

Job Satisfaction Scale (JSS)

Dr. S.K. Srivastava

Interpretive Report

VIVEK PATIL
12 Mar 2024



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Particulars

Name **VIVEK PATIL**

Age **22**

Gender **MALE**

ID **1234**

Reason for Referral **--**

Assessor **VIVEK PATIL**

Disclaimer

This profile arises from self-report questionnaires which may have alterations/variation due to individual's actual level of motivation, interests, experience, values, abilities, skills, mood state etc. than the analysis in the report captured basis the responses shared at the time of testing. The report must be interpreted in the light of corroborating evidence gained during the clinical interview. The findings of this report should be professionally interpreted in the light of other information about the individual. This report may include sensitive information that is likely to be misinterpreted by those without the required training. Authorization for use of this report is limited to the examinee and their designated consultants. Any further use requires the authorization of the examinee or their legal guardian

Introduction

This report is based on the subject's responses on Job Satisfaction Scale (JSS). The report provides comprehensive information about the respondent's job satisfaction and its interpretation.

Overview of the test

The Job Satisfaction Scale (JSS) by Dr. S.K. Srivastava is a 38 item questionnaire designed to measure the extent of satisfaction/dissatisfaction an employee has with his/her work in the institutions/organizations where the individual is currently employed. This scale measures 9 dimensions related to job satisfaction, which are: Salary/Pay, Nature of work, Job security, Advancement, Working conditions, Communication, Unions, Senior/Junior relationship, and Prestige of the organization. It is a self report, five point likert scale consisting of response options- strongly agree, agree, can't say, disagree, and strongly disagree.



Results

| TOTAL SCORE | QUALITATIVE DESCRIPTOR |
|-------------|------------------------|
| 127 | Average |

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Job satisfaction is the result of various attitudes the employees hold toward their job, related factors, and life in general. Therefore, job satisfaction is a kind of emotional and cognitive response of an individual to his or her current job condition. It impacts the quality of work, motivation, and commitment to organization. Organizations can incorporate various elements to ensure job satisfaction such as promotion according to salary, the proper amount of work, salary for similar work, satisfactory daily working hours, facility of vacation, listening to complaints and redressal, satisfactory future/opportunities for promotion, and fair behavior by the management system, etc. Apart from this, the employees' individual factors (age, health, personality, aspiration level, etc.) also have an impact on job satisfaction in some way.

Total Score Interpretation

Job Satisfaction_Average

The respondent having a score corresponding to average indicated that the respondent is neither content nor discontent with the work and institution. The individual shows not much care about the quality of work is moderately committed to the organization, and has average retention rates. The individual is somewhat productive.

Item Responses

| | | | | | | | |
|----|---|----|---|----|---|----|---|
| 1 | 5 | 2 | 4 | 3 | 4 | 4 | 5 |
| 5 | 5 | 6 | 2 | 7 | 1 | 8 | 4 |
| 9 | 5 | 10 | 1 | 11 | 4 | 12 | 3 |
| 13 | 2 | 14 | 3 | 15 | 4 | 16 | 4 |
| 17 | 1 | 18 | 4 | 19 | 3 | 20 | 5 |
| 21 | 5 | 22 | 4 | 23 | 3 | 24 | 3 |
| 25 | 5 | 26 | 5 | 27 | 4 | 28 | 5 |
| 29 | 1 | 30 | 4 | 31 | 3 | 32 | 3 |
| 33 | 1 | 34 | 4 | 35 | 1 | 36 | 5 |
| 37 | 1 | 38 | 1 | | | | |

Impressions / Suggestions

Assessor Suggestions for the Report

Uravathirivas

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