

**Bibliography
for the
Minnesota Satisfaction Questionnaire**

MSQ

1967-1989

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MSQ REFERENCES

- Ace, M., & Weiss, D.J. (1967). Unpublished *Report of findings of the Minnesota Satisfaction Questionnaire at Target retail stores--Twin Cities and Duluth, Minnesota.*
- Adepeju, E.O. (1985). *Job satisfaction among vocational/technical educators in Nigeria.* Master's thesis, University of Pittsburgh.
N=57. Modified MSQ (42 items). Analysis: descriptive.
- Anderson, C.H. (1980). *An empirical investigation of the job design - worker response relationship in retail stores: An analysis of direct and moderated effects.* Unpublished doctoral dissertation, Texas A&M University.
 Short form 1977. Also used: Job Diagnostic Survey (JDS); Organizational Communication Scale. Analysis: correlational, multiple regression.
- Anderson, L.M., & Weiss, D.J. (1971). *Stability of measured work adjustment.* University of Minnesota, Work Adjustment Project. Mimeograph.
- Anderson, L.M. (1969). *Longitudinal changes in level of work adjustment.* Unpublished doctoral dissertation, University of Minnesota.
N=534 males with complete satisfaction and satisfactoriness data at Time 1 and Time 2. Short form 1967. Analysis: correlational; MSQ scale intercorrelations; means; test-retest correlations.
- Anderson, W., Hohenshil, T.H., & Brown, D.T. (1984). Job satisfaction among practicing school psychologists: A national study. *School Psychology Review, 13*(2), 225-230.
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.
- Angle, H.L., & Perry, J.L. (1983). Organizational commitment: Individual and organizational influences. *Work and Occupations, 10*(2), 123-146.
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.
- Antrim, M.L. (1986). *Relationship of shift work schedules and job satisfaction of female nurses.* Unpublished master's thesis, University of Central Florida.
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.
- Arnold, J. (1980). *Correlates of job satisfaction among occupational therapists.* Unpublished master's thesis, Virginia Commonwealth University.
N=55. Short form 1977. Also used General Information Questionnaire and I-E Scale. Analysis: correlational.

- Arvey, R.D., Bouchard, T.J., Jr., Segal, N.L., & Abraham, L.M. (1989). Job satisfaction: Environmental and genetic components. *Journal of Applied Psychology, 74*, 187-192.
N=34 monozygotic twin pairs reared apart. Found approximately 30% of observed variance in general job satisfaction was due to genetic factors.
- Arvey, R.D., & Dewhirst, H.D. (1976). Goal setting attributes, personality variables, and job satisfaction. *Journal of Vocational Behavior, 9*, 179-189.
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.
- Arvey, R.D., & Dewhirst, H.D. (1979). Relationships between diversity of interests, age, job satisfaction and job performance. *Journal of Occupational Psychology, 52*, 17-23.
- Arvey, R.D. & Gross, R.H. (1977). Satisfaction levels and correlates of satisfaction in the homemaker job. *Vocational Behavior, 10*(1), 13-24.
N=118 homemakers. Used 13 MSQ items from Short form, 1967. Also used: self-rated effectiveness and biographical questionnaire. Analysis: means, standard deviations, t tests.
- Atteberry, M.G. (1976). The relationship between emotional stability and job satisfaction of elementary school principals (Doctoral dissertation, Arizona State University, Tempe, AZ). *Dissertation Abstracts International, 37*, 6163A.
N=55. Analysis: Pearson correlations utilized to determine if a significant relationship existed between the 12 variables studied.
- Awad, E.M. (1975). *An empirical study of the theory of work adjustment in a large data processing environment*. Unpublished doctoral dissertation, University of Kentucky, Lexington, KY.
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.
- Bates, G.L. (1969). *The relationship of personality and work adjustment of vocational rehabilitants: A test of Holland's theory*. Unpublished doctoral dissertation, University of Oklahoma.
- Bates, G.L., Parker, H.J., & McCoy, J.F. (1970). Vocational rehabilitants' personality and work adjustment: A test of Holland's theory of vocational choice. *Psychological Report, 26*, 511-516.
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).
- Becvar, R.J. (1969). *Job satisfaction of first-year teachers: A study of discrepancies between expectations and experiences*. Unpublished doctoral dissertation, University of Minnesota.
- Ben-Ari, A., & Taler, Y. (1984). The relationship between absenteeism rate and satisfaction among clients in vocational rehabilitation centers. *Journal of Applied Rehabilitation Counseling, 15*(4), 39-44, 47.
N=99 vocational rehabilitation clients in Israel. Duration of injury and education related to satisfaction, not absenteeism.

Benoit, S.S. (1976). Job satisfaction among faculty women in higher education in the State University of Louisiana (Doctoral dissertation, Louisiana State University, Baton Rouge, LA). *Dissertation Abstracts International*, 37, 6969A.

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.

Bergmann, T.J. (1981). Managers and their organizations: An interactive approach to multidimensional job satisfaction. *Journal of Occupational Psychology*, 54, 275-288.

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.

Betz, E.L. (1971). An investigation of job satisfaction as a moderator variable in predicting job success. *Journal of Vocational Behavior*, 2, 123-128.

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.

Betz, E.L. (1969). Need-reinforcer correspondence as a predictor of job satisfaction. *Personnel and Guidance Journal*, 47(9), 878-883.

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.

Bigoness, W.J., & Tosi, H.L. (1984). Correlates of voting behavior in a union decertification election. *Academy of Management Journal*, 27(3), 654-659.

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.

Billups, M.M. (1972). The job satisfactions of black school administrators (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 33, 5425A.

N=78. Long form 1967. Also used a demographic questionnaire. Analysis: Pearson product moment correlations, ANOVAs.

Bledsoe, J.C., & Baber, W.C. (1979). Factor invariance in the measurement of job satisfaction. *Perceptual and Motor Skills*, 48, 985-986.

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.

Bledsoe, J.C., & Brown, S.E. (1977). Factor structure of the Minnesota Satisfaction Questionnaire. *Perceptual and Motor Skills*, 45, 301-302.

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.

- Bledsoe, J.C., & Hayward, G.D. (1981). Prediction of job satisfactoriness and job satisfaction of secondary school teachers. *Psychological Reports*, 49, 455-458.
- 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.
- Borgen, F.H., Weiss, D.J., Tinsley, H.E.A., Dawis, R.V., & Lofquist, L.H. (1972). *Occupational reinforcer patterns (1st volume)*, revised edition (pp. ix, 179). Minneapolis, MN: Vocational Psychology Research, University of Minnesota.
- A description of the development and use of the reinforcer characteristics of 81 occupations.
- Borgen, F.H., Weiss, D.J., Tinsley, H.E.A., Dawis, R.V., & Lofquist, L.H. (1972). *Occupational reinforcer patterns (2nd volume)*, (Pp. x, 263). Minneapolis, MN: Vocational Psychology Research, University of Minnesota.
- Borman, W.C. & Bleda, P.R. (1978). *Measuring motivation and job satisfaction in a military context*. U.S. Army Research Institute for the Behavioral and Social Sciences, TP309.
- Bowling, S.R. (1973). Leadership behavior of chief student personnel administrators and its relationship to morale and job satisfaction (Doctoral dissertation, University of Tennessee, Knoxville, TN). *Dissertation Abstracts International*, 34, 4772A.
- N=87** department heads. Short form 1967. Also used Organizational Climate Description Questionnaire (OCDQ); 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=188**. Data collected May 1983. Analysis: descriptive.
- Brown, S.D. (1983). *Study of variables affecting job satisfaction of registered record administrators, State of Texas*. Unpublished master's thesis, Texas Woman's University, Denton, TX.
- N=84**. Short form 1977. Data collection 1982. Analysis: correlational and multiple regression.
- Brown, S.E. (1978). Superintendent job satisfaction. *Southern Journal of Educational Research*, 12, 67-74.
- 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.
- Brown, S.E., & Bledsoe, J.C. (1978). Job satisfaction of school superintendents as related to perceptions of leader's behavior. *Psychological Reports*, 42, 171-174.
- Bullock, J.A. (1974). An investigation of the personality traits, job satisfaction attitudes, training and experience histories of superior teachers of junior high school instrumental music in New York state (Doctoral dissertation, University of Miami, Coral Gables, FL). *Dissertation Abstracts International*, 35, 2029A.
- 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.

