

# SHRM Research Spotlight: Employee Job Satisfaction

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81% of U.S. employees reported overall satisfaction with their current job



## Employees' Level of Satisfaction with Aspects They Find Most Important to Job Satisfaction

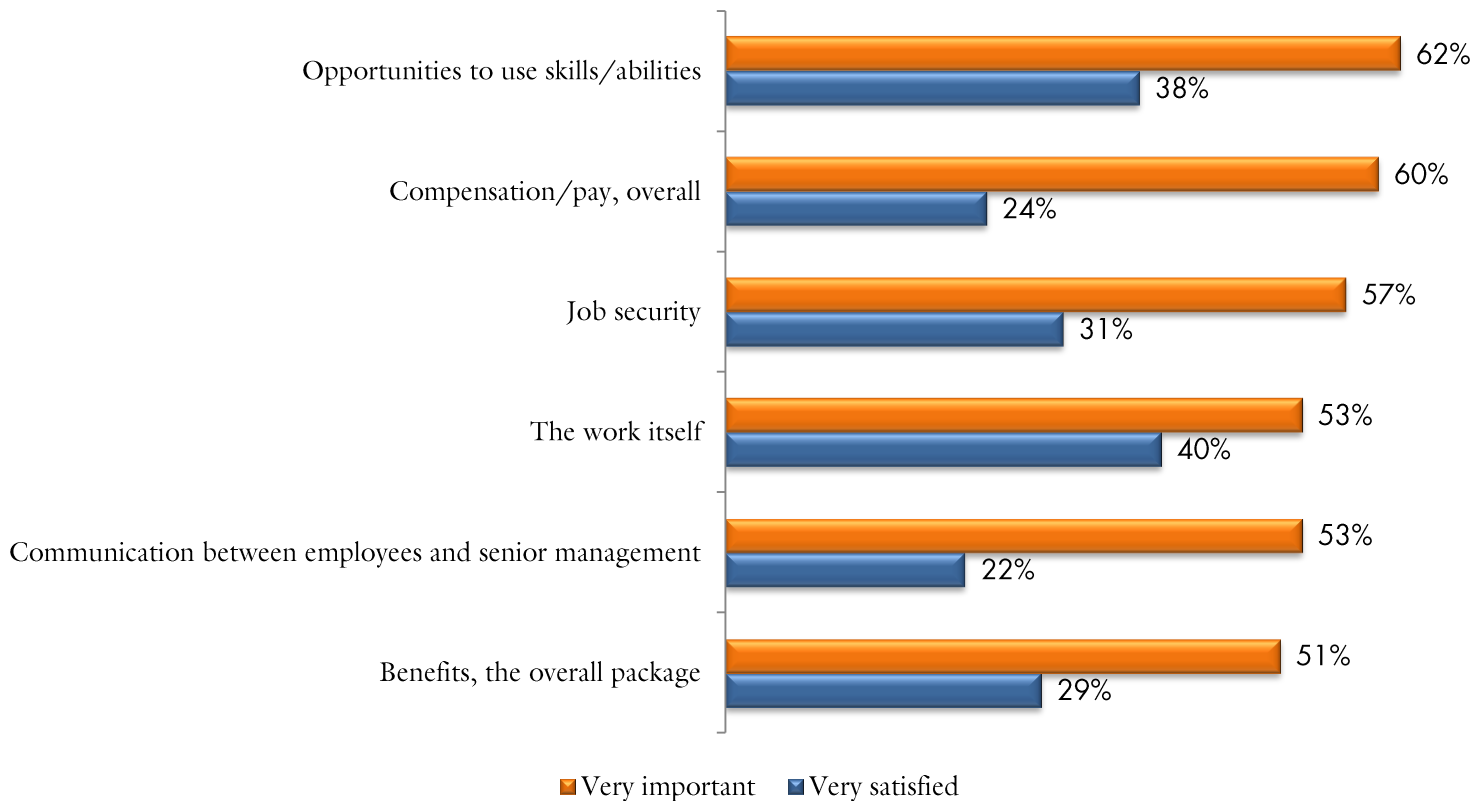
	Very Satisfied	Very important	Difference (Gaps)
Compensation/pay (3)	22%	60%	38%
Communication between employees and senior management (4)	22%	57%	35%
Job security (2)	30%	61%	31%
Opportunities to use skills/abilities (1)	36%	63%	27%
Benefits	26%	53%	27%
Management's recognition of employee job performance	26%	50%	24%
Career advancement opportunities	18%	42%	24%
Organization's financial stability	29%	52%	23%
Autonomy and independence	31%	48%	17%
Overall corporate culture	30%	47%	17%
Relationship with immediate supervisor (5)	39%	54%	15%
The work itself	37%	52%	15%
Career development opportunities	19%	34%	15%
Organization's commitment to professional development	22%	36%	14%
Job-specific training	23%	36%	13%
Flexibility to balance life and work issues	36%	46%	10%
Paid training and tuition reimbursement programs	20%	28%	8%
Organization's commitment to corporate social responsibility	21%	28%	7%
Meaningfulness of job	33%	39%	6%
Feeling safe in the work environment	42%	47%	5%
Networking	23%	27%	4%
Relationship with co-workers	43%	40%	3%
Variety of work	30%	33%	3%
Organization's commitment to a diverse and inclusive workplace	29%	27%	2%
Organization's commitment to a "green" workplace	19%	17%	2%
Contribution of work to organization's business goals	34%	34%	0%

Note: Numbers in parentheses indicate the importance ranking of the aspect in 2012.

