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**THE FACTORS INFLUENCING JOB SATISFACTION
OF OTHER RANKS PERSONNEL IN
ROYAL MALAYSIAN NAVY**



SHAMSUL AMERY BIN ZAINUDDIN

UUM
Universiti Utara Malaysia

**MASTER OF HUMAN RESOURCE MANAGEMENT
UNIVERSITI UTARA MALAYSIA
MEI 2017**

**THE FACTORS INFLUENCING JOB SATISFACTION OF OTHER RANKS
PERSONNEL IN ROYAL MALAYSIAN NAVY**

By



SHAMSUL AMERY BIN ZAINUDDIN

UUM
Universiti Utara Malaysia

**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
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Management**



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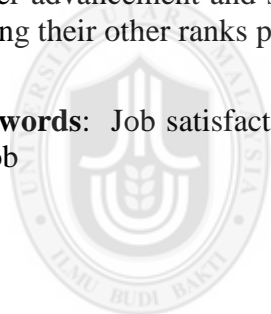


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ABSTRACT

Job satisfaction is an important factor and should be a priority for other ranks personnel of Royal Malaysian Navy (RMN). However, job satisfaction is one aspect that is very relative and subjective to every employee. Thus, these feelings arise when someone wants to do the job and it varies between employees. The main objective of this study is to examine factors that influence job satisfaction of the other ranks personnel in the Royal Malaysian Navy (RMN). Generally, the study will focus to determine whether nature of the job, work environment, compensation, career advancement and supervision influencing to the job satisfaction. 438 respondents involved in this study from four major bases of Royal Malaysian Navy (RMN). The result of study showed nature of the job, work environment, compensation, career advancement and supervision have a significant influence to job satisfaction among the other ranks in the RMN ($r = 0.751$, $r^2 = 0.564$, $p = 0.000$). This result indicates that 56.4% of job satisfaction of the other ranks personnel in Royal Malaysian Navy (RMN) is influenced by independent variables. This study plays a vital role in influence the organization and policy makers to think over the employee job satisfaction. The findings of this research are valuable, which can be useful in order to improve employee job satisfaction. Therefore, the Royal Malaysian Navy (RMN) organization should consider the nature of job, working condition, compensation, career advancement and supervision as the factors that will influence job satisfaction among their other ranks personnel.

Keywords: Job satisfaction; compensation; career advancement; supervision; nature of job



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ABSTRAK

Kepuasan kerja merupakan faktor yang penting dan perlu menjadi keutamaan kepada anggota lain-lain pangkat Tentera Laut Diraja Malaysia (TLDM). Walau bagaimanapun, kepuasan kerja adalah satu aspek yang sangat relatif dan subjektif untuk setiap pekerja. Perasaan kepuasan kerja ini timbul apabila seseorang itu mahu melakukan kerja dan ia berbeza antara pekerja yang lain. Objektif utama kajian ini adalah untuk mengkaji faktor-faktor yang mempengaruhi kepuasan kerja di kalangan anggota lain-lain pangkat dalam Tentera Laut Diraja Malaysia (TLDM). Secara umumnya, kajian ini akan memberi tumpuan untuk menentukan sama ada pekerjaan itu sendiri, persekitaran kerja, imbuhan, kemajuan kerjaya dan penyeliaan mempengaruhi kepuasan kerja warga. Seramai 438 responden terlibat dalam kajian ini merangkumi responden dari empat markas utama TLDM. Keputusan hasil kajian mendapati terdapat hubungan yang signifikan antara pekerjaan itu sendiri, persekitaran kerja, imbuhan, kemajuan kerjaya dan penyeliaan dengan kepuasan kerja di kalangan anggota lain-lain pangkat dalam Tentera Laut Diraja Malaysia ($r = 0.751$, $r^2 = 0.564$, $p = 0.000$). Hasil kajian ini menunjukkan bahawa 56.4% kepuasan kerja di kalangan anggota lain-lain pangkat dalam TLDM dipengaruhi oleh pemboleh ubah bebas. Kajian ini memainkan peranan yang penting dalam mempengaruhi organisasi dan penggubal dasar terhadap kepuasan kerja pekerja mereka. Hasil kajian ini sangat berguna di mana ia boleh digunakan bagi menambah baik aspek kepuasan kerja. Justeru, Tentera Laut Diraja Malaysia (TLDM) seharusnya mempertimbangkan sifat pekerjaan itu sendiri, persekitaran kerja, imbuhan, kemajuan kerjaya dan penyeliaan sebagai faktor-faktor yang boleh mempengaruhi kepuasan kerja di kalangan anggota lain-lain pangkat.