- Burns, E.L. (1975). Adaptiveness and satisfaction in educational administration (Doctoral dissertation, University of Iowa). *Dissertation Abstracts International*, 36, 4890A.
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.
- Butler, J.K. (1983). Value importance as a moderator of the value fulfillment-job satisfaction relationship: Group differences. *Journal of Applied Psychology*, 68(3), 420-428.
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.
- Byrnes, J.L. (1972). A study of certain relationships among perceived supervisory style, participativeness, and teacher job satisfaction (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 33, 5427A.
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.
- Cahoon, A.R. (1974). Managerial behavior under conditions of mandated change in a Canadian bureaucracy: an empirical study of the relationships among job satisfaction, organizational climate and leadership change styles (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 35, 7382A.
N=400. Short form 1967. Also used demographic information; Managerial Change Style Questionnaire (MCSQ); Organizational Climate Description Questionnaire (OCDQ). Analysis: correlation coefficients and internal chi square correlations of items.
- Canty, J.L. (1981). *Professional staff attrition in a community mental health system.* (Doctoral dissertation, University of Michigan, 1981). *Dissertation Abstracts International*, 42(2), 608A.
N=41. Short form 1977. Analysis: correlational.
- Carlson, R.E., Dawis, R.V., & Weiss, D.J. (1969). The effect of satisfaction on the relationship between abilities and satisfactoriness. *Occupational Psychology*, 43, 39-46.
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.
- Casady, M.J.C. (1973). Job satisfaction of magnetic typewriter operators in word processing (Doctoral dissertation, University of Minnesota, Minneapolis, MN). *Dissertation Abstracts International*, 34, 4099A.
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.
- Chandler, S.K. (1975). Teacher stress and job satisfaction as they relate to the implementation of a court-ordered desegregation plan (Doctoral dissertation, University of Tennessee, Knoxville, TN). *Dissertation Abstracts International*, 36, 4144A.
N=159. Long form 1967. Analysis: correlational.
- Cheloha, R.S., & Farr, J.L. (1980). Absenteeism, job involvement, and job satisfaction in an organizational setting. *Journal of Applied Psychology*, 65, 467-473.

- Cheney, P.H. & Dickson, G.W. (1982). Organizational characteristics and information systems: an exploratory investigation. *Academy of Management Journal*, 25(1), 170-184.
- 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.
- Clemons, C.R., Jr. (1988). *The relationships of occupational stress and certain other variables to job satisfaction of licensed professional counselors in Virginia*. Unpublished doctoral dissertation, Virginia Polytechnic Institute and State University, Blacksburg, VA.
- 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.
- Cleveland, R.L., Jr. (1973). A study of the relationships among teacher job satisfaction, teacher morale and categories of teacher-faculty group membership (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 34, 6512A.
- N=191.** Short form 1967. Also used Teacher Demographic Data Sheet; Group Membership Scale; Purdue Teacher Opinionaire. Analysis: ANOVA, correlation and chi square; post hoc (Scheffe).
- Coleman, M.J. (1987). *The relationships between job satisfaction and personality traits among music teachers*. Unpublished doctoral dissertation, North Texas State University, Department of Music Education.
- Conrad, K.M., Conrad, K.J., & Parker, J.E. (1985). Job satisfaction among occupational health nurses. *Journal of Community Health Nursing*, 2(3), 161-173.
- N=97** occupational health nurses. Long form 1967. Also used: demographic questionnaire (includes demographic profile of sample). Analysis: t tests. Tables of MSQ scales, means and standard deviations.
- Cory, E.D. (1974). Job satisfaction and vocational needs of Pennsylvania vocational teachers (Doctoral dissertation, Pennsylvania State University, University Park, PA). *Dissertation Abstracts International*, 35, 1562A.
- N=362.** Long form 1967. Also used Minnesota Importance Questionnaire (MIQ) and Minnesota Job Description Questionnaire (MJDQ). Analysis: ANOVA. Based on Proposition III of Theory of Work Adjustment.
- Culha, M. (1974). *Needs and satisfactions of foreign students at the University of Minnesota*. Unpublished doctoral dissertation, University of Minnesota.
- N=130.** Adaptation: FSSQ; also used adapted Minnesota Importance Questionnaire (FSIQ). Analysis: correlational; intercorrelation matrix of FSSQ scales.
- Cupo, A.F. (1983). *New Jersey public community college professors: a study of the relationships between compensatory and spillover leisure activities and level of job satisfaction*. Unpublished doctoral dissertation, Graduate School of Education, Rutgers State University of New Jersey.
- N=298.** Long form 1977. Data collection April-June 1981. Also used Leisure Activity Questionnaire (LSQ). Correlational analysis.

- Cusella, L.P. (1982). The effects of source expertise and feedback valence on intrinsic motivation. *Human Communication Research*, 9(1), 17-32.
N=124 undergraduates. Found positive relationship between intrinsic motivation and both source expertise and expertise-valence interaction.
- Dalton, D.R. & Todor, W.D. (1982). Antecedents of grievance filing behavior: attitude/behavioral consistency and the union steward. *Academy of Management Journal*, 25(1), 158-69.
N=54 union stewards. Short form 1967. Also used Porter Commitment Scale; "grievance activism" questions (five). Analysis: correlation coefficients. Tables: associations: company commitment, union commitment, job satisfaction, and steward grievance behavior; first order partial correlation coefficients.
- Davis, J. (1984). *The early work adjustment of women engineers*. Unpublished doctoral dissertation, University of Minnesota.
N=81. Long form 1977. Also used Minnesota Satisfactoriness Scales (MSS), Biographical Information Form, First Year Experiences Questionnaire. Analysis: means, correlations, ANOVA.
- Dawis, R.V., & 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.
- Dawis, R. V., Weiss, D. J., Lofquist, L. H., & Betz, E. (1967). Satisfaction as a moderator in the prediction of satisfactoriness. *Proceedings of the 75th annual convention of the American Psychological Association*, 2, 269-270.
- Dawis, R.V. & Lofquist, L.H. (1981). *Job satisfaction, work adjustment, and vocational education*. Publication of National Center for Research in Vocational Education, Information Series 110.218, Columbus, OH.
- D'elia, G.P.M. (1975). The adjustment of library school graduates to the job environments of librarianship: a test of the need gratification and expectation fulfillment theories of job satisfaction (Doctoral dissertation, Rutgers-The State University, New Brunswick, NJ). *Dissertation Abstracts International*, 36, 585A.
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.
- Delorey, R.M.W. (1972). Job satisfaction-satisfactoriness and characteristics of Minneapolis business graduates (Doctoral dissertation, University of Minnesota, Minneapolis, MN). *Dissertation Abstracts International*, 33, 229A.
N=194 business grads of area vo-tech school; **N=172** completed short form; **N=174** supervisors completed Minnesota Satisfactoriness Scales (MSS). Total **N=158** matched pairs. Data collection 1968-69. Analysis: correlation coefficients between MSQ-MSS. Lists population characteristics (MSAT, GPA, rank).
- Desmond, R. E. (1971). *A comparison of two measures of ability requirements*. Unpublished doctoral dissertation, University of Minnesota.
N=714. Short form 1977. Also used Minnesota Job Description Questionnaire (MJDQ). Analysis: descriptive.

