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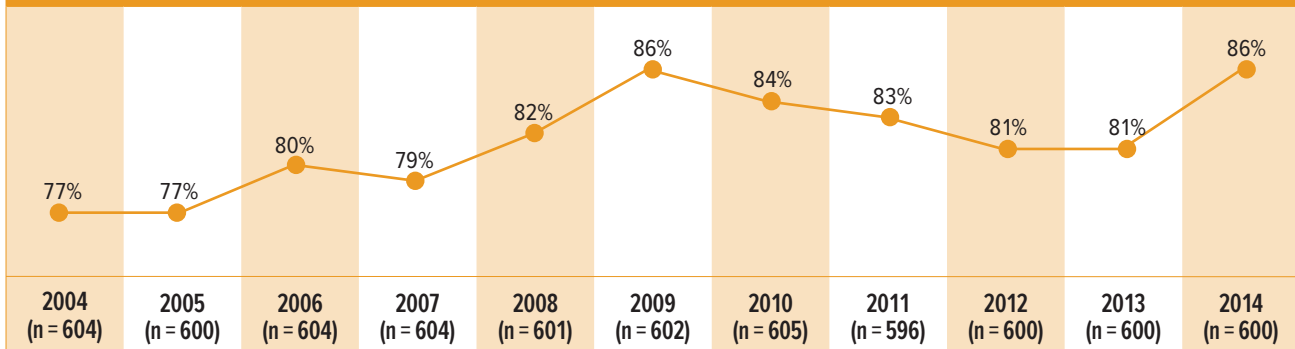
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**FIGURE 1: Employee Job Satisfaction 2004-2014**

**Note:** Figure represents respondents who indicated they were “somewhat satisfied” or “very satisfied” with their current job. Percentages are based on a scale where 1 = “very dissatisfied” and 5 = “very satisfied.” “Neutral/Neither satisfied nor dissatisfied” responses were excluded from this analysis.

**Source:** *Employee Job Satisfaction and Engagement* (SHRM, 2015)

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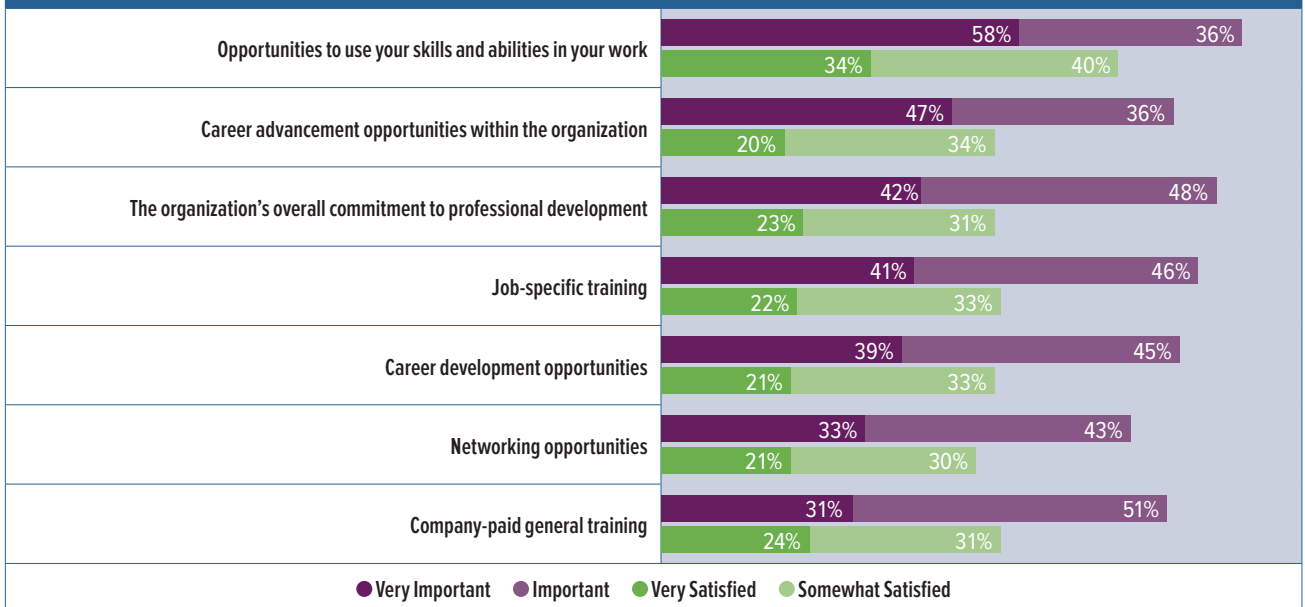
**FIGURE 2: Job Satisfaction Aspects Rated as “Very Important” and “Very Satisfied” by Employees**