Kata kunci: Kepuasan kerja; imbuhan; kemajuan kerjaya; pengawasan; sifat pekerjaan

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Shamsul Amery bin Zainuddin
810976
Master of Human Resource Management

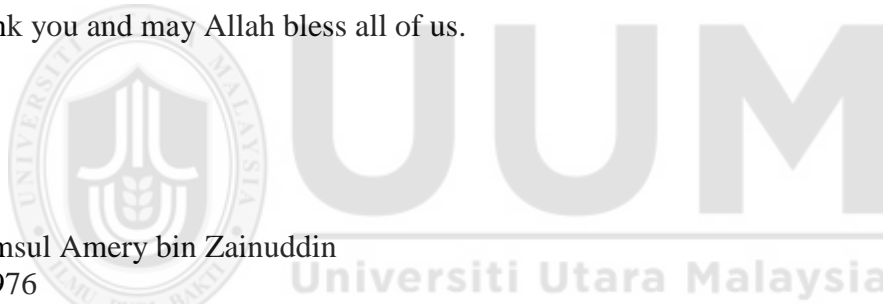


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LIST OF ABBREVIATION

CSS - Career Satisfaction Scale

DV - Dependant Variable

EEZ - Exclusive Economic Zone

IV - Independant Variables

JCM - Job Characteristics Model

JSI - Job Satisfaction Index

JSS - Job Satisfaction Survey

KPI - Key Performance Indicator

LLP – *Lain-lain Pangkat*

RMN - Royal Malaysian Navy

SPSS - Statistical Package for Social Science

TLDM – *Tentera Laut Diraja Malaysia*



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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Each organization acknowledges that employees are the main important asset that they should have is their organization. Workers are the backbone of every organization and they must motivate to perform their job effectively. Job is a means to get rewarded for continuing life. This means that working hard to do any work became a nature to the human. In an organization, vision would be achieved towards maximum profitability. But there are many factors that affect the achievement of the goal which is the aspects of job satisfaction among employees. Therefore, the topic of job satisfaction is very important to study in order to ensure the organizational sustainability and competitiveness. In other words, a major factor that contributes to organization excellent is the employee itself besides the other factors such as money, equipment, technology as well as other resources. In order to accomplish the mission and vision of the organization, the individual as a worker must feel satisfied in order to improve their work performance, self-esteem and motivation towards achieving optimum productivity.

Judge and Church (2000) stated that job satisfaction is the utmost comprehensively studied in job attitude and amongst the most comprehensively explored topics in industrial/organizational psychology. Job satisfaction is a feeling that exists within each employee. It will describe how the spirit of an individual in doing their job. It will be a driving force to an individual and create a full sense of responsibility and a

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SOAL SELIDIK KEPUASAN KERJA

Kajian ini merupakan kajian tahap kepuasan kerja di kalangan anggota Lain-Lain Pangkat (LLP) Tentera Laut Diraja Malaysia bagi mengenal pasti faktor yang menyumbang kepada peningkatan tahap kepuasan bekerja. Kajian ini merupakan sebahagian syarat untuk memenuhi pengajian Sarjana Pengurusan Sumber Manusia, Universiti Utara Malaysia. Maklumat yang dikumpul daripada kajian ini adalah terkawal dan tidak akan digunakan untuk tujuan lain. Anda dijemput untuk menyertai kajian.

Lt Kdr Shamsul Amery bin Zainuddin TLDM
shamsul@navy.mil.my | 019-7843577

Seksyen A – Maklumat Responden

Sila tandakan [✓] pada maklumat berkenaan diri anda:

1. Pangkat

- Pegawai Waran 1
- Pegawai Waran 2
- Bintara Kanan
- Bintara Muda
- Laskar Kanan
- Laskar Kelas 1
- Laskar Kelas 2
- Laskar Muda

5. Cawangan Kepakaran

- Kelasi
- Bekalan dan Urus Setia
- Kejuruteraan

2. Jantina

- Lelaki
- Perempuan

6. Tempat Bertugas

- Markas
- Unit
- Kapal

3. Bangsa

- Melayu
- Cina
- India
- Lain-lain

7. Tahap Akademik

- SRP/PMR
- SPM
- STPM/Sijil
- Diploma
- Ijazah Sarjana Muda
- Sarjana

4. Umur: _____ tahun

8. Status Perkahwinan

- Bujang
- Berkahwin
- Bercerai

5. Tahun Berkhidmat

- 1 – 5 tahun
- 6 – 10 tahun
- 11 – 15 tahun
- 16 – 20 tahun
- Lebih 21 tahun

No	Sila bulatkan satu nombor pada setiap soalan yang menggambarkan pandangan anda terhadap perkara yang berkenaan	Sangat Tidak Setuju	Tidak Setuju	Agak Setuju	Setuju	Sangat Setuju
----	--	---------------------	--------------	-------------	--------	---------------

Seksyen B – Kepuasan Kerja Keseluruhan

1.	Saya berpuas hati dengan kerja saya sekarang	1	2	3	4	5
2.	Kebanyakan hari, saya sangat bersemangat dengan tugas saya	1	2	3	4	5
3.	Setiap hari, di tempat kerja saya seolah-olah ia tidak akan berakhir	1	2	3	4	5
4.	Saya berasa sangat seronok di tempat kerja	1	2	3	4	5
5.	Saya beranggapan kerja saya akan menjadi lebih mudah	1	2	3	4	5

Seksyen C – Faktor Tugas

1.	Saya suka melakukan tugas di tempat kerja	1	2	3	4	5
2.	Kadang-kadang saya berasa tugas saya tidak berguna	1	2	3	4	5
3.	Saya berasa bangga dalam melaksanakan tugas	1	2	3	4	5
4.	Tugas saya menyeronokkan	1	2	3	4	5

