

# BACKGROUND

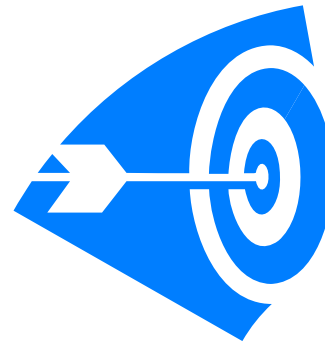
Employers must better understand how to keep employees satisfied in the newly emerging “not-so-loyal” work force. A survey instrument was formulated to meet this objective.



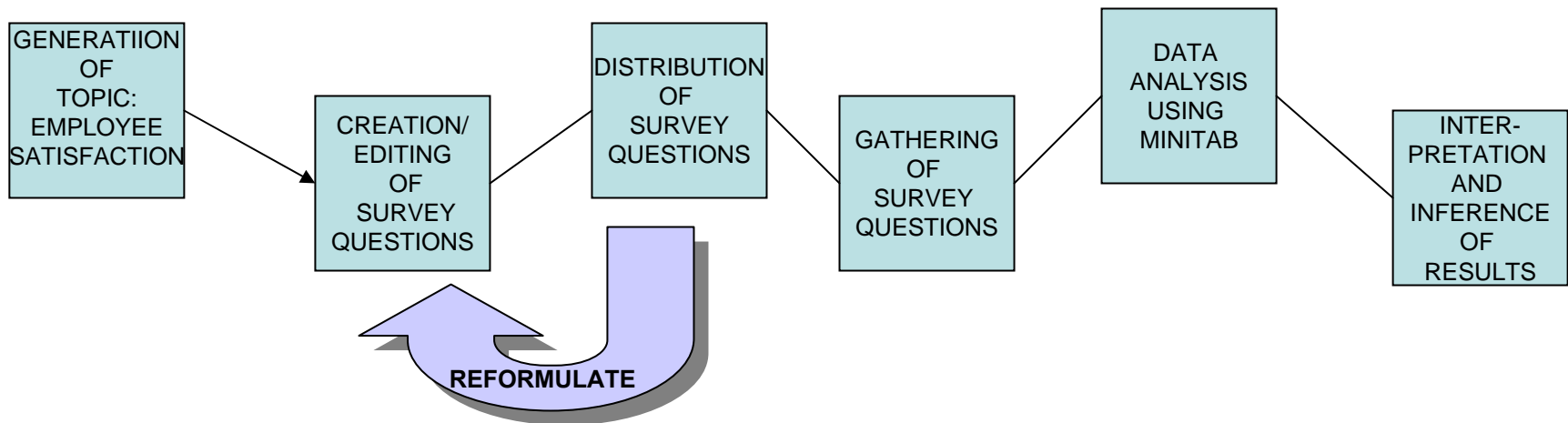
## Study objectives:

1. To identify and understand the correlation factors
2. To maximize or minimize these factors to
  - a) keep employees satisfied and motivated
  - b) minimize employee turnover