Importance		Satisfaction
72%	Respectful treatment of all employees at all levels (1)	33%
64%	Trust between employees and senior management (2)	28%
63%	Benefits, overall (3)	27%
61%	Compensation/pay, overall (4)	24%
59%	Job security (5)	32%
58%	Relationship with immediate supervisor (6)	40%
58%	Opportunities to use your skills and abilities in your work (6)	34%
56%	Immediate supervisor’s respect for my ideas (7)	37%
55%	Organization’s financial stability (8)	33%
55%	Management’s recognition of employee job performance (8)	24%
55%	Communication between employees and senior management (8)	23%
53%	Feeling safe in your work environment (9)	48%
52%	Management’s communication of organization’s goals and strategies (10)	26%
50%	The work itself (11)	36%
48%	Overall corporate culture (12)	31%
47%	Career advancement opportunities within the organization (13)	20%
47%	Autonomy and independence (13)	28%
46%	Meaningfulness of job (14)	35%
44%	Relationships with co-workers (15)	42%
43%	Teamwork within department/business unit (16)	26%
42%	Organization’s commitment to professional development (17)	23%
41%	Teamwork between departments/business units (18)	22%
41%	Job-specific training (18)	22%
41%	Communication between departments/business units (18)	21%
39%	Career development opportunities (19)	21%
38%	Contribution of work to organization’s business goals (20)	33%
37%	Variety of work (21)	32%
33%	Networking opportunities (22)	21%
31%	Company-paid general training (23)	24%
31%	Organization’s commitment to corporate social responsibility (23)	26%
29%	Organization’s commitment to a diverse and inclusive workforce (24)	28%
20%	Organization’s commitment to a “green” workplace (25)	19%

**Note:** n = 600. Importance percentages are based on a scale where 1 = “very unimportant” and 4 = “very important.” Satisfaction percentages are based on a scale where 1 = “very dissatisfied” and 5 = “very satisfied.” Data are sorted in descending order by the percentage of respondents who indicated “very important.”