Seksyen D – Faktor Persekitaran Tempat Kerja

1.	Mudah untuk mendapatkan peralatan dan keperluan yang diperlukan bagi melaksanakan tugas saya	1	2	3	4	5
2.	Saya sentiasa dimaklumkan tentang aktiviti dan perkembangan di tempat kerja saya	1	2	3	4	5
3.	Saya berasa selesa untuk meminta bantuan sekiranya saya tidak memahami sesuatu prosedur kerja yang berkenaan	1	2	3	4	5
4.	Saya berasa komen dan maklum balas saya diambil perhatian	1	2	3	4	5

Seksyen E – Faktor Imbuhan

1.	Gaji saya adalah setimpal dengan tugas saya	1	2	3	4	5
2.	Jumlah kenaikan gaji adalah sedikit dan tempoh masa kenaikan adalah jauh	1	2	3	4	5

No	Sila bulatkan satu nombor pada setiap soalan yang menggambarkan pandangan anda terhadap perkara yang berkenaan	Sangat Tidak Setuju	Tidak Setuju	Agak Setuju	Setuju	Sangat Setuju
----	--	---------------------	--------------	-------------	--------	---------------

3.	Saya berasa tidak dihargai oleh organisasi saya apabila difikirkan berkenaan jumlah gaji yang diterima	1	2	3	4	5
4.	Saya berpuas hati dengan peluang kenaikan gaji	1	2	3	4	5
5.	Saya tidak berpuas hati dengan ganjaran yang diterima	1	2	3	4	5
6.	Ganjaran yang diterima adalah baik dan sama seperti yang diterima oleh organisasi lain	1	2	3	4	5
7.	Ganjaran yang diterima adalah berpatutan	1	2	3	4	5
8.	Terdapat ganjaran yang sepatutnya diterima tetapi tidak diterima	1	2	3	4	5
9.	Saya menerima penghargaan yang sewajarnya apabila melaksanakan tugas dengan baik	1	2	3	4	5
10.	Saya merasakan tugas yang dilaksanakan tidak dihargai	1	2	3	4	5
11.	Hanya sedikit penghargaan yang diterima oleh mereka yang bekerja di sini	1	2	3	4	5
12.	Saya merasakan hasil usaha saya tidak diberi penghargaan sepatutnya	1	2	3	4	5

Seksyen F – Faktor Peningkatan Kerjaya

1.	Saya berpuas hati dengan kejayaan yang telah dicapai dalam kerjaya saya	1	2	3	4	5
2.	Saya berpuas hati dengan kemajuan yang telah saya lakukan bagi mencapai matlamat keseluruhan kerjaya	1	2	3	4	5
3.	Saya berpuas hati dengan kemajuan yang telah saya lakukan bagi mencapai matlamat kewangan saya	1	2	3	4	5
4.	Saya berpuas hati dengan kemajuan yang telah saya lakukan bagi mencapai matlamat peningkatan kerjaya saya	1	2	3	4	5
5.	Saya berpuas hati dengan kemajuan yang telah saya lakukan bagi mencapai matlamat peningkatan kemahiran baharu dalam kerjaya	1	2	3	4	5

No	Sila bulatkan satu nombor pada setiap soalan yang menggambarkan pandangan anda terhadap perkara yang berkenaan	Sangat Tidak Setuju	Tidak Setuju	Agak Setuju	Setuju	Sangat Setuju
----	--	---------------------	--------------	-------------	--------	---------------

Seksyen G – Faktor Penyeliaan

1.	Penyelia saya cekap dalam melaksanakan tugas	1	2	3	4	5
2.	Penyelia saya berlaku tidak adil kepada saya	1	2	3	4	5
3.	Penyelia saya tidak menunjukkan minat kepada anggota bahawan	1	2	3	4	5
4.	Saya suka penyelia saya	1	2	3	4	5

Terima kasih atas kerjasama anda.



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PILOT TESTING RESULT

Reliability

		Notes
Output Created		19-Apr-2017 18:35:06
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecode.s av
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	45
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=c1 c2 c3 c4 /SCALE('Nature of Job') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.031
	Elapsed Time	00 00:00:00.031

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Scale: Nature of Job

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.673	4

GET

```
FILE='H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
RELIABILITY
/VARIABLES=c1 c2 c3 c4
/SCALE('Nature of Job') ALL
/MODEL=ALPHA.
```

```
RELIABILITY
/VARIABLES=b1 b2 b3 b4 b5
/SCALE('Overall Job Satisfaction') ALL
/MODEL=ALPHA.
```



Reliability

Notes

Output Created		19-Apr-2017 18:35:35
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecode.s av
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	45
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

Cases Used		Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=b1 b2 b3 b4 b5 /SCALE('Overall Job Satisfaction') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

Scale: Overall Job Satisfaction

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.746	5

RELIABILITY

```

/VARIABLES=e1 e2 e3 e4 e5 e6 e7 e8 e9 e10 e11 e12
/SCALE('Compensation') ALL
/MODEL=ALPHA.