- Dingwall, R.W. (1976). Job satisfaction as an outcome measure for orthopedically handicapped clients of a vocational rehabilitation program (Doctoral dissertation, University of Northern Colorado, Greeley, CO). *Dissertation Abstracts International*, 37, 4268A.
- 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.
- Dipboye, R.L., Zultowski, W.H., Dewhirst, H.D., & Arvey, R.D. (1979). Self-esteem as a moderator of performance-satisfaction relationships. *Journal of Vocational Behavior*, 15, 193-206.
- Dipboye, R.L., Zultowski, W.H., Dewhirst, H.D., & Arvey, R.D. (1978). Self-esteem as a moderator of the relationship between scientific interests and the job satisfaction of physicists and engineers. *Journal of Applied Psychology*, 63, 280-294.
- Dittrich, J.E. & Carrell, M.R. (1979). Organization equity perceptions, employee job satisfaction, and departmental absence and turnover rates. *Organizational Behavior and Human Performance*, 24(1), 29-40.
- N=158** clerical employees (83% female). Short form 1967. Also used: Organizational Fairness Questionnaire. Analysis: multiple regression, one-way ANOVA, bivariate regression analysis.
- Dugoni, B.L., & Ilgen, D.R. (1981). Realistic job previews and the adjustment of new employees. *Academy of Management Journal*, 24, 579-591.
- Dunham, R.B., Smith, F.J., & Blackburn, R.S. (1977). Validation of the index of organizational reactions with the JDI, the MSQ, and faces scale. *Academy of Management Journal*, 20, 420-432.
- 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.
- Duxbury, R.B., Armstrong, G.D., Drew, D.J., & Henly, S.J. (1984). Head nurse leadership style with staff nurse burnout and job satisfaction in neonatal intensive care units. *Nursing Research*, 33(2), 97-101.
- 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.
- Duxbury, M.L., Henly, G.A., & Armstrong, G.D. (1982). Measurement of the nurse organizational climate of neonatal intensive care units. *Nursing Research*, 31, 83-88.
- Elizur, D. & Tziner, A. (1977). Vocational needs, job rewards, and satisfaction: a canonical analysis. *Journal of Vocational Behavior*, 10(2), 205-211.
- N=165** social workers. Long form 1967. Also used: Minnesota Importance Questionnaire (MIQ) in Stage 1; MSQ used in Stage 2. Analysis: canonical analysis.
- Elo, M.R. (1970). *The relationship of counselor and client needs to occupational outcomes*. Unpublished doctoral dissertation, University of Minnesota.
- N=404.** Short form 1967. Also used Closure Job Satisfaction Questionnaire. (N=106 analyzed for MSQ). Analysis: correlational.

Emery, E.A. (1979). *The comparative effectiveness of Columbus, Ohio's June, 1978, type 20 distributive education full-time employed graduates versus matched co-workers on job attitudes, job performance and perceptions of prior education*. Research proposal for doctoral dissertation, Ohio State University.

N=204. Short form 1977. Analysis: ANOVA; correlational.

Enderlein, T.E. (1974). Causal relationships of student characteristics related to satisfaction in post high school employment (Doctoral dissertation, Pennsylvania State University, University Park, PA). *Dissertation Abstracts International*, 35, 7795A.

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.

Enderlein, T.E. (1975). Causal patterns related to post high school employment satisfaction. *Journal of Vocational Behavior*, 7, 67-80.

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.

Faurot, L.M. (1973). An investigation of the validity of vocational student grades as a criterion of vocational student success and the predictability of vocational student grades using standardized test instruments (Doctoral dissertation, University of Minnesota, Minneapolis, MN). *Dissertation Abstracts International*, 34, 676A.

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.

Feild, H.S., Holley, W.H., & Armenakis, A.A. (1978). Computerized answer sheets: What effects on response to a mail survey. *Educational and Psychological Measurement*, 38, 755-759.

Ferrat, T.W., Dunham, R.B., & Pierce, J.L. (1981). Self-report measures of job characteristics and affective responses: An examination of discriminant validity. *Academy of Management Journal*, 24, 780-794.

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

Findley, B.F., Jr. (1975). The relationship among selected personal variables and job satisfaction of college business teachers in Colorado (Doctoral dissertation, University of Northern Colorado, Greeley, CO). *Dissertation Abstracts International*, 36, 4205A.

N=191 four-year and **N=88** two-year college and university business teachers from 27 higher education institutions in Colorado. Long form 1967. Also used Personal Data Form. Data collected 1974-5 school year. Analysis: correlation coefficients and multiple regression analysis; t test.

Fisher, C.D. (1978). The effects of personal control, competence, and extrinsic reward systems on intrinsic motivation. *Organizational Behavior and Human Performance*, 21, 273-288.

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.

- Fitzgerald, S. (1972). *A career development of elementary school teachers*. Unpublished doctoral dissertation, University of Minnesota.
N=136. Short form 1967. Analysis: correlational; descriptive; scale intercorrelations; gender differences; age differences.
- Flint, P.L. (1980). *Sex differences in perceptions of occupational reinforcers*. Unpublished doctoral dissertation, University of Minnesota.
N=568. Short form 1977. Analysis: correlational; multiple regression.
- Folkins, C., O'Reilly, C., III, Roberts, K., & Miller, S. (1977). Physical environment and job satisfaction in a community mental health center. *Community Mental Health Journal*, 13, 24-30.
- Ford, D.L. & Bagot, D.S. (1978). Correlates of job stress and job satisfaction for minority professionals in organizations: an examination of personal and organizational factors. *Group and Organization Studies*, 3(1), 30-41.
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.
- French, B.C. (1985). *Levels and predictors of job satisfaction among Texas registered dental hygienists*. Master's thesis, Texas Woman's University.
N=212. Short form 1977. Also used demographic questionnaire. Data collection 1984. Analysis: correlational.
- Frontz, H.O. (1978). Sources of job satisfaction and dissatisfaction among psychiatric aides. *Hospital and Community Psychiatry*, 29, 229-230.
- Fry, L.W. & Greenfield, S. (1980). An examination of attitudinal differences between policewomen and policemen. *Journal of Applied Psychology*, 65(1), 123-126.
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.
- Gaines, J., & Jermier, J.M. (1983). Emotional exhaustion in a high stress organization. *Academy of Management Journal*, 26, 567-586.
- Gass, M.B. (1974). A job satisfactoriness and job satisfaction study of college of business graduates (Doctoral dissertation, Kansas State University, Manhattan, KS). *Dissertation Abstracts International*, 37, 829A.
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).
- Gilleland, R.L. (1974). The relationship between the WAIS and MMPI subscale scores and work adjustment outcomes in adult blind and partially sighted persons (Doctoral dissertation, Ohio State University, Columbus, OH). *Dissertation Abstracts International*, 35, 5684B.
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.

- Gillet, B., & Schwab, D.P. (1975). Convergent and discriminant validities of corresponding Job Descriptive Index and Minnesota Satisfaction Questionnaire Scales. *Journal of Applied Psychology*, 60(3), 313-317.
- 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.
- Gilsrud, R.D. (1972). Job satisfaction of formerly disadvantaged students as a measure of accountability for vocational office education programs (Doctoral dissertation, University of North Dakota, Grand Forks, ND). *Dissertation Abstracts International*, 33, 6803A.
- 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.
- Golden, R.R., & 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, Work Adjustment Project. Mimeograph.
- Golie, B.N. (1968). *A study of the effects of an orientation treatment on new teacher perceptions of organizational climate and other selected variables*. Unpublished doctoral dissertation, University of Minnesota.
- 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).
- Graen, G.B., Dawis, R.V., & Weiss, D.J. (1968). Need type and job satisfaction among industrial research scientists. *Journal of Applied Psychology*, 52(4), 286-289.
- 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.
- Gray, B.L., & Weiss, D.J. (1971). A pilot study of the measurement of job satisfaction of mentally retarded adults. *Proceedings of the 79th annual convention of American Psychological Association*, 6, 611-612.
- 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.
- Greenstein, G. (1972). A study of relationships between teachers' feelings of general satisfaction and the needs and expectations fulfillment qualities of their organizational press (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 34, 90A.
- 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.
- Gulotta, K.C. (1986-1987). Factors affecting nursing practice in a correctional health care setting. *Journal of Prison and Jail Health*, 6(1), 3-22.
- 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.

- Gunnarsdottir, A. (1986). *The development of occupational reinforcer patterns for two occupations in Iceland, teachers and firefighters*. Unpublished master's thesis, University of Minnesota.
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.
- Haddock, M.D., & McQueen, W.M. (1983). Assessing employee potentials for abuse. *Journal of Clinical Psychology*, 39(6), 1021-1029.
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.
- Hafford, H.M. (1976). The measurement of factors of satisfaction and dissatisfaction which affect Tennessee teachers in their work (Doctoral dissertation, University of Tennessee, Knoxville, TN). *Dissertation Abstracts International*, 37, 5062A.
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.
- Hamlin, N.M. (1966). *Relationships between organizational climates of elementary schools and the degree of job satisfaction of teachers in the schools*. Unpublished doctoral dissertation, University of Minnesota.
- Harpaz, I. (1978). Stability and change in workers' job satisfaction: a longitudinal analysis (Doctoral dissertation, University of Minnesota, 1977). *Dissertation Abstracts International*, 38(12-13), 6210-6211.
N=2583 store regular employees, **N=2443** daily extra employees, **N=455** department managers. Part of ISOE Lab Mini Opinion Survey.
- Harrill, T.S. (1973). A comparative study of the efficiency of intellectual and nonintellectual measures as predictors of job success and job satisfaction (Doctoral dissertation, Auburn University, Auburn, AL). *Dissertation Abstracts International*, 33, 6665.
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.
- Harrison, D.K., Garnett, J.M. & Watson, A.L. (1981). Client assessment measures in rehabilitation. In *Michigan Studies in Rehabilitation, Utilization Series: 5*, University of Michigan.
- Hauber, F.A. & Bruininks, R.H. (1986). Intrinsic and extrinsic job satisfaction among direct-care staff in residential facilities for mentally retarded people. *Educational and Psychological Measurement*, 46, 95-105.
N=852. Short form 1967. Data collection 1978-1979. Analysis: correlational; factor analysis (varimax rotation) of MSQ items.
- Hendel, D.D. (1971). *Vocational assessment of mentally retarded adults: Some unquestioned answers and unanswered questions*. Paper presented at the 25th annual meeting of Region VIII American Association of Mental Deficiency. Mimeograph.