**Source:** *Employee Job Satisfaction and Engagement* (SHRM, 2015)

**FIGURE 3: Importance of and Satisfaction with Career Development Aspects**

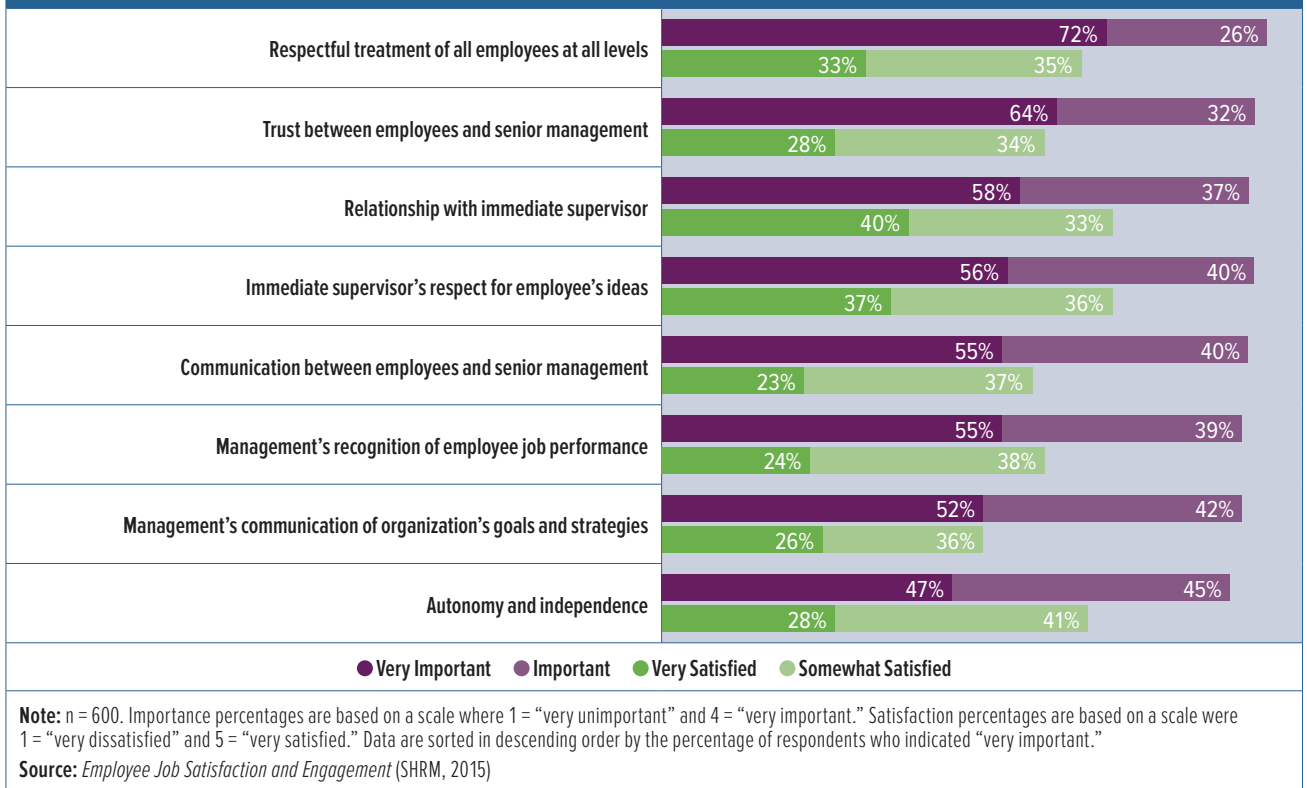


**Note:** n = 600. Importance percentages are based on a scale where 1 = “very unimportant” and 4 = “very important.” Satisfaction percentages are based on a scale where 1 = “very dissatisfied” and 5 = “very satisfied.” Data are sorted in descending order by the percentage of respondents who indicated “very important.”

**Source:** *Employee Job Satisfaction and Engagement* (SHRM, 2015)

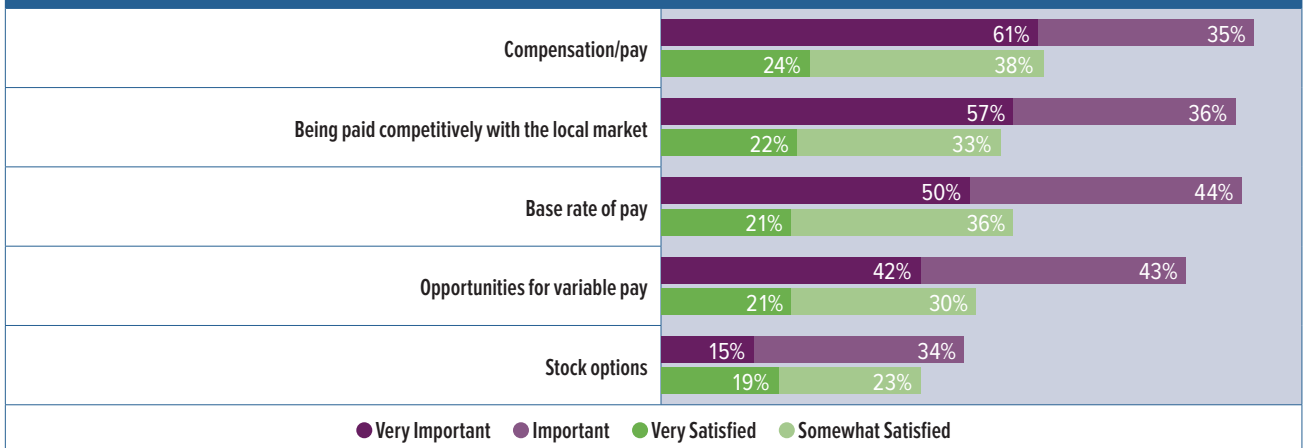
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**FIGURE 4: Importance of and Satisfaction with Employee Relationships with Management Aspects**