```

Reliability

Notes

Output Created		19-Apr-2017 18:36:22
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1 addrecode.s av
	Active Dataset	DataSet1
	Filter	<none>

	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		45
Missing Value Handling	Matrix Input		
	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=e1 e2 e3 e4 e5 e6 e7 e8 e9 e10 e11 e12 /SCALE('Compensation') ALL /MODEL=ALPHA.	
Resources	Processor Time		00 00:00:00.000
	Elapsed Time		00 00:00:00.000

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Scale: Compensation

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.891	12

```
RELIABILITY
/VARIABLES=c1 c2 c3 c4
/SCALE('Work Environment') ALL
/MODEL=ALPHA.
```

Reliability

		Notes	
Output Created			19-Apr-2017 18:36:53
Comments			
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecode.s av	
	Active Dataset	DataSet1	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data		45
	File		
	Matrix Input		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=c1 c2 c3 c4 /SCALE('Work Environment') ALL /MODEL=ALPHA.	
Resources	Processor Time		00 00:00:00.000
	Elapsed Time		00 00:00:00.000

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Scale: Work Environment

Case Processing Summary			
		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0

Total	45	100.0
-------	----	-------

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.673	4

```
RELIABILITY
/VARIABLES=f1 f2 f3 f4 f5
/SCALE('Career Advancement') ALL
/MODEL=ALPHA.
```

Reliability



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Notes

Output Created		19-Apr-2017 18:37:29
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrcode.s av
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	45
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax	RELIABILITY		
	/VARIABLES=f1 f2 f3 f4 f5		
	/SCALE('Career Advancement') ALL		
	/MODEL=ALPHA.		
Resources	Processor Time		00 00:00:00.000
	Elapsed Time		00 00:00:00.000

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Scale: Career Advancement

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.930	5

```
RELIABILITY
/VARIABLES=g1 g2 g3 g4
/SCALE('Supervision') ALL
/MODEL=ALPHA.
```

Reliability

Notes

Output Created		19-Apr-2017 18:37:52
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecode.s av
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	45
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=g1 g2 g3 g4 /SCALE('Supervision') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Scale: Supervision

Case Processing Summary		
	N	%
Cases		
Valid	45	100.0

Excluded ^a	0	.0
Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.865	4

```
DESCRIPTIVES VARIABLES=OvJS JobItself WorkEnvironment Compensation
CareerAdv Supervision
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives



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Notes

Output Created		19-Apr-2017 18:38:17
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecode.s av
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	45
	File	
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.

Syntax	DESCRIPTIVES VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv Supervision /STATISTICS=MEAN STDDEV MIN MAX.	
Resources	Processor Time	00 00:00:00.016
	Elapsed Time	00 00:00:00.017

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
OvJS	45	2.00	5.00	3.7289	.62691
JobItself	45	2.00	5.00	3.8000	.64535
WorkEnvironment	45	1.25	5.00	3.4722	.89064
Compensation	45	1.92	4.33	3.3519	.59668
CareerAdv	45	2.00	5.00	3.7511	.72883
Supervision	45	1.75	5.00	3.7222	.74663
Valid N (listwise)	45				

CORRELATIONS

```

/VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv
Supervision
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Notes

Output Created	19-Apr-2017 18:38:44	
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1 addrecode.s av
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data	45
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv Supervision /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00 00:00:00.016
	Elapsed Time	00 00:00:00.015

[DataSet1] H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

Correlations

		OvJS	JobItself	WorkEnvironme nt	Compensation
OvJS	Pearson Correlation	1	.809**	.753**	.491**
	Sig. (2-tailed)		.000	.000	.001
	N	45	45	45	45
JobItself	Pearson Correlation	.809**	1	.756**	.606**
	Sig. (2-tailed)	.000		.000	.000
	N	45	45	45	45
WorkEnvironment	Pearson Correlation	.753**	.756**	1	.586**
	Sig. (2-tailed)	.000	.000		.000
	N	45	45	45	45
Compensation	Pearson Correlation	.491**	.606**	.586**	1
	Sig. (2-tailed)	.001	.000	.000	
	N	45	45	45	45
CareerAdv	Pearson Correlation	.685**	.733**	.733**	.477**
	Sig. (2-tailed)	.000	.000	.000	.001
	N	45	45	45	45
Supervision	Pearson Correlation	.666**	.628**	.646**	.387**
	Sig. (2-tailed)	.000	.000	.000	.009
	N	45	45	45	45

Correlations

		CareerAdv	Supervision
OvJS	Pearson Correlation	.685**	.666**
	Sig. (2-tailed)	.000	.000
	N	45	45
JobItself	Pearson Correlation	.733**	.628**
	Sig. (2-tailed)	.000	.000
	N	45	45
WorkEnvironment	Pearson Correlation	.733**	.646**
	Sig. (2-tailed)	.000	.000
	N	45	45
Compensation	Pearson Correlation	.477**	.387**
	Sig. (2-tailed)	.001	.009
	N	45	45
CareerAdv	Pearson Correlation	1	.576**
	Sig. (2-tailed)		.000
	N	45	45
Supervision	Pearson Correlation	.576**	1
	Sig. (2-tailed)	.000	
	N	45	45

** . Correlation is significant at the 0.01 level (2-tailed).

GET

FILE='H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav'.