# METHODOLOGY OF APPROACH



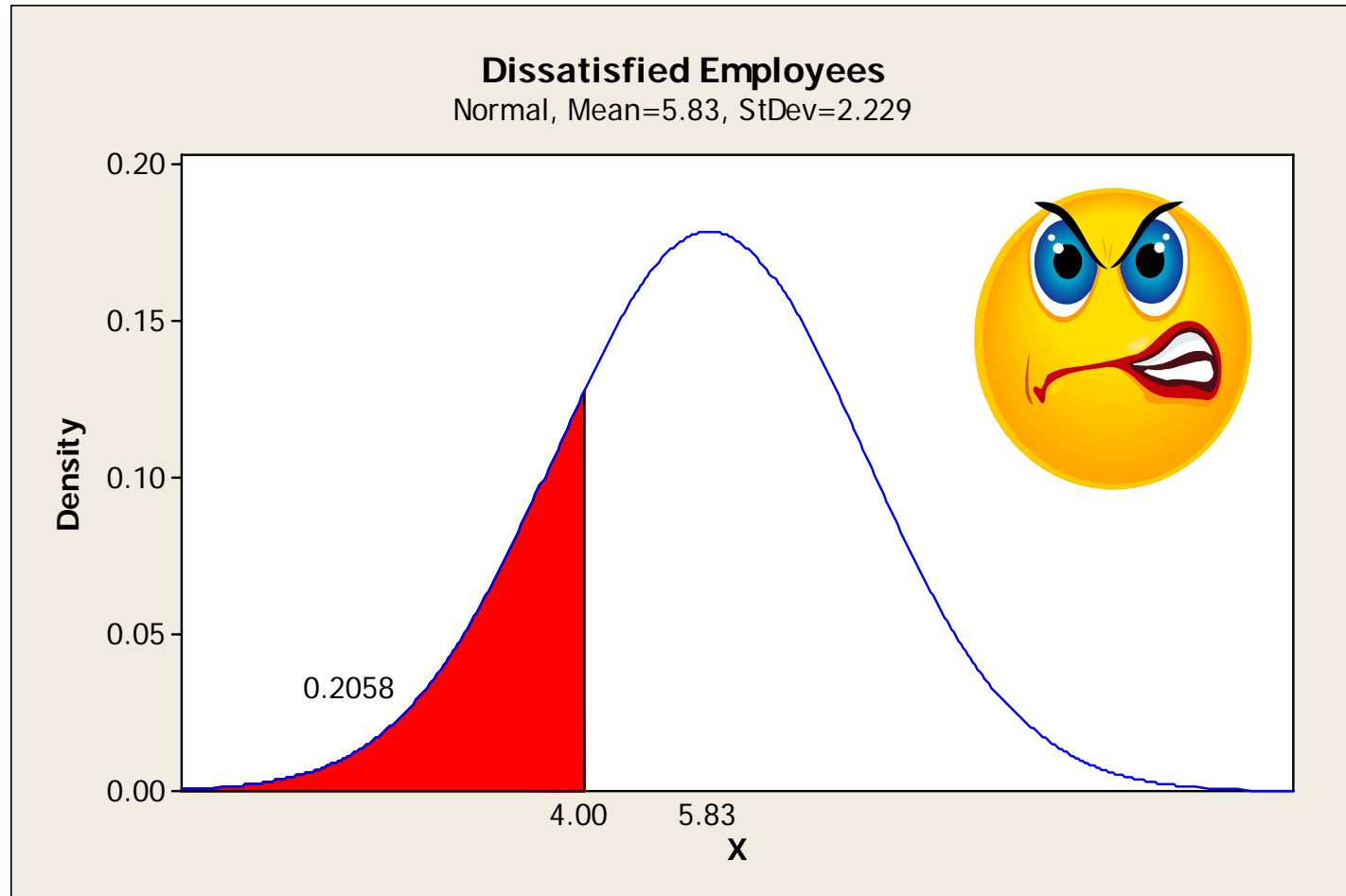
## FLOWCHART OF PHASES IN THE STUDY



Employee Satisfaction surveyed and analyzed as a tool to adjust new programs, benefit packages, work environments, management styles, etc to retain and keep employees satisfied.