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**FIGURE 5: Importance of and Satisfaction with Compensation Aspects**

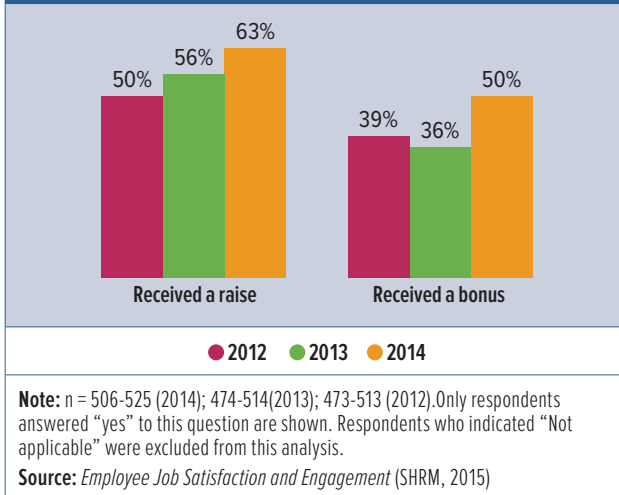


**Note:** n = 600. Importance percentages are based on a scale where 1 = “very unimportant” and 4 = “very important.” Satisfaction percentages are based on a scale where 1 = “very dissatisfied” and 5 = “very satisfied.” Data are sorted in descending order by the percentage of respondents who indicated “very important.”

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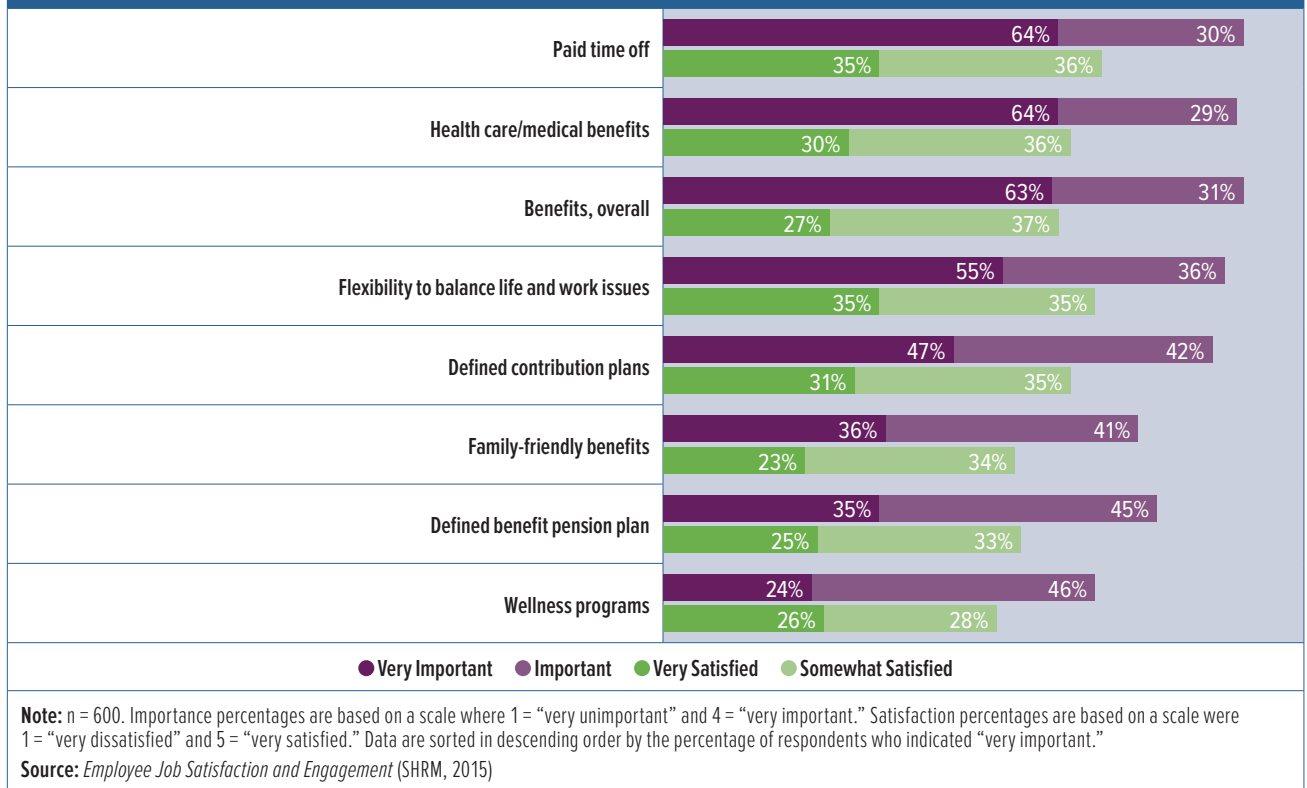
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**FIGURE 6: Prevalence of Employee Raises and Bonuses**



