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Measurement Scale Fact Sheet

Index of Job Satisfaction (IJS)

Information about job satisfaction among employees is often sought for use in many different reports and research undertakings. Despite the need for such information, it is been difficult to obtain with the use of standardized, reliable, and valid measurement tools. It is hoped the IJS scale will help to solve that information deficit for those who seek and use information about their employment.

Score Interpretation

The scale produces scores that range from 0 to 100. For all practical purposes the scores can be regarded as true ratio scale values. Low scores indicate poor job satisfaction as judged by the respondent, while large scores indicate high levels of job satisfaction.

Cutting Scores

It is not likely that this scale will have a meaningful cutting score because it will be difficult to reach consensus on what score will represent minimal job satisfaction. An obvious benchmark that you might consider this the traditional academic grading criteria, where A = 90-100, B = 80-89, C = 70-79, and so forth.

This scale consistently achieves an Alpha coefficient of .90 or larger.

Validity

This scale has been investigated with respect to content, construct, factorial, and known groups validity. It nearly always achieves validity coefficients of .60 or greater.

Readability Statistics

Flesch Reading Ease: 84.4; Gunning's Fog Index: 6.4; Flesch-Kincaid Grade Level: 3.9.

References

The following references provide the currently available research evidence concerning the psychometric characteristics for this measure.

Pike, Faul, & Hudson, 1997.



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IJS

INDEX OF JOB SATISFACTION

Name _____

Date _____

SAMPLE

This questionnaire is designed to measure the way you feel about your job or part of employment. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can by circling a number between each one as follows:

- 1 = None of the time
- 2 = Very rarely
- 3 = A little of the time
- 4 = Some of the time
- 5 = A good part of the time
- 6 = Most of the time
- 7 = All of the time

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1. _____ My job is very boring.
 2. _____ I hate my job.
 3. _____
 4. _____
 5. _____ I really like my job.
 6. _____ If I won the lottery, I would quit this job.
 7. _____
 8. _____
 9. _____ I worked very hard at my job and I am very conscientious about doing it well.
 10. _____
 11. _____
 12. _____
 13. _____ My job is just a way to make a living.
 14. _____
 15. _____
 16. _____
 17. _____ The best part of my day is leaving work.
 18. _____ I get personal reward from the work I do.
 19. _____
 20. _____ I get through the day by planning what I'll do when I retire.
 21. _____
 22. _____ My job is interesting to me.
 23. _____
 24. _____ My organization does not support my work.
 25. _____
 26. _____ I can depend on my boss to back me up.
 27. _____
 28. _____ I believe I have job security.
 29. _____
 30. _____ Management supports my work efforts.