- Henderson, L.F. (1976). Elementary teacher satisfaction and morale and perceived participation in decision-making (Doctoral dissertation, University of Arkansas, Fayetteville, AR). *Dissertation Abstracts International*, 37, 2535A.
- 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.
- Heneman, H.G., & Schwab, D.P. (1985). Pay satisfaction: Its multidimensional nature and measurement. *International Journal of Psychology*, 20(2), 129-141.
- 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.
- Herbert, C.H., Jr. (1973). An analysis of selected factors related to rehabilitation outcomes and job satisfaction of disabled persons served by the Oklahoma division of vocational rehabilitation (Doctoral dissertation, Oklahoma State University, Stillwater, OK). *Dissertation Abstracts International*, 34, 6533A.
- N=314** DVR clients in 1971-1972. Short form 1967. Also used structured interview questionnaire. Analysis: correlational (chi square).
- Hershey, G.L. (1971). *Experimental attributes and attitudinal postures of Indiana University academic secretaries*. Unpublished doctoral dissertation, Indiana University.
- Hester, G.L. (1981). *A comparative analysis of job satisfaction and job satisfactoriness for two groups of clerical employees*. Unpublished doctoral dissertation.
- 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.
- Higab, A.K. (1982). *The effects of aptitudes and structurally different methods of teaching mathematics on achievement and satisfaction*. Unpublished doctoral dissertation, University of Southern California.
- 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.
- Higgins, E.B. (1976). Follow-up survey of graduates of the department of counselor education, 1970-75 (Doctoral dissertation, Auburn University, Auburn, AL). *Dissertation Abstracts International*, 37, 807A.
- N=185.** Short form 1967. Data collected Fall 1970-Winter 1975. Also used Former Student Questionnaire; Job Success Index (JSI). Analysis: descriptive statistics, ANOVA.
- Hill, M.D. (1976). Job satisfaction among the rural and urban orthopedically disabled in Wyoming: a follow-up study (Doctoral dissertation, University of Northern Colorado, Greeley, CO). *Dissertation Abstracts International*, 37, 7638A.
- 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.
- Hollender, J.W. (1974). Prediction of work adjustment for adolescent male educable retardates. *Journal of Counseling Psychology*, 21, 164-165.

- Horiuchi, H.S. (1972). A comparative study of the relationship of organizational climate to job satisfaction of teachers in selected rural and suburban schools in Hawaii (Doctoral dissertation, Utah State University, Logan, UT). *Dissertation Abstracts International*, 33, 3197A.
N=334. Long form 1967. Also used Organizational Climate Description Questionnaire (OCDQ). Analysis: correlation coefficients, ANOVA, Scheffe.
- Howell, J.P., & Dorfman, P.W. (1981). Substitutes for leadership: Test of a construct. *Academy of Management Journal*, 24, 714-728.
- Hsien, W.C. (1976). A comparative study of relationships between principals' leadership style and teachers' job satisfaction in the republic of China and the state of Iowa in the United States (Doctoral dissertation, University of Iowa, Iowa City, IA). *Dissertation Abstracts International*, 37, 2540A.
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.
- Hull, W.T. (1974). Identification of variables related to the job satisfaction of California elementary school principals (Doctoral dissertation, University of the Pacific, Stockton, CA). *Dissertation Abstracts International*, 35, 2581A.
N=171. Long form 1967. Also used General Job Information Survey (GJIS). Analysis: ANOVA to determine if relationships exist between principals' personal and environmental characteristics and experienced job satisfaction.
- Iaffaldano, M.T. & Muchinsky, P.M. (1985). Job satisfaction and job performance: a meta-analysis. *Psychological Bulletin*, 97(2), 251-273.
- Ilgen, D.R. & Fujii, D.S. (1976). An investigation of the validity of leader behavior descriptions obtained from subordinates. *Journal of Applied Psychology*, 61(5), 642-651.
N=80 male college students. Short form 1967. Also used: California Psychological Inventory (CPI); Leader Behavior description Questionnaire (LBDQ); Behavior Checklist (BC); and two measures of performance. Analysis: correlations of leader behavior ratings of members and observers with member satisfaction measures.
- Ilgen, D.R., & Hollenback, J.H. (1977). The role of job satisfaction in absence behavior. *Organizational Behavior and Human Performance*, 10, 148-161.
- Imbach, B. & Sterner, G. (1981). Intrinsic work characteristics and work satisfaction: on the influence of age, education, and gender as intervening variables. (German) *Psychologie - Schweizerische Zeitschrift fur Psychologie und Ihre Anwendungen*, 40(3), 238-258.
 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.
- Ivancevich, J.M. (1980). A longitudinal study of behavioral expectation scales: Attitudes and performance. *Journal of Applied Psychology*, 65, 123-126.
- Ivancevich, J.M., & Matteson, M.T. (1982). Occupational stress, satisfaction, physical well being, and coping: A study of homemakers. *Psychological Reports*, 50(3, part 1), 995-1005.
N=307 full or part time homemakers. Both groups satisfied, but identified different stressors.

Ivancevich, J.M. & McMahon, J.T. (1982). The effects of goal setting, external feedback, and self-generated feedback on outcome variables: a field experiment. *Academy of Management Journal*, 25(2), 359-372.

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.

Ivancevich, J.M. (1985). Predicting absenteeism from prior absence and work attitudes. *Academy of Management Journal*, 28(1), 219-228.

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.

Janell, B.J. (1983). *A comparison of the relationships between role ambiguity and role conflict with job related tension, job satisfaction and propensity to leave the organization among middle and upper level administrators in higher education*. Unpublished doctoral dissertation, West Virginia University.

N=278. Long form 1977. Also used: Role Perception, Tension, Propensity to Leave Questionnaires. Analysis: correlational (PPMC, partial correlation).

Jaranson, J.M. & Gregory, C.D. (1980). Job satisfaction survey in the Portland area Indian health service. *White Cloud Journal of American Indian/Alaska Native Mental Health*, 1(4), 20-28.

N=299. Short form 1977. Data collection November 1977. Analysis: correlational.

Johnson, J.R. (1975). Elementary teacher perceptions of certain organizational processes and job satisfaction in schools with self-contained and differentiated staffing classrooms (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 36, 6400A.

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

Johnston, G.S., Yeakey, C.C., & Winter, R.A. (1981). A study of the relationship between the job satisfaction of principals and the perceived level of teacher militancy. *Alberta Journal of Educational Research*, 27, 352-365.

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

Katz, R. & VanMaanen, J. (1977). The loci of work satisfaction: job, interaction and policy. *Human Relations*, 30(5), 469-486.

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 Weitzel 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.

Kazanas, H.C., & Gregory, T.C. (1975). Relationships of the meaning of work, value of work, job satisfaction, and selected demographic variables of vocational and non-vocational teachers. *Journal of Industrial Teacher Education*, 24(2), 132-139.