Warning # 67. Command name: GET FILE

The document is already in use by another user or process. If you make changes to the document they may overwrite changes made by others or your changes may be overwritten by others.

File opened H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav

DATASET NAME DataSet2 WINDOW=FRONT.

MEANS TABLES=OvJS BY JobItself WorkEnvironment Compensation CareerAdv Supervision

/CELLS MEAN COUNT STDDEV.

Means

Notes

Output Created		19-Apr-2017 18:46:59
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecode.s av
	Active Dataset	DataSet2
	Filter	<none>

	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		438
Missing Value Handling	Definition of Missing	For each dependent variable in a table, user-defined missing values for the dependent and all grouping variables are treated as missing.	
	Cases Used	Cases used for each table have no missing values in any independent variable, and not all dependent variables have missing values.	
Syntax		MEANS TABLES=OvJS BY Jobltslf WorkEnvironment Compensation CareerAdv Supervision /CELLS MEAN COUNT STDDEV.	
Resources	Processor Time		00 00:00:00.015
	Elapsed Time		00 00:00:00.017

[DataSet2]

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
OvJS * Jobltslf	438	100.0%	0	.0%	438	100.0%
OvJS * WorkEnvironment	438	100.0%	0	.0%	438	100.0%
OvJS * Compensation	438	100.0%	0	.0%	438	100.0%
OvJS * CareerAdv	438	100.0%	0	.0%	438	100.0%
OvJS * Supervision	438	100.0%	0	.0%	438	100.0%

OvJS * Jobltslf

OvJS

Jobltslf	Mean	N	Std. Deviation
2.00	2.0000	2	.00000
2.25	2.0000	1	.
2.50	3.0667	3	.41633
2.75	2.8857	7	.36253
3.00	3.2211	19	.46617
3.25	3.4143	28	.52473
3.50	3.7038	52	.35533

3.75	3.9057	53	.34553
4.00	3.8593	118	.33518
4.25	3.9938	65	.38401
4.50	4.0909	44	.29713
4.75	4.3231	26	.33022
5.00	4.7000	20	.25547
Total	3.8658	438	.50686

OvJS * WorkEnvironment

OvJS

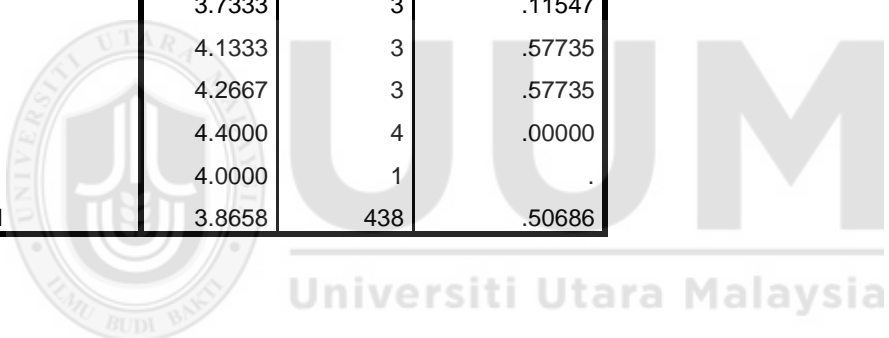
WorkEnvironment	Mean	N	Std. Deviation
1.25	2.0000	2	.00000
1.50	2.6000	1	.
1.75	3.2000	2	1.13137
2.00	2.4000	1	.
2.25	3.1750	8	.51755
2.50	3.6000	4	.43205
2.75	3.5778	18	.61697
3.00	3.4383	47	.46183
3.25	3.7860	57	.42905
3.50	3.8156	64	.32719
3.75	3.9667	96	.41515
4.00	3.9929	84	.33645
4.25	4.2846	26	.38020
4.50	4.3889	18	.33936
4.75	4.7333	3	.23094
5.00	4.4571	7	.39521
Total	3.8658	438	.50686

OvJS * Compensation

OvJS

Compensation	Mean	N	Std. Deviation
1.92	2.5333	3	.92376
2.08	3.3200	5	.26833
2.25	3.4500	4	.64031
2.33	3.8286	7	.49570
2.42	3.7000	6	.46904
2.50	3.7667	6	.38816
2.58	3.6444	9	.76667
2.67	3.7200	10	.40222
2.75	3.6667	12	.39389

2.83	3.9750	16	.68069
2.92	3.8286	21	.56315
3.00	3.6111	36	.46092
3.08	3.5935	31	.50460
3.17	3.9391	23	.50248
3.25	3.9000	22	.41289
3.33	3.8800	35	.58652
3.42	3.9875	16	.46458
3.50	4.0516	31	.27309
3.58	3.9680	25	.43848
3.67	3.9852	27	.34608
3.75	3.9333	21	.34833
3.83	4.0000	18	.50410
3.92	3.9000	10	.43461
4.00	4.0588	17	.27170
4.08	4.1400	10	.55015
4.17	4.6000	3	.52915
4.25	3.7333	3	.11547
4.33	4.1333	3	.57735
4.42	4.2667	3	.57735
4.50	4.4000	4	.00000
4.58	4.0000	1	.
Total	3.8658	438	.50686



