

TABLE 2

**Item-response probabilities for the five-class job importance latent transition analysis solution with three response options: 2015, 2017, and 2019**

(Percent and probability)

Class (prevalence: 2015, 2017, 2019)	Response		
	Very important	Somewhat important	Unimportant
Class 1 (26.6, 27.9, 27.8%): Everything Is Very Important			
Salary	<b>0.886</b>	0.113	0.001
Benefits	<b>0.961</b>	0.034	0.004
Security	<b>0.899</b>	0.092	0.009
Location	<b>0.753</b>	0.228	0.019
Opportunities	<b>0.796</b>	0.176	0.028
Challenge	<b>0.990</b>	0.010	0.000
Responsibility	<b>0.861</b>	0.133	0.006
Independence	<b>0.954</b>	0.045	0.000
Contribution	<b>0.868</b>	0.121	0.011
Class 2 (28.6, 26.2, 25.8%): Challenge and Independence Are More Important than Salary and Benefits			
Salary	0.159	<b>0.818</b>	0.024
Benefits	0.253	<b>0.711</b>	0.036
Security	0.369	<b>0.567</b>	0.064
Location	<b>0.525</b>	0.428	0.047
Opportunities	0.386	<b>0.526</b>	0.087
Challenge	<b>0.964</b>	0.036	0.000
Responsibility	<b>0.609</b>	0.373	0.018
Independence	<b>0.879</b>	0.119	0.002
Contribution	<b>0.739</b>	0.243	0.017
Class 3 (23.6, 23.6, 24.5%): Benefits and Salary Are More Important than Responsibility			
Salary	<b>0.806</b>	0.192	0.002
Benefits	<b>0.894</b>	0.103	0.003
Security	<b>0.761</b>	0.225	0.015
Location	<b>0.553</b>	0.401	0.046
Opportunities	0.320	<b>0.572</b>	0.108
Challenge	<b>0.510</b>	0.462	0.028
Responsibility	0.124	<b>0.757</b>	0.119
Independence	0.482	0.479	0.039
Contribution	0.339	<b>0.559</b>	0.102
Class 4 (13.5, 13.4, 12.5%): Everything Is Somewhat Important			
Salary	0.108	<b>0.873</b>	0.019
Benefits	0.103	<b>0.862</b>	0.035
Security	0.219	<b>0.723</b>	0.058
Location	0.389	<b>0.554</b>	0.058
Opportunities	0.108	<b>0.710</b>	0.182
Challenge	0.341	<b>0.634</b>	0.025
Responsibility	0.025	<b>0.828</b>	0.147
Independence	0.274	<b>0.675</b>	0.051
Contribution	0.217	<b>0.695</b>	0.088
Class 5 (7.7, 8.9, 9.5%): Advancement, Security, and Benefits Are Unimportant			
Salary	0.175	0.432	0.393
Benefits	0.108	0.267	<b>0.624</b>
Security	0.088	0.223	<b>0.689</b>
Location	<b>0.563</b>	0.248	0.189
Opportunities	0.072	0.160	<b>0.768</b>
Challenge	<b>0.663</b>	0.231	0.106

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(Percent and probability)

Class (prevalence: 2015, 2017, 2019)	Response		
	Very important	Somewhat important	Unimportant
Responsibility	0.290	0.366	0.344
Independence	<b>0.630</b>	0.246	0.123
Contribution	<b>0.543</b>	0.296	0.161

**Note(s):**

Item-response probabilities were estimated simultaneously using the 2015, 2017, and 2019 Survey of Doctorate Recipients cycles but were constrained to be equal across cycles. Rows 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 in a row are highlighted in blue.

**Source(s):**

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