- Kazanas, H.C. (1978). Relationship of job satisfaction and productivity to work values of vocational education graduates. *Journal of Vocational Behavior*, 12(2), 155-164.
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.
- Kean, H.E. (1973). Person-environment congruence and job satisfaction in counseling-related settings in Michigan: a descriptive study (Doctoral dissertation, Wayne State University, Detroit, MI). *Dissertation Abstracts International*, 34, 7536A.
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.
- Keller, R.T. (1983). Predicting absenteeism from prior absenteeism, attitudinal factors, and nonattitudinal factors. *Journal of Applied Psychology*, 68(3), 536-540.
N=174 manufacturing plant employees. Also used Health Locus of Control Scale, Rosenberg Self-Esteem Scale. Job satisfaction did not predict absenteeism.
- Keller, R.T. (1984). The role of performance and absenteeism in the prediction of turnover. *Academy of Management Journal*, 27(1), 176-183.
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.
- Kemery, E.R., Bedeian, A.G., Mossholder, K.W., & Touliatos, J. (1985). Outcomes of role stress: A multisample constructive replication. *Academy of Management Journal*, 28(2), 363-375.
N=275 public accountants, **N=254** government accountants, **N=459** industrial accountants, and **N=66** hospital employees. Found relationship between role stress and job satisfaction.
- Kenis, I. (1978). Leadership behavior, subordinate personality, and satisfaction with supervision. *Journal of Psychology*, 98, 99-107.
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.
- Kerlin, B.D. (1974). A study of John L. Holland's theory of careers as it applies to employed adults (Doctoral dissertation, University of Maryland, College Park, MD). *Dissertation Abstracts International*, 36, 6640A.
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.
- Koehler, L.S. (1988). Job satisfaction and corporate fitness managers: an organizational behavior approach to sport management. *Journal of Sport Management*, 2, 100-105.
N=30 (23 female, 7 male). Long form 1977. Descriptive statistics.
- Konto, E.J.K. (1986). *The relationship of vocational and technical instructors' job satisfaction and their perception of the area vocational-technical school directors' leadership style in vocational technical schools in the State of Missouri*. Unpublished doctoral dissertation, University of Missouri, Columbia, MO.
N=150. Short form 1977. Analysis: correlational.

- Krueger, J.C. (1986). *The relationship between job satisfaction of nurses and the quality of patient care delivered*. Master's thesis, University of Mississippi School of Nursing.
N=24 nurses, **N=24** patients. Short form 1977. Analysis: correlational of nurses' job satisfaction and quality of patient care delivered; internal consistency (alpha coefficient).
- Kunce, J.T., Decker, G.L. & Eckelman, C.C. (1976). SVIB basic interest clusters and occupational satisfaction. *Journal of Vocational Behavior*, 9(3), 355-362.
- Kutie, R.C. (1977). An analysis of the job dimensions of word processing secretaries, administrative support secretaries, and traditional secretaries and the correlation of these job dimensions with job satisfaction factors. *Business Education Forum*, 32, 38-40.
- Larouche, V. (1972). A multivariate investigation of biographical factors in job satisfaction (Doctoral dissertation, University of Minnesota). *Dissertation Abstracts International*, 33, 478B.
N=1,035 engineers, salesmen, clerical workers, machinists, assemblers, janitors and maintenance men. Short form 1967. Measured job satisfaction on nine scales: general, intrinsic, extrinsic, satisfaction with management, autonomy, conditions of work, altruism, achievement and recognition. Analysis: bivariate and multivariate.
- Lee, B.L. (1989). *Executive pay in private nonprofit organizations*. Paper presented at the Annual Academy of Management meeting.
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.
- Lee, R.H., Jr. (1972). The relationship between selected life history antecedents and the job satisfaction of school principals (Doctoral dissertation, University of Northern Colorado, Greeley, CO). *Dissertation Abstracts International*, 33, 929A.
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.
- Lee, R. & Wilbur, E.R. (1985). Age, education, job tenure, salary, job characteristics, and job satisfaction: a multivariate analysis. *Human Relations*, 38(8), 781-791.
N=1707 county and state employees (stratified random sample); three age groups (includes some demographics). Used Triple Audit Opinion Survey (variation of MSQ); 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.
- Little, W. G. (1972). Relationships between certain personality characteristics of post-secondary distributive education personnel and job satisfaction (Doctoral dissertation, University of Minnesota). *Dissertation Abstracts International*, 33, 2252A.
N=178. Short form 1967. Also used Cattell's 16 PF. Analysis: t tests, multiple correlation, step-wise regression procedures to develop job satisfaction prediction equations.
- Lofquist, L.H. & Dawis, R.V. (1975). Vocational needs, work reinforcers, and job satisfaction. *Vocational Guidance Quarterly*, 24(2), 132-139.
- Lofredo, M.J., II. (1974). A study of the relationships between various personal characteristics and perceptions of Iowa public school principals and their attitudes toward educational innovation (Doctoral dissertation, University of Iowa, Iowa City, IA). *Dissertation Abstracts International*, 35, 4083A.

- Lopez, E.M. (1982). A test of the self-consistency theory of the job performance-job satisfaction relationship. *Academy of Management Journal*, 25, 335-348.
- Lorch, T.D. (1976). A study of Holland's theory of careers as it applies to the job satisfaction of employed adults (Doctoral dissertation, Indiana University, Bloomington, IN). *Dissertation Abstracts International*, 37, 4866A.
 N=171. Short form 1967. 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.
- Mace, R.E. (1970). *Factors influencing the decisions of teachers to become administrators: A study of the differences in self-actualization and job satisfaction occurring between future administrators and career teachers*. Unpublished doctoral dissertation, Syracuse University.
- MacTaggart, D.S. (1971). *Job satisfaction and organizational openness as perceived by elementary teachers in a Florida school system*. Unpublished doctoral dissertation, University of Miami.
- McClellan, G.N. (1977). Effectiveness of model office, cooperative office education, and office procedures courses based on employee satisfaction and satisfactoriness eighteen months after graduation. *Delta Pi Epsilon Journal*, 19(4), 21-28.
- Meadows, M.E. (1975). *Follow-up study of graduates of the Department of Counselor Education, 1970-1975*. Unpublished doctoral dissertation, Auburn University.
- Merrill, P.P. (1968). *A study concerning the job satisfaction of elementary teachers and principals*. Unpublished doctoral dissertation, Syracuse University.
- Miller, D.E. (1973). A study of relationships between job satisfaction of teachers and their perceptions of bases of social influence of their principals (Doctoral dissertation, Syracuse University, Syracuse, NY). *Dissertation Abstracts International*, 35, 764A.
 N=293. Short form 1967. Also used Supervisor Influence Questionnaire and demographic data sheet.
- Millonig, V. (1981). *Motivational orientations toward learning, educational preparation, and participation of nurses in Ph.D. continuing education*. Unpublished doctoral dissertation, George Mason University, Fairfax, VA.
 N=350. Short form 1977. Correlational analysis.
- Moller, L.E. (1981). *The relationship of role perceptions of the secondary school music educator and the resultant effect on job satisfaction*. Unpublished doctoral dissertation, University of Kansas.
 N=849. Short form 1977. Also used: Instrumental Music Educator Descriptor (MED). Analysis: correlational; multiple regression.
- Mossholder, K.W., & Dewhirst, H.D. (1980). The appropriateness of management-by-objectives for development and research personnel. *Journal of Management*, 6, 145-156.
 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.

- Motowidlo, S.J. & Borman, W.C. (1978). Relationships between military morale, motivation, satisfaction, and unit effectiveness. *Journal of Applied Psychology*, 63(1), 47-52.
- 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 (SQA); 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.
- Muncrief, M.C. (1973). Work adjustment of vocational education teachers (Doctoral dissertation, Ohio State University, Columbus, OH). *Dissertation Abstracts International*, 34, 2475A.
- Long form 1967. Also used Minnesota Importance Questionnaire (MIQ), biodata, vocational need profiles.
- Muthukrishnan, A.V., & Sethuraman, T.V. (1985). Job design and job satisfaction as moderators of financial incentives-labour performance relationship. *Indian Journal of Social Work*, 46(1), 125-134.
- 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.
- Nelson, R. (1964). *Factors related to preferences for contract agreements covering selected conditions of employment for a group of professional employees*. Unpublished doctoral dissertation, University of Minnesota.
- Newsome, E.T. (1976). A study of relationships between job satisfaction and personality needs of college student volunteers at Indiana state university (Doctoral dissertation, Indiana State University, Bloomington, IN). *Dissertation Abstracts International*, 37, 3453A.
- N=131**. Modified short form 1967. Also used EPPS: Edwards Personal Preference Schedule. Data collected fall semester 1975-76. Analysis: 1) relationships between job satisfaction and personality needs analyzed by Pearson correlations, 2) found best combination of personality variables for predicting high intrinsic, extrinsic and general job satisfaction, analyzed using multiple linear stepwise regression.
- Nosin, J.A. (1975). *Pre-service and in-service training of Georgia correctional officers*. Report #1-091, Georgia Dept. of Offender Rehabilitation.
- N=173**. Long form 1967. Analysis: correlational.
- Novak, K. (1974). Preferred job reinforcers and the job satisfaction of faculty in Minnesota's area vocational technical institutes (Doctoral dissertation, University of Minnesota, 1974). *Dissertation Abstracts International*, 35, 7799A-7800A.
- O'Connor, E.J., Peters, L.H. & Gordon, S.M. (1978). The measurement of job satisfaction: current practices and future considerations. *Journal of Management*, 4(2), 17-26.
- 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.
- Okafor, A.N. (1983). *An investigation of job satisfaction of unionized and nonunionized office workers*. Unpublished doctoral dissertation, University of Minnesota.
- N=90** unionized and **N=90** nonunionized office workers. Long form 1977. Also used: Employee Personal and Job Information Sheet; Structured Interview Sheet for Personnel Directors. Analysis: ANOVA, t tests, chi square analysis, Pearson product-moment correlations.