OvJS * CareerAdv

OvJS

CareerAdv	Mean	N	Std. Deviation
1.80	3.2000	2	.00000
2.00	3.4400	5	.60663
2.20	3.6667	3	.11547
2.40	3.1400	10	.92880
2.60	3.2000	1	.
2.80	3.2000	4	.65320
3.00	3.5488	43	.43664
3.20	3.4500	24	.58458
3.40	3.7297	37	.56414
3.60	3.7833	24	.39526
3.80	3.8186	43	.37496
4.00	3.9761	142	.34393
4.20	4.1167	36	.38359
4.40	4.2667	18	.42288

4.60	4.0545	11	.45687
4.80	4.1429	14	.54591
5.00	4.3143	21	.36645
Total	3.8658	438	.50686

OvJS * Supervision

OvJS

Supervision	Mean	N	Std. Deviation
1.50	2.6000	1	.
1.75	2.0000	2	.00000
2.00	3.2667	3	.11547
2.25	3.6000	3	1.03923
2.50	3.7600	5	.38471
2.75	3.2800	5	.74297
3.00	3.5939	66	.49981
3.25	3.5826	23	.48585
3.50	3.7400	40	.47111
3.75	3.8808	52	.46906
4.00	3.9032	95	.35112
4.25	4.0286	35	.45021
4.50	3.9902	41	.36318
4.75	4.2811	37	.36654
5.00	4.2000	30	.48990
Total	3.8658	438	.50686

SET Printback=On.

STUDY RESULT

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Statistic
OvJS	438	2.00	5.00	3.8658	.50686
JobItself	438	2.00	5.00	3.9532	.54235
WorkEnvironment	438	1.25	5.00	3.5936	.56735
Compensation	438	1.92	4.58	3.3029	.50329
CareerAdv	438	1.80	5.00	3.7913	.62211
Supervision	438	1.50	5.00	3.8602	.68240
Valid N (listwise)	438				

Descriptive Statistics

	Skewness	
	Statistic	Std. Error
OvJS	-.569	.117
JobItself	-.399	.117
WorkEnvironment	-.608	.117
Compensation	-.130	.117
CareerAdv	-.503	.117
Supervision	-.353	.117
Valid N (listwise)		

```
DESCRIPTIVES VARIABLES=OvJS JobItself WorkEnvironment Compensation
CareerAdv Supervision
/SAVE
/STATISTICS=MEAN STDDEV MIN MAX SKEWNESS.
```

Notes

Output Created		05-Apr-2017 21:40:54
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv Supervision /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE /SUMMARY=MEANS.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

Notes

Output Created		05-Apr-2017 21:41:41
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=OvJS JobItself /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE /SUMMARY=MEANS.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

```
RELIABILITY
/VARIABLES=b1 b2 b3 b4 b5
/SCALE('Ov JS') ALL
/MODEL=ALPHA.
```

Reliability

Notes		
Output Created		05-Apr-2017 21:42:56
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=b1 b2 b3 b4 b5 /SCALE('Ov JS') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.015
	Elapsed Time	00 00:00:00.004

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionrealladdrecode.sav

Scale: Overall JobSatisfaction

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.734	5

```
RELIABILITY
/VARIABLES=c1 c2 c3 c4
/SCALE('Job Itself') ALL
/MODEL=ALPHA.
```

Reliability

Notes

Output Created		05-Apr-2017 21:44:01
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax	RELIABILITY		
	/VARIABLES=c1 c2 c3 c4		
	/SCALE('Job Itself') ALL		
	/MODEL=ALPHA.		
Resources	Processor Time		00 00:00:00.016
	Elapsed Time		00 00:00:00.014

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionrealladdrecode.sav

Scale: Job Itself

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.638	4

```
RELIABILITY
/VARIABLES=d1 d2 d3 d4
/SCALE('Work Environment') ALL
/MODEL=ALPHA.
```

Reliability

Notes

Output Created	05-Apr-2017 21:44:47	
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=d1 d2 d3 d4 /SCALE('Work Environment') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionrealladdrecode.sav

Scale: Work Environment

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.715	4

```
RELIABILITY
/VARIABLES=e1 e2 e3 e4 e5 e6 e7 e8 e9 e10 e11 e12
/SCALE('Compensation') ALL
/MODEL=ALPHA.
```


Reliability

Notes

Output Created		05-Apr-2017 21:45:23
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=e1 e2 e3 e4 e5 e6 e7 e8 e9 e10 e11 e12 /SCALE('Compensation') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav

Scale: Compensation

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.789	12

```
RELIABILITY
/VARIABLES=f1 f2 f3 f4 f5
/SCALE('Career Advancement') ALL
/MODEL=ALPHA.
```

Reliability

Notes

Output Created		05-Apr-2017 21:46:08
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=f1 f2 f3 f4 f5 /SCALE('Career Advancement') ALL /MODEL=ALPHA.
Resources	Processor Time	00 00:00:00.000
	Elapsed Time	00 00:00:00.000

