TABLE 5

Transition probabilities for the five-class job satisfaction latent transition analysis: 2015, 2017, and 2019

(Probability)

2015	2017				
	Very Satisfied with Independence (Class 1)	Very Satisfied with Everything (Class 2)	Very Satisfied with Benefits (Class 3)	Dissatisfied with Advancement (Class 4)	Somewhat Satisfied with Everything (Class 5)
Very Satisfied with Independence (Class 1)	**0.705**	0.085	0.031	0.069	0.109
Very Satisfied with Everything (Class 2)	0.079	**0.759**	0.112	0.014	0.036
Very Satisfied with Benefits (Class 3)	0.033	0.166	**0.694**	0.053	0.054
Dissatisfied with Advancement (Class 4)	0.134	0.042	0.082	**0.617**	0.126
Somewhat Satisfied with Everything (Class 5)	0.170	0.052	0.068	0.113	**0.597**
2017	2019				
	Very Satisfied with Independence (Class 1)	Very Satisfied with Everything (Class 2)	Very Satisfied with Benefits (Class 3)	Dissatisfied with Advancement (Class 4)	Somewhat Satisfied with Everything (Class 5)
Very Satisfied with Independence (Class 1)	**0.704**	0.099	0.024	0.069	0.104
Very Satisfied with Everything (Class 2)	0.060	**0.792**	0.106	0.015	0.028
Very Satisfied with Benefits (Class 3)	0.030	0.163	**0.697**	0.061	0.050
Dissatisfied with Advancement (Class 4)	0.123	0.035	0.093	**0.644**	0.105
Somewhat Satisfied with Everything (Class 5)	0.168	0.052	0.080	0.118	**0.581**

SDR = Survey of Doctorate Recipients.

Note(s):
Transition probabilities in this table represent the probability of belonging to a specific job satisfaction class at a given SDR cycle (column) conditional on belonging to a specific job satisfaction class at the previous SDR cycle (row). Transition probabilities on the main diagonal represent the probability of being in the same class at both SDR cycles (i.e., class stability parameters) and are highlighted in bold. Rows may not sum to 1.000 due to rounding.

Source(s):
National Center for Science and Engineering Statistics, Survey of Doctorate Recipients.