

TABLE 4

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

(Percent and probability)

Class (prevalence: 2015, 2017, 2019)	Response		
	Very satisfied	Somewhat satisfied	Dissatisfied
Class 1 (28.2, 27.3, 25.8%): Very Satisfied with Independence, Challenge, and Responsibility			
Salary	0.101	0.609	0.291
Benefits	0.219	0.552	0.229
Security	0.464	0.358	0.178
Location	0.604	0.295	0.101
Opportunities	0.253	0.521	0.225
Challenge	0.830	0.161	0.009
Responsibility	0.796	0.193	0.011
Independence	0.890	0.100	0.011
Contribution	0.768	0.214	0.017
Class 2 (22.2, 23.5, 25.5%): Very Satisfied with Everything			
Salary	0.766	0.227	0.008
Benefits	0.845	0.137	0.018
Security	0.842	0.138	0.020
Location	0.815	0.155	0.030
Opportunities	0.734	0.251	0.015
Challenge	0.962	0.037	0.001
Responsibility	0.975	0.024	0.001
Independence	0.952	0.045	0.002
Contribution	0.877	0.116	0.007
Class 3 (16.0, 17.0, 17.8%): Very Satisfied with Benefits			
Salary	0.585	0.396	0.019
Benefits	0.787	0.205	0.008
Security	0.631	0.283	0.086
Location	0.594	0.300	0.106
Opportunities	0.146	0.610	0.244
Challenge	0.351	0.552	0.097
Responsibility	0.355	0.579	0.065
Independence	0.564	0.366	0.070
Contribution	0.428	0.483	0.089
Class 4 (17.6, 15.8, 15.4%): Dissatisfied with Opportunities for Advancement			
Salary	0.092	0.388	0.519
Benefits	0.192	0.434	0.374
Security	0.200	0.342	0.457
Location	0.349	0.354	0.297
Opportunities	0.010	0.130	0.861
Challenge	0.094	0.369	0.536
Responsibility	0.049	0.461	0.490
Independence	0.252	0.412	0.336
Contribution	0.200	0.464	0.337
Class 5 (15.9, 16.4, 15.5%): Somewhat Satisfied with Everything			
Salary	0.034	0.755	0.211
Benefits	0.100	0.762	0.137
Security	0.269	0.610	0.122
Location	0.325	0.539	0.136
Opportunities	0.023	0.678	0.299
Challenge	0.117	0.811	0.072
Responsibility	0.044	0.911	0.044
Independence	0.311	0.646	0.042

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	Very satisfied	Somewhat satisfied	Dissatisfied
Contribution	0.229	0.722	0.049

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.