TABLE 6

Transition probabilities for the 2015 to 2017 job satisfaction and job importance ALTA model by job importance class

(Probability)

2015 satisfaction class	2017 satisfaction class				
	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)
Importance Class 1: Everything Is Very Important					
Very Satisfied with Independence (Class 1)	**0.684**	0.091	0.026	0.070	0.128
Very Satisfied with Everything (Class 2)	0.071	**0.758**	0.115	0.014	0.042
Very Satisfied with Benefits (Class 3)	0.020	0.222	**0.653**	0.060	0.046
Dissatisfied with Advancement (Class 4)	0.155	0.062	0.064	**0.585**	0.135
Somewhat Satisfied with Everything (Class 5)	0.195	0.057	0.044	0.157	**0.548**
Importance Class 2: Challenge and Independence Are More Important than Salary and Benefits					
Very Satisfied with Independence (Class 1)	**0.728**	0.088	0.029	0.065	0.089
Very Satisfied with Everything (Class 2)	0.079	**0.777**	0.102	0.012	0.030
Very Satisfied with Benefits (Class 3)	0.021	0.183	**0.691**	0.049	0.056
Dissatisfied with Advancement (Class 4)	0.186	0.066	0.080	**0.561**	0.107
Somewhat Satisfied with Everything (Class 5)	0.209	0.065	0.058	0.115	**0.553**
Importance Class 3: Benefits and Salary Are More Important than Responsibility					
Very Satisfied with Independence (Class 1)	**0.692**	0.050	0.027	0.095	0.136
Very Satisfied with Everything (Class 2)	0.060	**0.741**	0.156	0.010	0.033
Very Satisfied with Benefits (Class 3)	0.030	0.171	**0.679**	0.056	0.064
Dissatisfied with Advancement (Class 4)	0.118	0.037	0.099	**0.629**	0.116
Somewhat Satisfied with Everything (Class 5)	0.172	0.039	0.080	0.121	**0.588**
Importance Class 4: Everything Is Somewhat Important					
Very Satisfied with Independence (Class 1)	**0.619**	0.054	0.034	0.035	0.257
Very Satisfied with Everything (Class 2)	0.053	**0.734**	0.114	0.015	0.084
Very Satisfied with Benefits (Class 3)	0.035	0.135	**0.755**	0.030	0.045
Dissatisfied with Advancement (Class 4)	0.077	0.020	0.068	**0.660**	0.174
Somewhat Satisfied with Everything (Class 5)	0.156	0.059	0.074	0.075	**0.636**
Importance Class 5: Advancement, Security, and Benefits Are Unimportant					
Very Satisfied with Independence (Class 1)	**0.763**	0.112	0.006	0.058	0.061
Very Satisfied with Everything (Class 2)	0.120	**0.769**	0.065	0.020	0.025
Very Satisfied with Benefits (Class 3)	0.124	0.180	**0.577**	0.088	0.031
Dissatisfied with Advancement (Class 4)	0.167	0.040	0.057	**0.626**	0.110

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Transition probabilities for the 2015 to 2017 job satisfaction and job importance ALTA model by job importance class

(Probability)

2015 satisfaction class	2017 satisfaction class				
	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)
Somewhat Satisfied with Everything (Class 5)	0.297	0.099	0.064	0.082	**0.459**

ALTA = associative latent transition analysis; SDR = Survey of Doctorate Recipients.

Note(s):
Transition probabilities in this table represent the probability of belonging to a specific job satisfaction class at the 2017 SDR cycle (column) conditional on belonging to a specific job satisfaction class at the 2015 SDR cycle (row), grouped by job importance class at the 2015 SDR cycle. Class stability parameters are 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.