TABLE 6

Five-class job satisfaction latent class analysis solution with three response options, by selected years: 2015, 2017, and 2019

(Number, percent, and probability)

Class (Prevalence: 2015, 2017, 2019)	Response								
	Very satisfied			Somewhat satisfied			Dissatisfied		
	2015	2017	2019	2015	2017	2019	2015	2017	2019
Class 1 (30.5, 27.8, 26.2%): Very Satisfied With Independence, Challenge, and Responsibility									
Salary	0.102	0.104	0.098	0.612	0.614	0.611	0.286	0.282	0.290
Benefits	0.198	0.191	0.176	0.560	0.561	0.571	0.242	0.247	0.253
Security	0.460	0.436	0.448	0.368	0.378	0.377	0.172	0.186	0.175
Location	0.609	0.576	0.570	0.295	0.319	0.321	0.096	0.105	0.108
Advancement	0.249	0.236	0.223	0.535	0.528	0.539	0.216	0.235	0.238
Challenge	0.815	0.806	0.792	0.175	0.182	0.194	0.009	0.013	0.014
Responsibility	0.802	0.801	0.764	0.189	0.192	0.225	0.009	0.008	0.011
Independence	0.877	0.873	0.879	0.111	0.116	0.107	0.012	0.012	0.014
Contribution	0.747	0.746	0.735	0.233	0.230	0.244	0.020	0.024	0.021
Class 2 (22.8, 23.8, 25.7%): Very Satisfied With Everything									
Salary	0.783	0.763	0.743	0.210	0.227	0.245	0.007	0.010	0.012
Benefits	0.844	0.815	0.820	0.137	0.154	0.152	0.020	0.031	0.028
Security	0.847	0.836	0.845	0.135	0.144	0.134	0.018	0.020	0.021
Location	0.812	0.818	0.820	0.157	0.153	0.149	0.031	0.029	0.031
Advancement	0.737	0.742	0.733	0.250	0.243	0.249	0.014	0.014	0.018
Challenge	0.955	0.963	0.967	0.043	0.037	0.032	0.001	0.000	0.001
Responsibility	0.978	0.983	0.985	0.021	0.015	0.015	0.000	0.002	0.000
Independence	0.952	0.955	0.952	0.047	0.043	0.045	0.002	0.003	0.003
Contribution	0.868	0.881	0.877	0.124	0.111	0.110	0.008	0.008	0.013
Class 3 (13.8, 16.2, 17.2%): Very Satisfied With Benefits									
Salary	0.631	0.589	0.544	0.346	0.390	0.427	0.023	0.021	0.029
Benefits	0.828	0.802	0.774	0.169	0.191	0.221	0.003	0.008	0.004
Security	0.604	0.616	0.658	0.301	0.291	0.281	0.096	0.093	0.061
Location	0.579	0.597	0.603	0.304	0.296	0.302	0.118	0.108	0.095
Advancement	0.150	0.157	0.150	0.598	0.634	0.636	0.253	0.209	0.214
Challenge	0.351	0.322	0.329	0.551	0.591	0.584	0.098	0.087	0.087
Responsibility	0.325	0.316	0.318	0.612	0.637	0.627	0.064	0.047	0.055
Independence	0.539	0.549	0.568	0.382	0.392	0.375	0.079	0.059	0.057
Contribution	0.398	0.422	0.434	0.507	0.500	0.481	0.094	0.079	0.086
Class 4 (16.1, 16.1, 15.0%): Dissatisfied With Opportunities For Advancement									
Salary	0.087	0.096	0.103	0.398	0.414	0.391	0.515	0.491	0.506
Benefits	0.188	0.206	0.201	0.435	0.432	0.423	0.377	0.362	0.376
Security	0.196	0.199	0.218	0.339	0.362	0.348	0.465	0.439	0.434
Location	0.347	0.347	0.350	0.361	0.361	0.349	0.293	0.292	0.301
Advancement	0.009	0.013	0.012	0.121	0.141	0.127	0.870	0.846	0.861
Challenge	0.098	0.078	0.076	0.370	0.358	0.344	0.533	0.564	0.580
Responsibility	0.038	0.039	0.039	0.465	0.456	0.416	0.497	0.505	0.546
Independence	0.243	0.235	0.236	0.404	0.431	0.399	0.353	0.335	0.366
Contribution	0.198	0.189	0.191	0.468	0.465	0.446	0.334	0.346	0.364
Class 5 (16.8, 16.1, 15.9%): Somewhat Satisfied With Everything									
Salary	0.032	0.034	0.027	0.750	0.769	0.761	0.218	0.197	0.212
Benefits	0.102	0.104	0.082	0.753	0.747	0.769	0.146	0.149	0.150
Security	0.254	0.232	0.231	0.621	0.638	0.642	0.126	0.129	0.127
Location	0.323	0.310	0.292	0.550	0.556	0.574	0.126	0.134	0.134
Advancement	0.021	0.018	0.010	0.675	0.699	0.673	0.303	0.284	0.317

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(Number, percent, and probability)

Class (Prevalence: 2015, 2017, 2019)	Response								
	Very satisfied			Somewhat satisfied			Dissatisfied		
	2015	2017	2019	2015	2017	2019	2015	2017	2019
Challenge	0.121	0.092	0.077	**0.802**	**0.846**	**0.848**	0.076	0.062	0.075
Responsibility	0.030	0.015	0.015	**0.935**	**0.952**	**0.939**	0.035	0.033	0.046
Independence	0.304	0.282	0.263	**0.661**	**0.675**	**0.686**	0.035	0.043	0.051
Contribution	0.216	0.210	0.203	**0.733**	**0.743**	**0.734**	0.051	0.048	0.063

Note(s):

Probabilities may not sum to 1.000 due to rounding. Response probabilities greater than or equal to 0.500 are considered salient and are represented in bold. Response probabilities more than twice as large as the next largest probability for that item for a specific year are highlighted in blue.

Source(s):

National Center for Science and Engineering Statistics, Survey of Doctorate Recipients, 2015, 2017, and 2019.