- Olson, H., Jr. (1969). Distributive education teacher coordination: Relationship between personality and job satisfaction. *Delta Pi Epsilon Journal*, 11, 4-20.
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.
- Olson, H. (1967). *Relationships between certain personality characteristics of distributive education teacher coordinators and job satisfaction.* Unpublished doctoral dissertation, University of Minnesota.
N=88. Long form 1967. Also used: Cattell's 16 PF. Analysis: scale intercorrelations between MSQ and 16 PF; correlational; multiple regression; descriptive.
- 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, Minneapolis, MN). *Dissertation Abstracts International*, 35, 7599A.
N=60. Long form 1967. Also used Minnesota Importance Questionnaire (MIQ), Minnesota Job Description Questionnaire (MJDQ), PIS. Data collected 1973-4 school year. Analysis: t tests, chi-square, D squared and Pearson correlations.
- Pacheco, A. (1981). *A study of sex-role attitudes, job involvement and job satisfaction of women faculty at the University of Puerto Rico, Rio Piedras.* Unpublished doctoral dissertation, New York University.
N=342. Long form 1977. Also used: Demographic and Professional Data Form; Attitude toward Women Scale (AWS); Job Involvement Scale (JIS). Analysis: descriptive; correlational.
- Parker, T.M., Jr. (1974). The relationship between organizational climate and job satisfaction of elementary teachers (Doctoral dissertation, University of Virginia, Charlottesville, VA). *Dissertation Abstracts International*, 35, 1927A.
N=498. Data collected 1973-4 school year. Also used School Situational Data Form (SSDF); Organizational Climate Description Questionnaire (OCDQ). Analysis: stepwise multiple regression analysis.
- Passmore, D.L. (1972). The usefulness of weighting test item responses. *Journal of Industrial Teachers Education*, 10(1), 59-67.
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.
- Perry, J.L. (1983). *A study of extraboard scheduling, workers' compensation and operator stress in California public transit.* Final report, Institute of Transportation Studies, University of California (Irvine).
N=1039. Short form 1977. Analysis: descriptive; correlational; intercorrelations of satisfaction with other variables.
- Peters, J.W.R. (1978). The relationship of the satisfactoriness of North Dakota vocationally trained employees to selected factors of the employee, the supervisor, and the organization. *Business Education Forum*, 33, 42-43.

- Phillips, E., & Hays, J.R. (1978). Job satisfaction and perceived congruence of attitude between workers and supervisors in a mental health setting. *Perceptual and Motor Skills*, 47, 55-59.
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.
- Phillips, J.S. (1983). Job satisfaction among directors of vocational rehabilitation. *Journal of Rehabilitation Administration*, 7(2), 54-60.
N=67 members of the Council of State Administrators of Vocational Rehabilitation. Most satisfied with their work, especially with the intrinsic aspects.
- Piccirillo, M.L. (1973). Organizational and personal dimensions of the New Haven department of police service (Doctoral dissertation, Fordham University, New York, NY). *Dissertation Abstracts International*, 34, 2235A.
N=390. Also used Profile of Organizational Characteristics; 16 PF; Dogmatism ScAle. Analysis: means, standard deviations, Pearson product-moment correlations.
- Pierce, J.L. (1979). Employee affective responses to work unit structure and job design: A test of an intervening variable. *Journal of Management*, 5(2), 193-211.
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.
- Pierce, J.L., Dunham, R.B., & Blackburn, R.S. (1979). Social system structure, job design, and growth need strength: A test of a congruency model. *Academy of Management Journal*, 22, 223-240.
- Pierce, J.L., McTavish, D.G., & Knudsen, K.R. (1986). The measurement of job characteristics: A content and contextual analytic look at scale validity. *Journal of Occupational Behavior*, 7(4), 299-313.
 Also used Job Description Index, Index of Organizational Reactions, content compared and contrasted with Job Diagnostic Survey, and Job Characteristics Inventory.
- Pierce, J.L., & Newstrom, J.W. (1982). Employee responses to flexible work schedules: An inter-organization, intersystem comparison. *Journal of Management*, 8(1), 9-25.
- Pierce, J.L., & Newstrom, J.W. (1983). The design of flexible work schedules and employee responses: Relationships and processes. *Journal of Occupational Behavior*, 4(4), 247-262.
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.
- Pierce, J.L. & Newstrom, J.W. (1980). Toward a conceptual clarification of employee responses to flexible working hours: a work adjustment approach. *Journal of Management*, 6(2), 117-134.
- Pitts, M.N. (1973). *A study of social work associates in Veterans Administration hospitals*. Unpublished doctoral dissertation, University of Utah.

- Platt, R.A. (1975). A multitrait-multifactor approach to the study of job satisfaction attitudes of mentally retarded workers (Doctoral dissertation, State University of New York, Buffalo, NY). *Dissertation Abstracts International* 36, 5276B.
- 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.
- Porritt, D. (1974). Applying a model of work adjustment. *Australian Psychologist*, 9(2), 165-173.
- Pound, W.N.M. (1975). The relationship between school calendar and teacher job satisfaction (Doctoral dissertation, Virginia Polytechnic Institute and State University, Blacksburg, VA). *Dissertation Abstracts International*, 36, 1964A.
- N=759** (380 YRE, 228 9-3) teachers (85.8% participation). Also used Personal/Situational Data Form. Analysis: correlation matrix; factor analysis; chi square.
- Price, K. (1983). *Job satisfaction as a means of increasing productivity among correctional officers in Texas*. Unpublished doctoral dissertation, Sam Houston State University.
- N=176**. Long form 1967. Analysis: descriptive; correlations of satisfaction with other demographic variables.
- Prisket, K. (1988). *Stress, coping, and job satisfaction of managers in education and business*. Unpublished doctoral dissertation, Temple University, Philadelphia, PA.
- N=354** (225 principals, 129 business managers). Data collection spring 1985. Also used questionnaire concerning perceptions and reactions to stress. Analysis: descriptive; correlational.
- Pritchard, R.D. (1973). Effects of varying performance pay instrumentalities on the relationship between performance and satisfaction: a test of the Lawler and Porter model. *Journal of Applied Psychology*, 58(1), 122-125.
- N=106** male college students. Short form 1967. Also used: performance measures; Job Descriptive Index (JDI). Analysis: correlations between performance and satisfaction.
- Pritchard, R.D., Dunnette, M.D., & Jorgenson, D.O. (1972). Effects of perception of equity on worker performance and satisfaction. *Journal of Applied Psychology*, 56, 75-95.
- 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.
- Pritchard, R.D. & Peters, L.H. (1974). Job duties and job interests as predictors of intrinsic and extrinsic satisfaction. *Organizational Behavior and Human Performance*, 12(3), 315-330.
- 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).
- Pritchard, R.D. & Shaw, J.B. (1978). *Comparison of published measures of job satisfaction on a taxonomy of job rewards*. US AFHRL Technical Report, No. 78-21.