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav

Scale: Career Advancement

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.888	5

```
RELIABILITY
/VARIABLES=g1 g2 g3 g4
/SCALE('Supervisor') ALL
/MODEL=ALPHA.
```

Reliability

Notes

Output Created		05-Apr-2017 21:46:34
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax	RELIABILITY		
	/VARIABLES=g1 g2 g3 g4		
	/SCALE('Supervisor') ALL		
	/MODEL=ALPHA.		
Resources	Processor Time		00 00:00:00.000
	Elapsed Time		00 00:00:00.000

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav

Scale: Supervisor

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.725	4

RELIABILITY

```

/VARIABLES=b1 b2 b3 b4 b5 c1 c2 c3 c4 d1 d2 d3 d4 e1 e2 e3 e4 e5 e6
e7 e8 e9 e10 e11 e12 f1 f2 f3 f4 f5 g1 g2 g3 g4 OvJS
/SCALE('Overall Job Satisfaction') ALL
/MODEL=ALPHA.

```

Reliability

Notes

Output Created	05-Apr-2017 21:50:11	
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1

	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data		438
	File		
	Matrix Input		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=b1 b2 b3 b4 b5 c1 c2 c3 c4 d1 d2 d3 d4 e1 e2 e3 e4 e5 e6 e7 e8 e9 e10 e11 e12 f1 f2 f3 f4 f5 g1 g2 g3 g4 OvJS /SCALE('Overall Job Satisfaction') ALL /MODEL=ALPHA.	
Resources	Processor Time		00 00:00:00.000
	Elapsed Time		00 00:00:00.000

Scale: Overall Job Satisfaction

Case Processing Summary

		N	%
Cases	Valid	438	100.0
	Excluded ^a	0	.0
	Total	438	100.0

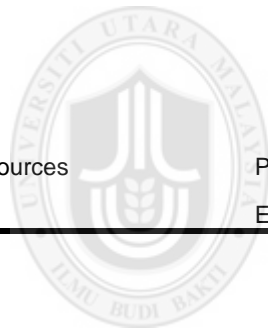
a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.907	35

Notes

Output Created		05-Apr-2017 22:12:56
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=b1 b2 b3 b4 b5 c1 c2 c3 c4 d1 d2 d3 d4 e1 e2 e3 e4 e5 e6 e7 e8 e9 e10 e11 e12 f1 f2 f3 f4 f5 g1 g2 g3 g4 /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00 00:00:00.015
	Elapsed Time	00 00:00:00.017



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Notes

Output Created		05-Apr-2017 22:15:38
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
Missing Value Handling	Definition of Missing	For each dependent variable in a table, user-defined missing values for the dependent and all grouping variables are treated as missing.

Syntax	Cases Used	Cases used for each table have no missing values in any independent variable, and not all dependent variables have missing values. MEANS TABLES=OvJS BY JobItself WorkEnvironment Compensation CareerAdv Supervision /CELLS MEAN COUNT STDDEV.
Resources	Processor Time	00 00:00:00.016
	Elapsed Time	00 00:00:00.015

```

CORRELATIONS
/VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv
Supervision
/PRINT=TWOTAIL NOSIG
/STATISTICS DESCRIPTIVES
/MISSING=PAIRWISE.

```

Correlations

Notes		
Output Created		05-Apr-2017 22:22:19
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.

Syntax	CORRELATIONS /VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv Supervision /PRINT=TWOTAIL NOSIG /STATISTICS DESCRIPTIVES /MISSING=PAIRWISE.		
Resources	Processor Time		00 00:00:00.047
	Elapsed Time		00 00:00:00.033

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionrealladdrecode.sav

Descriptive Statistics

	Mean	Std. Deviation	N
OvJS	3.8658	.50686	438
JobItself	3.9532	.54235	438
WorkEnvironment	3.5936	.56735	438
Compensation	3.3029	.50329	438
CareerAdv	3.7913	.62211	438
Supervision	3.8602	.68240	438

Correlations

		OvJS	JobItself	WorkEnvironme nt	Compensation
OvJS	Pearson Correlation	1	.674**	.583**	.323**
	Sig. (2-tailed)		.000	.000	.000
	N	438	438	438	438
JobItself	Pearson Correlation	.674**	1	.530**	.510**
	Sig. (2-tailed)	.000		.000	.000
	N	438	438	438	438
WorkEnvironment	Pearson Correlation	.583**	.530**	1	.363**
	Sig. (2-tailed)	.000	.000		.000
	N	438	438	438	438
Compensation	Pearson Correlation	.323**	.510**	.363**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	438	438	438	438
CareerAdv	Pearson Correlation	.496**	.504**	.411**	.306**

	Sig. (2-tailed)	.000	.000	.000	.000
	N	438	438	438	438
Supervision	Pearson Correlation	.474**	.500**	.310**	.439**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	438	438	438	438