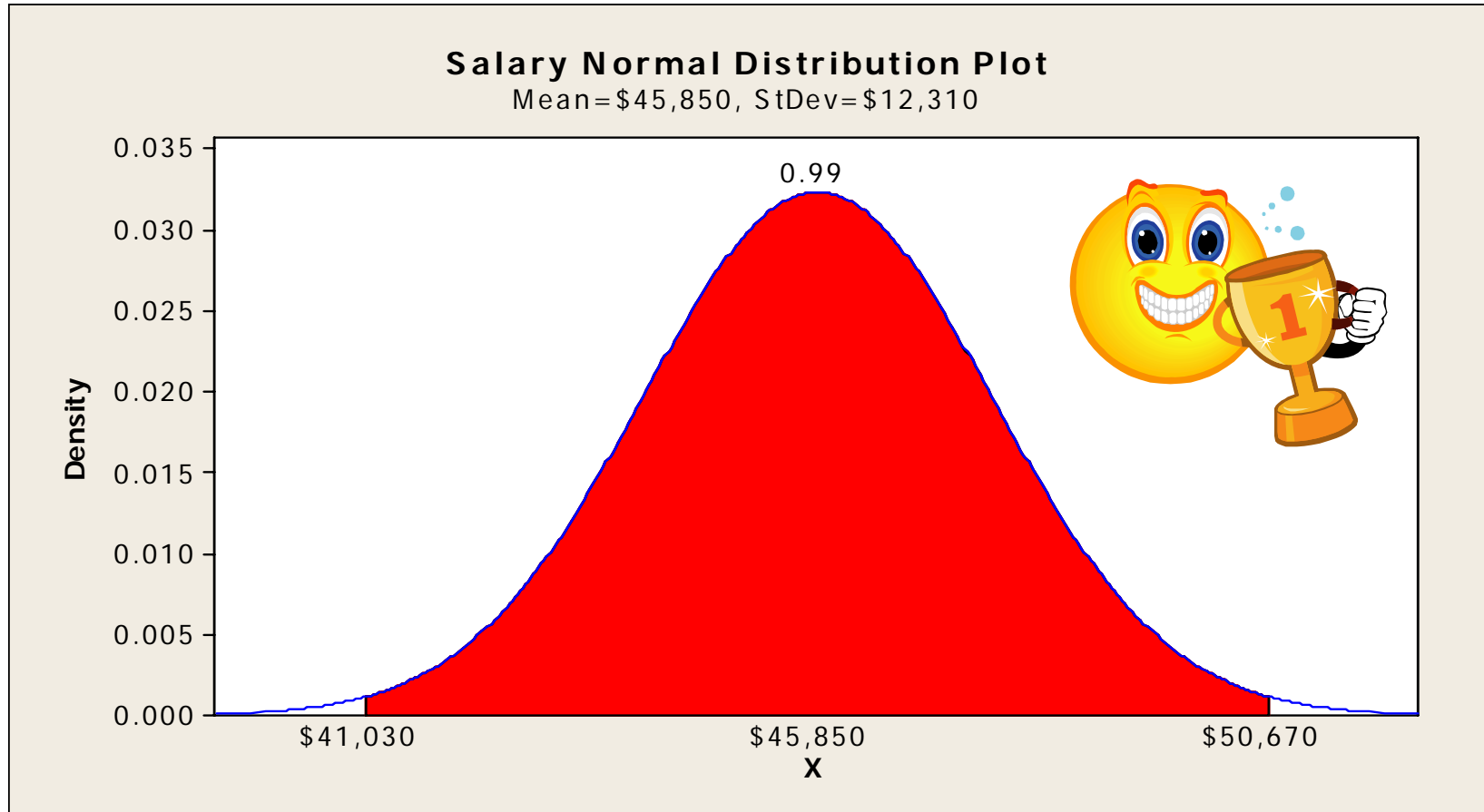
## Cumulative Distribution Function

Normal with mean = 5.83 and standard deviation = 2.229



20.58% probability that an employee is dissatisfied with his/her job (Satisfaction Rating less than 4 on scale of 10)

In our sample study we can say within 99% confidence that our sample salary mean contains the population salary mean of \$46,326 stated by the Bureau of Labor Statistics for 2005.