- Pulakos, E.D. & Schmitt, N. (1983). A longitudinal study of a valence model approach for the prediction of job satisfaction of new employees. *Journal of Applied Psychology*, 68(2), 307-312.
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.
- Quirk, K.H. (1975). The work adjustment of a group of mentally retarded persons from Coles county, Illinois (Doctoral dissertation, George Peabody College for Teachers, Nashville, TN). *Dissertation Abstracts International*, 36, 5201A.
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.
- Radke, K.R. (1988). *A survey to determine the job satisfaction of selected secondary marketing education teachers in Nebraska*. Unpublished master's thesis, University of North Dakota.
N=34. Short form 1977. Descriptive statistics; gender differences.
- Randle, E.M. (1967). Staff relationships, morale, and communications as they affect a school system's internal public relations (Doctoral dissertation, Memphis State University, Memphis, TN, 1974). *Dissertation Abstracts International*, 36, 652A.
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.
- Rashidzadeh, M.A. (1985). *Leadership behavior and its relationship to work adjustment for business and office teachers and bank clerical employees*. Unpublished doctoral dissertation, University of Northern Colorado.
N=196. Short form 1977. Also used: Minnesota Satisfactoriness Scales (MSS), Leader Behavior Description Questionnaire. Analysis: correlational.
- Richardson, J.G. (1975). A comparison of professional institutional corrections workers and professional community corrections workers on job satisfaction and self concept (Doctoral dissertation, University of Cincinnati, Cincinnati, OH). *Dissertation Abstracts International*, 36, 4268A.
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.
- Rivero, N.A. (1989). *Stress: Its impact on burnout and job satisfaction among supervising children's social workers*. Unpublished master's thesis, California State University, Long Beach, CA.
- Rockman, I.F. (1984). Job satisfaction among faculty and librarians: a study of gender, autonomy, and decision making opportunities. *Journal of Library Administration*, 5(3).
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.

- Rosen, S.D., & Weiss, D.J. (1971). *The Bell Telephone Study* (Final Report), Work Adjustment Project, University of Minnesota.
- Ross, N.P. (1974). An assessment of the effects of a reading workshop on job satisfaction of elementary school teachers (Doctoral dissertation, Memphis State University, Memphis, TN). *Dissertation Abstracts International*, 35, 5134A.
- Rounds, J.B., Jr., & Dawis, R.V. (1975). *A comparison of need-reinforcer correspondence indices as predictors of job satisfaction* (Research Report No. 48). Minneapolis, MN: University of Minnesota, Work Adjustment Project.
- Russell, E.B. (1974). An investigation of predictor variables of selected dimensions of interpersonal communications among correctional personnel (Doctoral dissertation, University of Georgia, Athens, GA). *Dissertation Abstracts International*, 35, 6467A.
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.
- Saetta, V.A. (1976). Organizational and personal dimensions of MBO and non-MBO public schools in New York state (Doctoral dissertation, Fordham University, New York, NY). *Dissertation Abstracts International*, 37, 2562A.
N=120 principals. Short form 1967. Also used 16 PF and Profile of Organizational Characteristics (POC). Analysis: means, standard deviations, ANOVA, Pearson correlations.
- Saidian, M. (1980). *A study of job satisfaction as measured by the MSQ as applied to selected male and female vocational and technical teachers of Esfahan, Iran*. Unpublished doctoral dissertation, University of Kansas.
N=158. Short form 1977; translation. Analysis: correlational.
- Salvedy, G., et al. (1982). Impact of personality and intelligence on job satisfaction of assembly line and bench work: an industrial study. *Applied Ergonomics*, 13(4), 293-299.
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.
- Scarpello, V. & Campbell, J.P. (1983). Job satisfaction and the fit between individual needs and organizational rewards. *Journal of Occupational Psychology*, 56(4), 315-328.
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 (MJDQ), 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.

- Scarpello, V., & Campbell, J.P. (1983). Job satisfaction: Are all the parts there? *Personnel Psychology*, 36, 577-600.
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.
- Schaefer, B.M. (1982). *A summary of the teacher satisfaction survey conducted in December, 1980*. From unpublished doctoral dissertation, Northern Illinois University, DeKalb, IL.
N=307. Short form 1967. Also used: Dubin's sources of attachment to work questionnaire. Analysis: correlational.
- Schestra, J.F. (1975). *Leisure: Compensation for job dissatisfaction*. Unpublished doctoral dissertation, University of Missouri at Columbia, MO. (Available in Counseling Library, N577 Elliott Hall, University of Minnesota.)
N=561 VA staff. Long form 1967. Also used: Central Life Interest Questionnaire and a Study of Leisure Questionnaire. Analysis: correlational; multiple regression.
- Schlesinger, J.G. (1986). *A study of the relationship between psychological type and job satisfaction in student affairs administrators in higher education*. Published doctoral dissertation, Northeastern University, Boston, MA.
N=38 males, **N=23** females, total **N=61**. Long form 1977. Also used: Myers-Briggs Type Inventory. Analysis: correlational.
- Schmitt, N. & Bedeian, A.G. (1982). A comparison of LISREL and two-stage least squares analysis of a hypothesized life-satisfaction reciprocal relationship. *Journal of Applied Psychology*, 67(6), 806-817.
N=867 civil service workers. Also used Job Diagnostic Survey, Rosenberg Self-Esteem Scale. Found reciprocal relationship between job and life domains.
- Schmitt, N. & McCune, J.T. (1981). The relationship between job attitudes and the decision to retire. *Academy of Management Journal*, 25(1), 170-184.
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.
- Schmitt, N. & Mellon, P.M. (1980). Life and job satisfaction: Is the job central? *Journal of Vocational Behavior*, 16, 51-58.
- Schmitt, N., White, J.K., Coyle, B.W., & Rauschenberger, J. (1979). Retirement and life satisfaction. *Academy of Management Journal*, 22, 282-291.
- Schriesheim, C.A. (1978). Job satisfaction, attitudes toward unions, and voting in a union representation election. *Journal of Applied Psychology*, 63(5), 548-552.
N=59 production employees. Long form 1967. Also used union attitude questionnaire. Analysis: correlational analysis.
- Schult, H.E. (1976). Need fulfillment and job satisfaction of principals classified by legal status in New York state (Doctoral dissertation, Fordham University, New York, NY). *Dissertation Abstracts International*, 37, 2565A.
N=280. Long form 1967. Also used need fulfillment questionnaire. Interrelates need fulfillment and job satisfaction dimensions.

- Schwab, D.P. (1974). Conflicting impacts of pay on employee motivation and satisfaction. *Personnel Journal*, 53(3), 196-200.
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.
- Schwab, D.P., & Heneman, H.G., III. (1977). Age and satisfaction with dimensions of work. *Journal of Vocational Behavior*, 10, 212-220.
N=273 (177 female, 96 male). Long form 1967. Also used Cornell Job Descriptive Index. Analysis: R square (regression) - 2 models. Partial correlation results used.
- Schwab, D.P. & Wallace, M.J., Jr. (1974). Correlates of employee satisfaction with pay. *Industrial Relations*, 13(1), 78-89.
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.
- Sedge, S.K. (1985). A comparison of engineers pursuing alternate career paths. *Journal of Vocational Behavior*, 27(1), 56-70.
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.
- Shaw, C.E. (1975). A comparative analysis of organizational climate and job satisfaction at selected public and Catholic secondary schools in Connecticut (Doctoral dissertation, University of Connecticut, Storrs, CT). *Dissertation Abstracts International*, 36, 7796A.
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.
- Shiflett, S. & Cohen, S.L. (1982). The shifting salience of valence and instrumentality in the prediction of perceived effort, satisfaction and turnover. *Motivation and Emotion*, 6(1), 65-77.
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).
- Smith, J., Hall, S., & Davis, E. (1986). *A correlational study of head nurse leadership style and staff nurse job satisfaction*. Unpublished doctoral dissertation, George Mason University, VA.
N=87. Short form 1977. Also used: Leadership Opinion Questionnaire. Analysis: correlational.
- Smith, J.J. (1976). Job satisfaction of Connecticut public senior high school principals as related to school location and school size (Doctoral dissertation, University of Connecticut, Storrs, CT). *Dissertation Abstracts International*, 37, 5517A.
N=133 (93% of population). Used adapted long form.
- Solly, D.C., & Hohenshil, T.H. (1986). Job satisfaction of school psychologists in a primarily rural state. *School Psychology Review*, 15(1), 119-126.
N=106 school psychologists in West Virginia. Found 65% report general satisfaction, 35% dissatisfaction.