Correlations

		CareerAdv	Supervision
OvJS	Pearson Correlation	.496**	.474**
	Sig. (2-tailed)	.000	.000
	N	438	438
JobItself	Pearson Correlation	.504**	.500**
	Sig. (2-tailed)	.000	.000
	N	438	438
WorkEnvironment	Pearson Correlation	.411**	.310**
	Sig. (2-tailed)	.000	.000
	N	438	438
Compensation	Pearson Correlation	.306**	.439**
	Sig. (2-tailed)	.000	.000
	N	438	438
CareerAdv	Pearson Correlation	1	.431**
	Sig. (2-tailed)		.000
	N	438	438
Supervision	Pearson Correlation	.431**	1
	Sig. (2-tailed)	.000	
	N	438	438

** . Correlation is significant at the 0.01 level (2-tailed).

Notes

Output Created		05-Apr-2017 22:33:20
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	

Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.
Syntax		<pre> PLUM OvJS BY JobItself WorkEnvironment Compensation CareerAdv Supervision /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6) SINGULAR(1.0E-8) /LINK=LOGIT /PRINT=FIT PARAMETER SUMMARY. </pre>
Resources	Processor Time	00 00:00:00.234
	Elapsed Time	00 00:00:00.264

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT OvJS
/METHOD=ENTER JobItself WorkEnvironment Compensation CareerAdv
Supervision.

```

Regression

Notes

Output Created		05-Apr-2017 22:34:25
Comments		
Input	Data	C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionreal1addrecode.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	438
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax	REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT OvJS /METHOD=ENTER Jobtself WorkEnvironment Compensation CareerAdv Supervision.		
Resources	Processor Time		00 00:00:00.016
	Elapsed Time		00 00:00:00.048
	Memory Required		3668 bytes
	Additional Memory Required for Residual Plots		0 bytes

[DataSet1] C:\Users\pcadmin\Desktop\4rd draft\jobsatisfactionrealladdrecode.sav

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Supervision, WorkEnvironment, Compensation, CareerAdv, Jobtself		Enter

a. All requested variables entered.

b. Dependent Variable: OvJS

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751 ^a	.564	.559	.33646

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751 ^a	.564	.559	.33646

a. Predictors: (Constant), Supervision, WorkEnvironment, Compensation, CareerAdv, JobItself

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.362	5	12.672	111.942	.000 ^a
	Residual	48.904	432	.113		
	Total	112.266	437			

a. Predictors: (Constant), Supervision, WorkEnvironment, Compensation, CareerAdv, JobItself
 b. Dependent Variable: OvJS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.857	.141		6.065	.000
	JobItself	.404	.042	.433	9.704	.000
	WorkEnvironment	.263	.034	.295	7.667	.000
	Compensation	-.115	.039	-.114	-2.974	.003
	CareerAdv	.098	.031	.120	3.116	.002
	Supervision	.122	.029	.165	4.231	.000

a. Dependent Variable: OvJS

```
SAVE OUTFILE='H:\6th draft MHRM\jobsatisfactionrealladdrecode.sav'
/COMPRESSED.
```

```
SAVE OUTFILE='H:\6th draft
MHRM\jobsatisfactionrealladdrecodepilot.sav'
/COMPRESSED.
```

```
SAVE OUTFILE='H:\6th draft
MHRM\jobsatisfactionrealladdrecodepilot.sav'
/COMPRESSED.
```

```
BOOTSTRAP
/SAMPLING METHOD=SIMPLE
/VARIABLES INPUT=OvJS JobItself WorkEnvironment Compensation
CareerAdv Supervision
/CRITERIA CILEVEL=95 CITYPE=PERCENTILE NSAMPLES=1000
/MISSING USERMISSING=EXCLUDE.
```

Bootstrap

Notes

Output Created	09-Apr-2017 19:13:12	
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrecodepi lot.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	45
	File	
Syntax	BOOTSTRAP /SAMPLING METHOD=SIMPLE /VARIABLES INPUT=OvJS JobItself WorkEnvironment Compensation CareerAdv Supervision /CRITERIA CILEVEL=95 CITYPE=PERCENTILE NSAMPLES=1000 /MISSING USERMISSING=EXCLUDE.	
Resources	Processor Time	00 00:00:00.031
	Elapsed Time	00 00:00:00.030

[DataSet1] H:\6th draft MHRM\jobsatisfactionreal1addrecodepilot.sav

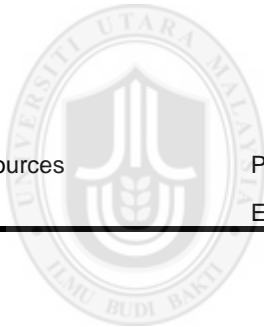
Bootstrap Specifications

Sampling Method	Simple
Number of Samples	1000
Confidence Interval Level	95.0%
Confidence Interval Type	Percentile

DESCRIPTIVES VARIABLES=OvJS JobItself WorkEnvironment Compensation
 CareerAdv Supervision
 /STATISTICS=MEAN STDDEV MIN MAX.

Notes

Output Created		09-Apr-2017 19:13:13
Comments		
Input	Data	H:\6th draft MHRM\jobsatisfactionreal1addrcodepi lot.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	28656
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=OvJS JobItself WorkEnvironment Compensation CareerAdv Supervision /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00 00:00:00.500
	Elapsed Time	00 00:00:00.588



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