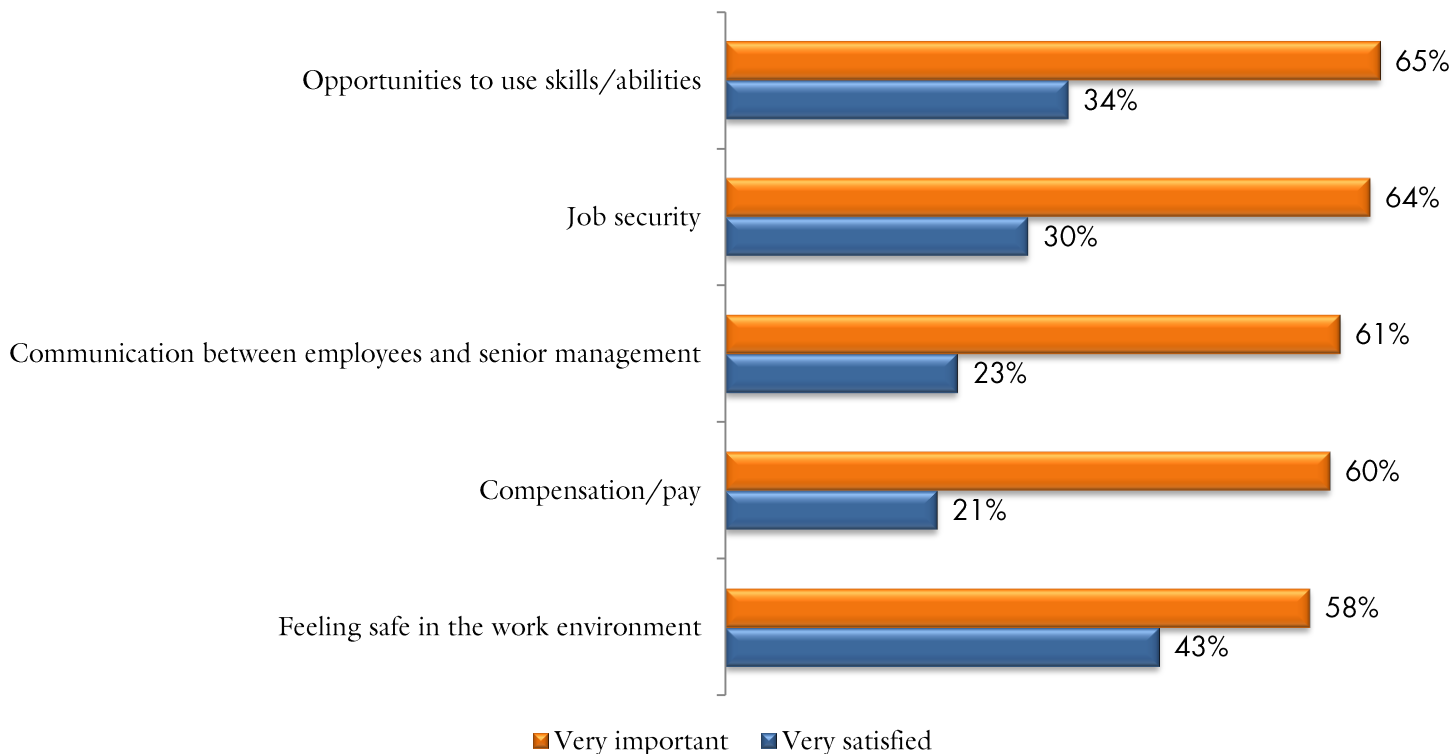
## Key Findings

- 81% of U.S. employees said they were satisfied with their current job, with 38% of employees indicating they were "very satisfied" and 43% "somewhat satisfied."
- The top five aspects rated as *very important* to employee job satisfaction received low ratings when it came to employees' actual level of satisfaction. Less than four out of 10 employees reported feeling very satisfied with opportunities to use their skills and abilities in their work, job security, compensation, communication between employees and senior management, and relationship with immediate supervisor—all of which were rated among the top five very important contributors to job satisfaction.
- Opportunities to use skills and abilities at work rated high on the importance scale for both male and female employees. However, only 34% of female employees and 38% of male employees reported being very satisfied with this aspect.
- Compensation also rated high on the importance scale for both male and female employees, but only 21% of females and 24% of males said they were very satisfied with this aspect.
- Only a little more than four out of 10 female employees reported being very satisfied with feeling safe in the work environment, an aspect rated high on the importance scale for their group.

## Male Employees' Level of Satisfaction with Aspects They Find Most Important to Job Satisfaction



## Female Employees' Level of Satisfaction with Aspects They Find Most Important to Job Satisfaction



**Methodology** | The sample consists of 600 employees randomly selected by an outside survey research organization's web-enabled employee panel, which is based on a random sample of the American Community Survey. Data were collected in February 2012. The full findings are available in the *SHRM 2012 Employee Job Satisfaction and Engagement* research report.