- Steiner, D.D., & Truxillo, D.M. (1987). Another look at the job satisfaction-life satisfaction relationship: A test of the disaggregation hypothesis. *Journal of Occupational Behavior*, 8(1), 71-77.
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.
- Strong, F.D. (1980). *A study of the level of job satisfaction of managers in a public, a private, and a service organization.* Unpublished doctoral dissertation, University of San Francisco.
N=113. Long form 1967. Data collected 1979. Analysis: descriptive; correlational; ANOVA; hierarchical clustering.
- Sugg, W.G. (1980). *A study of selected attitudes of superintendents, principals, and teachers and their relationship to the job satisfaction of principals and teachers.* Unpublished doctoral dissertation, George Peabody College for Teachers of Vanderbilt University.
N=445 teachers, N=52 principals, N=14 superintendents. Short form 1977. Also used: Nature of Man questionnaire. Analysis: correlational.
- Taylor, K.E., & Weiss, D.J. (1969). Prediction of individual job turnover from measured job satisfaction. *Proceedings of the 77th annual convention of the American Psychological Association*, 4, 587-588.
- Taylor, K.E., & Weiss, D.J. (1972). Prediction of individual job termination from measured job satisfaction and biographical data. *Journal of Vocational Behavior*, 2, 123-132.
N=475 discount store chain employees. Long form 1967, 27-scale revision. Analysis: mean scale scores for leavers and stayers; prediction of staying and leaving vs. actual turnover. Discriminant function analyses using the stayed-left dichotomous criterion. Biographical data tabled.
- Taylor, P. (1971). *Job description and employee needs related to satisfaction and satisfactoriness of teachers.* Unpublished doctoral dissertation, University of Connecticut.
- Thorndike, R.M. (1971). *Method of extraction, type of data, and adequacy of solutions in factor analysis.* Unpublished doctoral dissertation, University of Minnesota.
- Travers, J.A. (1973). Relationships between overall job satisfaction and intrinsic and extrinsic satisfaction of a sample of blue collar workers (Doctoral dissertation, Fordham University, New York, NY). *Dissertation Abstracts International*, 34, 4894A.
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.
- Tziner, A.E., & Vardi, Y. (1984). Work satisfaction and absenteeism among social workers: The role of altruistic values. *Work and Occupations*, 11(4), 461-470.
N=139 female Israeli social workers. Short form. Found no relationship between satisfaction and absenteeism in this occupation.
- Umstott, M.L. (1985). *A study of the relationship of self-perceived leadership effectiveness and style to job satisfaction of data processing and operational management personnel.* Unpublished doctoral dissertation, American University, Washington, D.C.
N=393. Short form 1977. Analysis: correlational (point biserial, t test); compared two leadership groups.

- Van Maanen, J. & Katz, R. (1976). Individuals and their careers: some temporal considerations for work satisfaction. *Personnel Psychology*, 29(4), 601-616.
N=4400 government employees (administrative, professional, clerical, maintenance). 24 separate 4-item indices (modified MSQ, Dawis Weitzel, 1970). Charts of satisfaction patterns for careers.
- Vessey, T. M. (1973). *A longitudinal study of the prediction of job satisfaction as a function of the correspondence between needs and the perceptions of job reinforcers in an occupation*. Unpublished doctoral dissertation, University of Minnesota.
N=24. Short form 1967. Also used: Minnesota Importance Questionnaire (MIQ); Minnesota Job Description Questionnaire (MJDQ). Analysis: correlational.
- Vickroy, S.C., Shaw, J.B., & Fisher, C.D. (1982). Effects of temperature, clothing, and task complexity on task performance and satisfaction. *Journal of Applied Psychology*, 67, 97-102.
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.
- Walsh, T.E. (1980). *Job satisfaction assessment of residence halls food service personnel at three selected state universities*. Unpublished doctoral dissertation, Iowa State University.
N=286. Short form 1977. Data collection 1980. Analysis: correlational; multiple regression; ANOVA.
- Wanous, J.P. (1974). A causal-correlational analysis of the job satisfaction and performance relationship. *Journal of Applied Psychology*, 59, 139-144.
N=80 female phone operators. Short form 1967. Also used Job Descriptive Index. Analysis: two types of correlational procedures: 1) cross lagged, 2) dynamic.
- Wanous, J.P. (1973). Effects of a realistic job preview on job acceptance, job attitudes, and job survival. *Journal of Applied Psychology*, 58(3), 327-332.
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.
- Wanous, J.P. (1976). Organizational entry: from naive expectations to realistic beliefs. *Journal of Applied Psychology*, 61(1), 22-29.
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.
- 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). *Dissertation Abstracts International*, 32, 608B.
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.
- Weaver, C.N. (1977). Relationships among pay, race, sex, occupational prestige, supervision, work autonomy, and job satisfaction in a national sample. *Personnel Psychology*, 30, 437-445.

- Weintraub, Z. (1981). Job satisfaction factors in the industry of electronic components and their relationship with work performance. *Revue Roumaine des Sciences Sociales - Serie du Psychologie*, 25(1), 13-20.
- 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.
- Weiss, D.J. (1969). *Occupational reinforcers, vocational needs, and job satisfaction*. Paper presented at the 77th annual convention of the American Psychological Association, Division 14. Mimeograph.
- Weiss, D.J. (1968). *A study of the relationship of participation in decision-making, selected personality variables and job satisfaction of the education research and development council of elementary school principals*. Unpublished doctoral dissertation, University of Minnesota.
- Weiss, D.J., Dawis, R.V., England, G.W., & Lofquist, L.H. (1967). Manual for the Minnesota Satisfaction Questionnaire. *Minnesota Studies in Vocational Rehabilitation* (Whole No. XXII).
- Weiss, D.J., Dawis, R.V., England, G.W., & Lofquist, L.H. (1966). Instrumentation for the theory of work adjustment. *Minnesota Studies in Vocational Rehabilitation* (Whole No. XXI).
- Weiss, D.J., Dawis, R.V., England, G.W., & Lofquist, L.H., with the assistance of R.S. Elster. (1964). Construct validation studies of the Minnesota Importance Questionnaire. *Minnesota Studies in Vocational Rehabilitation* (Whole No. XVIII).
- West, M.W. (1981). *Productivity, job satisfaction, and the knowledge worker*. M.B.A. research project, Pepperdine University.
- N=20**. Long form 1977. Analysis: descriptive; correlational; test-retest correlations.
- Wexley, K.N., Alexander, R.A., Greenawalt, J.P., & Couch, M.A. (1980). Attitudinal congruence and similarity as related to interpersonal evaluations in manager-subordinate dyads. *Academy of Management Journal*, 23, 320-330.
- 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.
- Williams, E., Sr. (1972). Job satisfaction and self-concept as perceived by black female paraprofessional trainees (Doctoral dissertation, University of Miami, Coral Gables, FL). *Dissertation Abstracts International*, 33, 5458A.
- 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.
- Willoughby, T.C. (1971). *Needs, interests, reinforcer patterns, and satisfaction of data processing personnel*. Unpublished doctoral dissertation, University of Minnesota.
- 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.

- Winters, R.A. (1973). Relationships between job satisfaction and leisure satisfaction (Doctoral dissertation, State University of New York, Buffalo, NY). *Dissertation Abstracts International*, 34, 3077A.
- N=438 full-time employed adults (five general job categories). Used ten MSQ scales; constructed parallel instrument for measurement of leisure satisfaction. Also used Hoppock Job Satisfaction Blank. Analysis: pooled within-group correlational analysis and multiple regression analysis.
- Woodruff, C.K. (1978). *Job satisfaction of data processing personnel: the results of an empirical study*. Unpublished doctoral dissertation, University of North Carolina.
- N=202. Long form 1967. Analysis: descriptive statistics cross-tabulated by demographic variables.
- Yankowitz, R, & Randell, J. (1977). Work adjustment of the methadone-maintained corporate employee. *Rehabilitation Counseling Bulletin*, 20, 191-197.
- N=23 methadone-maintained corporate employees, N=11 skilled laborers, N=12 office workers. Found skilled laborers satisfied, office workers not.
- Zedeck, S., Jackson, S.E., & Marca, E.S. (1983). Shift work schedules and their relationship to health adaptation, satisfaction, and turnover intention. *Academy of Management Journal*, 26, 297-310.
- Zultowski, W.H., Arvey, R.D., & Dewhirst, H.D. (1978). Moderating effects of organizational climate on relationships between goal-setting attributes and employee satisfaction. *Journal of Vocational Behavior*, 12, 217-227.
- N=245 scientists and engineers participating in a management by objectives training course. No general conclusions.

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