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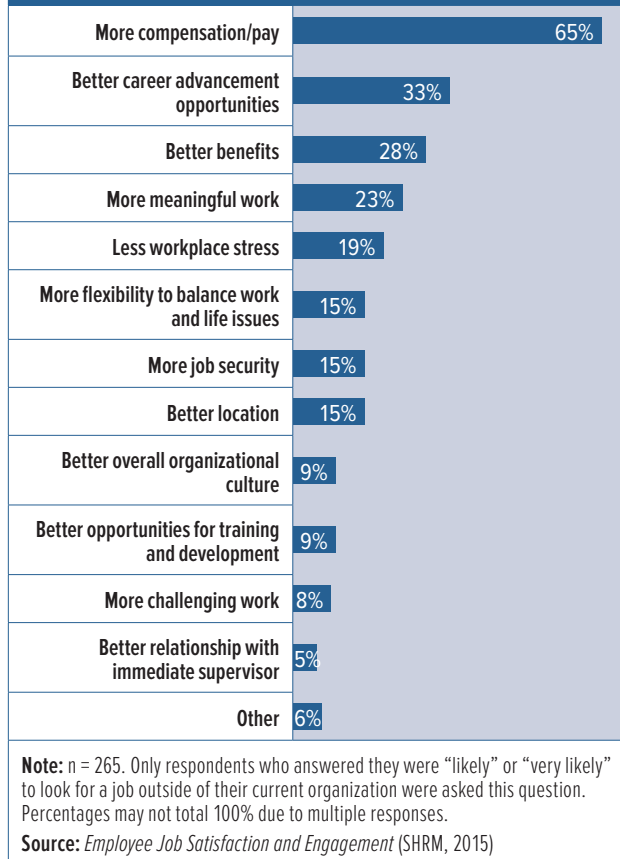
**FIGURE 7: Importance of and Satisfaction with Benefits Aspects**



