used MSQ Short Form (1977). Analysis: correlational; multiple regression.
- Golden, R. R., and Weiss, D. J. (1968). *Relationship of vocational satisfaction to the correspondence of job reinforcement and vocational needs* (Research Report No. 11). Minneapolis, MN: University of Minnesota, Department of Psychology, Work Adjustment Project.
N=179 employed adults (149 male, 30 female)-supervisory, research scientist, engineer, technician, and clerical/administrative employees in one company, were administered the MIQ (5-point Likert form), Minnesota Satisfaction Questionnaire (MSQ), and Job Description Questionnaire (JDQ, a 5-point Likert form). Correlations were obtained between instrument scales. MIQ-MSQ, and MIQ-JDQ correlations were low, while MSQ-JDQ correlations higher. Analysis by Variance Ratio Test, t-Test, and Bartlett's Test of homogeneity of variance yielded support for hypothesized increased worker satisfaction when correspondence existed between employee needs and job reinforcer levels.
- Gunnarsdottir, A. (1986). *The development of occupational reinforcer patterns for two occupations in Iceland, teachers and firefighters*. Unpublished master's thesis, University of Minnesota, Minneapolis, MN.
N=38 Firefighters, **N=29** teachers. Translated MJJDQ, Minnesota Importance Questionnaire (MIQ), Minnesota Satisfaction Questionnaire (MSQ) to Icelandic, developed ORPs for both occupations. Also used MIQ, MSQ.
- Jenson, G. III. (1975). An application of a theory of work adjustment to selection for graduate training in school psychology. (Doctoral dissertation, University of Minnesota, 1975). *Dissertation Abstracts International*, 37, 440B.
- Keller, L.M. (1988). *Genetic and environmental factors associated with work values*. Unpublished doctoral dissertation, University of Minnesota, 1988.
N=23 monozygotic, and **N=20** dizygotic reared apart twins. Also used Minnesota Importance Questionnaire (MIQ). Univariate and multivariate analysis indicate an average of 40% of the variability in work values is related to genetic factors, 60% to environmental and error factors.
- Kelly, C. (1982). *Job description and administrative competencies for head nurses*. Unpublished manuscript, School of Education, City College, City University of New York.
N=24 Head nurses. Developed an ORP for Head Nurse.
- Menz, F.E. (1978). *Levels of vocational needs and reinforcers in sheltered workshops*. Research and Training Center, Stout Vocational Rehabilitation Institute, University of Wisconsin-Stout, Menomonie, WI.

- Olson, H.L.T. (1974). The relationship between needs-reinforcer correspondence and job satisfaction of Minnesota secondary school office education teacher coordinators. (Doctoral dissertation, University of Minnesota, 1974). *Dissertation Abstracts International*, 35, 7599A.
- N=60** Minnesota secondary school office education teacher coordinators also administered the Minnesota Importance Questionnaire (MIQ), Minnesota Satisfaction Questionnaire (MSQ, Long form 1967) during 1973-1974 school year. Analysis was by t-Test, Chi-square, D-squared, and Pearson product-moment correlation.
- Porritt, D. (1974). Applying a model of work adjustment. *Australian Psychologist*, 9(2), 165-173.
- Rosen, S. (1974). *A multivariate moderated prediction of job tenure*. Unpublished doctoral dissertation, University of Minnesota, 1974.
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- A presentation of the reinforcer characteristics for an additional group of 67 occupations.
- Rosman, P. and Burke, R.J. (1980). Job satisfaction, self-esteem, and the fit between perceived self and job on valued competencies. *Journal of Psychology*, 105(2), 259-269.
- Rounds, J.B., Jr., Shubsachs, A.P.W., Dawis, R.V., and Lofquist, L.H. (1978). A test of Holland's environment formulations. *Journal of Applied Psychology*, 63, 609-616.
- Scarpello, V. and Campbell, J.P. (1983). Job satisfaction and the fit between individual needs and organizational rewards. *Journal of Occupational Psychology*, 56, 315-328.
- N=185** (164 male, 21 female) employees from two companies: 83% technical/scientific, 3% marketing, 4% business administration, 10% clerical. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Satisfaction Questionnaire (MSQ, Short form, 1967), and a one-half hour interview. Analysis was by Pearson product-moment correlations between profiles, D-squared index to match needs to rewards and then correlating the need/reward match to overall satisfaction. Analysis included means, standard deviations, Chi square, Duncan's multiple range test. Table of mean satisfaction levels included.
- Shubsachs, A.P., Rounds, J.B., Dawis, R.V., and Lofquist, L.H. (1978). Perception of work reinforcer systems: factor structure. *Journal of Vocational Behavior*, 13(1), 54-62.
- An investigation of the factor structure of 109 ORPs approximating the U.S. employed labor force. Three factors were identified that corresponded to the following Minnesota Importance Questionnaire (MIQ) values: Achievement-Autonomy, Safety-Comfort, and Altruism.
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- N=197** engineers, **N=31** supervisors of the engineers. Also used Minnesota Satisfactoriness Scales (MSS), Minnesota Importance Questionnaire (MIQ). Found the three instruments useful in identifying job-individual mismatches, identifying jobs undesirable in terms of requirements and rewards, evaluating the effectiveness of organizational and personnel changes.
- Stewart, E.S., Greenstein, S.M., Holt, N.C., Henly, G.A., Engdahl, B.E., Dawis, R.V., Lofquist, L.H., and Weiss, D.J. (1986). *Occupational Reinforcer Patterns III*. Minneapolis, MN: University of Minnesota, Department of Psychology, Vocational Psychology Research, Work Adjustment Project.
- Occupational reinforcer patterns for 185 occupations, and for each the DOT code, Occupational Aptitude Pattern, a list of reinforcers descriptive of the occupation, cross-references to other occupations in the same cluster of ORPs, and summary statistics on the development of that ORP.

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N=388 supervisors, N=381 supervisees. Occupational reinforcer patterns were developed for the following occupations: civil engineer, elementary teacher, radiologic technician, social caseworker, bank teller, automobile salesman, salesman-driver, waiter-waitress, and truck driver. Performed reliability and validity studies.
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- Tinsley, H.E.A., and Weiss, D.J. (1970). *Comparison of job reinforcer ratings of supervisors and supervisees* (Research Report No. 31). Minneapolis, MN: University of Minnesota, Department of Psychology, Work Adjustment Project.
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N=24. Also used: Minnesota Importance Questionnaire (MIQ); Minnesota Satisfaction Questionnaire (MSQ Short form 1967). Analysis: correlational.
- Walls, R.T. and Gulkus, S.P. (1974). Reinforcers and vocational maturity in occupational aspiration, expectation, and goal deflection. *Journal of Vocational Behavior*, 5(3), 381-390.
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- Warren, L. W. (1970). The prediction of job satisfaction as a function of the correspondence between vocational needs and occupational reinforcers (Doctoral dissertation, University of Minnesota, 1970). *Dissertation Abstracts International*, 32, 608B.
N=104 phone operators, N=180 phone service representatives, N=220 vocational rehabilitation counselors. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Satisfaction Questionnaire (MSQ, Short Form, 1967). D squared statistic was used to determine need-reinforcer correspondence.
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N=631. Also used: Minnesota Satisfaction Questionnaire (MSQ, Long form 1967); Strong-Campbell Interest Inventory (SCII); Jurgensen Job Preference Blank. Analysis: need reinforcement and satisfaction level correlations.

Willoughby, T. C. (1970). Needs, interests, and reinforcer preferences of data processing personnel. *Proceedings of the Annual Computer Personnel Research Conference*, 8, 119-143.

6/21/1989