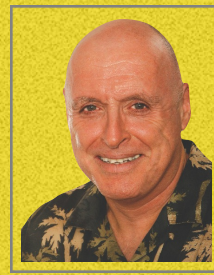


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1321 Survey: Job Satisfaction On the Upswing

How do you feel about your job right now? Are you happy with your position and your employer? Would that be *ecstatic*, *very happy*, *mostly happy*, *somewhat happy*, *occasionally happy*, or *unhappy*? How do you think your friends at work would answer that question? I'm Jerry Roberts, and I picked up on a recent survey that lays out how American workers as a whole might respond to the topic. It's next, on The Extra Point.

I caught the results of an annual employee satisfaction survey, put out by The Conference Board, a 107-year-old company, based in New York City, that shares knowledge among its member organizations across the U.S. and around the world.

Their 2023 online survey had 1,680 respondents who were said to be nationally representative of all employed US workers.

A few moments ago, I asked how you feel about your job, how happy you are with it. If you like how things are going, then you match up with the majority of the workers polled.

The Conference Board reported that over 62% of survey respondents indicated overall satisfaction with their jobs. This is a 2.1% increase over the prior year's survey and a 5 percentage-point jump over the 2020 score.

The lowest level of satisfaction ever recorded — 42.6% — came in 2010, immediately after America's Great Recession.

If worker retention is something that interests you, the key factors respondents were asked to grade included: wages and bonuses, workloads, promotion policies, job security, recognition, people at work, length of commute, quality of leadership and workplace culture; and several benefits-related metrics such as vacation and sick days, family leave policies, flex time plans, and retirement plans.

You can download the transcript for this topic

at [guamtraining.com](http://guamtraining.com), #1321, and look at the categories listed so you can conveniently assess where you feel you stand. Just click on "XP" on the top menu bar and that will take you to the download page.

Aside from competitive compensation, one area of the survey that is said to influence retention is organizational culture. We have two courses that deal with culture, and when we get into them, people have a lot to say.

One little tidbit stood out in the answers given by those surveyed. If you have recently had a change in jobs, you would be more likely to claim that you are satisfied.

That would seem to indicate that most folks who switch jobs are more running away from a situation than they are running to the next one.

Among the biggest boosts in satisfaction with this group came from their new job's training programs, bonus plan, mental health benefits, and promotion policy.

One more thing to note. Women responding to the survey weren't as happy with things as the men were. Overall job satisfaction among women trails men, with significant gaps in job security, promotion policy, bonus plans, as well as across compensation and several major employee benefits.

Women respondents also mentioned that they were less satisfied with their workplace's recognition, performance reviews, growth potential, and communication.

I asked if you felt good about where you stand with job satisfaction and overall happiness with your employer. Now that you've got some context into what we're after here, I'll ask it again.

Are you ecstatic, very happy, mostly happy, somewhat happy, occasionally happy, or unhappy? (Con't.)

If you're interested in discussing your company culture or to conduct a totally anonymous and affordable employee opinion survey, reach out and I can lead you into productive areas.

Retention is the name of the game when it comes to employee relationships. Guessing how workers feel about the organization and their manager could be trouble, if you guess wrong.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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