### Hypothesis Test

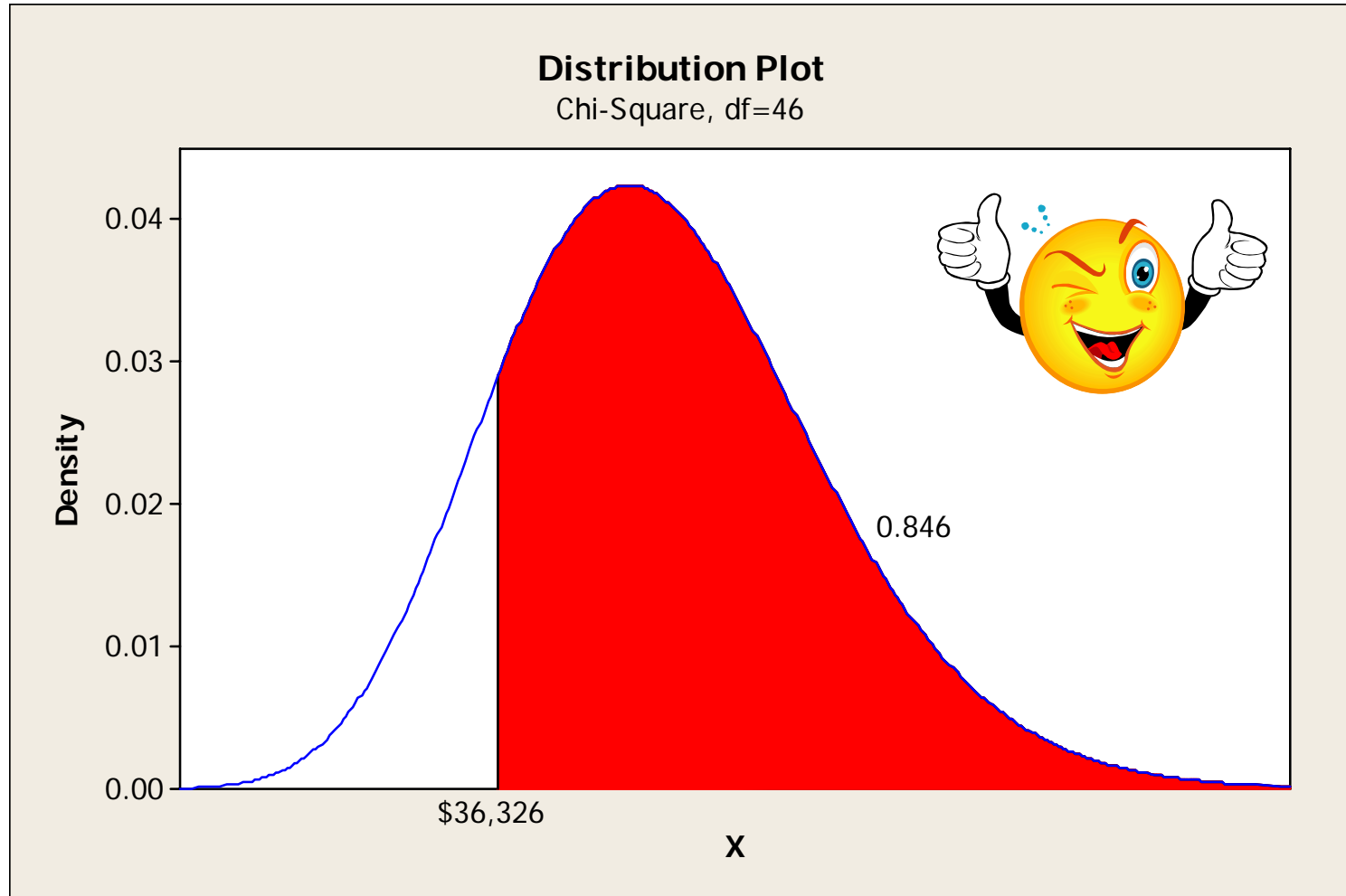
$H_0: \mu = 46,326$

$H_a: \mu \neq 46,326$

N	Mean	StDev	SE Mean	99% CI	T	P
47	45.85	12.31	1.79	(41.03, 50.67)	-0.26	0.793

# Salary Variance Distribution

## Variance within \$10,000



This means our data sample does not contain extremely variable data or extreme outliers.



# Linear Regression

$$\text{Satis} = 4.31 + 0.418 \text{ Friends}$$

$$\text{Satis} = -0.271 + 0.133 \text{ Salary}$$

Correlation of Job Satisfaction Vs Friends, Salary, Personal Time, Benefits



$$\text{Satis} = 7.89 - 0.0147 \text{ Personal Time}$$

$$\text{Satis} = -0.068 + 1.00 \text{ Benefits}$$

# Linear Regression

$$\text{Satis} = 0.326 + 1.64 \text{ Sup Satis}$$

$$\text{Satis} = 9.36 - 0.689 \text{ Micromgmt}$$

Correlation of Job Satisfaction Vs Sup Satis, Micromgmt, Empowerment, Bnfts



$$\text{Satis} = 1.47 + 0.761 \text{ Empwrment}$$

$$\text{Satis} = -0.068 + 1.00 \text{ Benefits}$$