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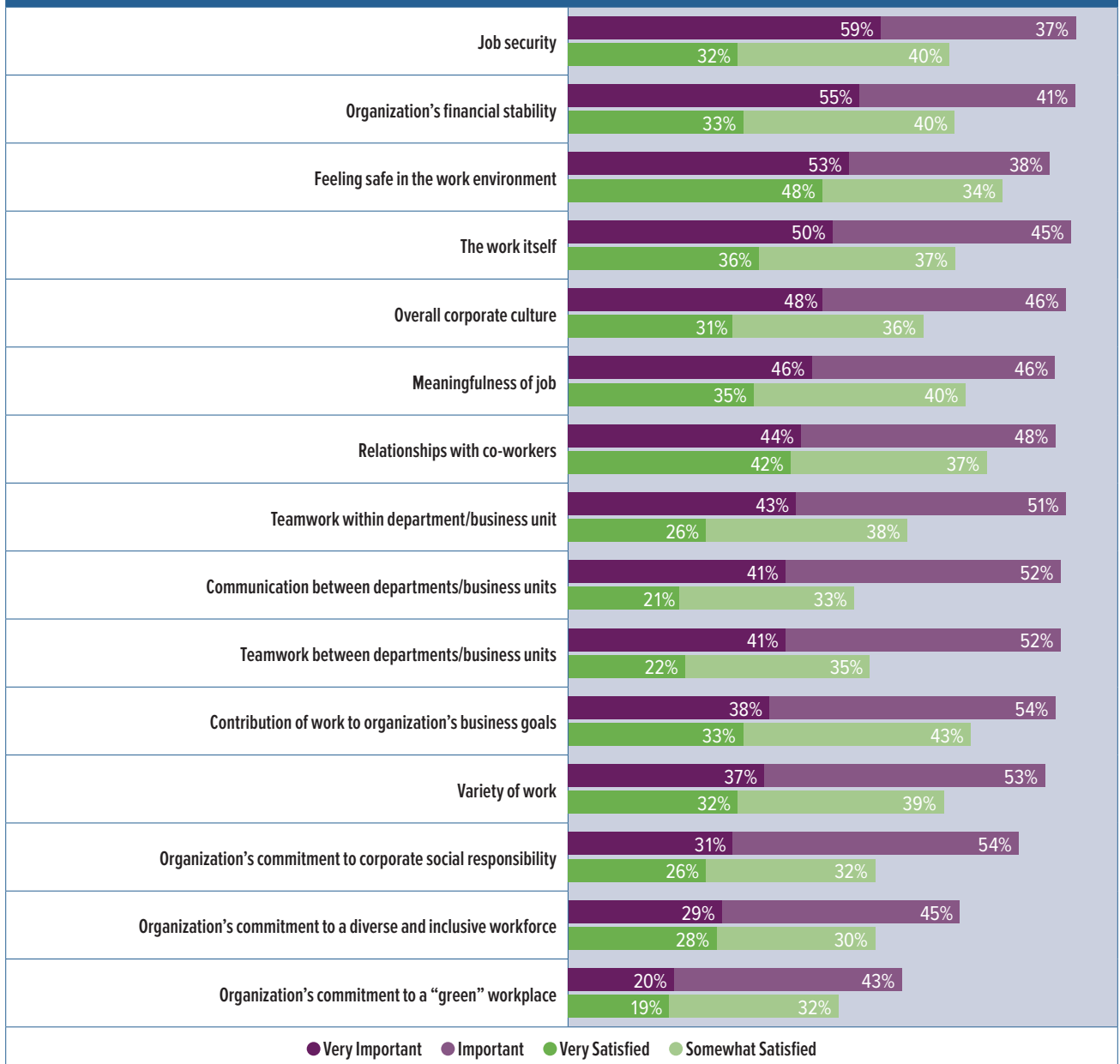


**FIGURE 8: Reasons Employees Seek Employment Outside of Their Organization**



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**FIGURE 9:** Importance of and Satisfaction with Work Environment Aspects



**Note:** n = 600. Importance percentages are based on a scale where 1 = "very unimportant" and 4 = "very important." Satisfaction percentages are based on a scale where 1 = "very dissatisfied" and 5 = "very satisfied." Data are sorted in descending order by the percentage of respondents who indicated "very important."

**Source:** *Employee Job Satisfaction and Engagement* (SHRM, 2015)

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