

TABLE 7

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

(Probability)

2015 satisfaction class	2017 satisfaction class					2015 importance 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)	
Very Satisfied with Independence, Challenge, and Responsibility (Class 1)	0.684	0.091	0.026	0.070	0.128	Everything Is Very Important
	0.728	0.088	0.029	0.065	0.089	Challenge and Independence Are More Important
	0.692	0.050	0.027	0.095	0.136	Salary and Benefits Are More Important
	0.619	0.054	0.034	0.035	0.257	Everything Is Somewhat Important
	0.763	0.112	0.006	0.058	0.061	Advancement Is Unimportant
	0.705	0.085	0.031	0.069	0.109	Entire sample
Very Satisfied with Everything (Class 2)	0.071	0.758	0.115	0.014	0.042	Everything Is Very Important
	0.079	0.777	0.102	0.012	0.030	Challenge and Independence Are More Important
	0.060	0.741	0.156	0.010	0.033	Salary and Benefits Are More Important
	0.053	0.734	0.114	0.015	0.084	Everything Is Somewhat Important
	0.120	0.769	0.065	0.020	0.025	Advancement Is Unimportant
	0.079	0.759	0.112	0.014	0.036	Entire sample
Very Satisfied with Benefits (Class 3)	0.020	0.222	0.653	0.060	0.046	Everything Is Very Important
	0.021	0.183	0.691	0.049	0.056	Challenge and Independence Are More Important
	0.030	0.171	0.679	0.056	0.064	Salary and Benefits Are More Important
	0.035	0.135	0.755	0.030	0.045	Everything Is Somewhat Important
	0.124	0.180	0.577	0.088	0.031	Advancement Is Unimportant
	0.033	0.166	0.694	0.053	0.054	Entire sample
Dissatisfied with Advancement (Class 4)	0.155	0.062	0.064	0.585	0.135	Everything Is Very Important
	0.186	0.066	0.080	0.561	0.107	Challenge and Independence Are More Important
	0.118	0.037	0.099	0.629	0.116	Salary and Benefits Are More Important
	0.077	0.020	0.068	0.660	0.174	Everything Is Somewhat Important
	0.167	0.040	0.057	0.626	0.110	Advancement Is Unimportant
	0.134	0.042	0.082	0.617	0.126	Entire sample
Somewhat Satisfied with Everything (Class 5)	0.195	0.057	0.044	0.157	0.548	Everything Is Very Important

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	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)	
	0.209	0.065	0.058	0.115	0.553	Challenge and Independence Are More Important
	0.172	0.039	0.080	0.121	0.588	Salary and Benefits Are More Important
	0.156	0.059	0.074	0.075	0.636	Everything Is Somewhat Important
	0.297	0.099	0.064	0.082	0.459	Advancement Is Unimportant
	0.170	0.052	0.068	0.113	0.597	Entire sample

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 importance class at the 2015 SDR cycle (row), grouped by job satisfaction class at the 2015 SDR cycle. The 2015 to 2017 transition probabilities for the entire sample from the job satisfaction latent transition analysis in table 5 are provided for reference and highlighted in gray. Class stability parameters are in bold. Largest difference in class stability parameters for each 2015 satisfaction class, except Class 2, and the corresponding opposite effect are highlighted in blue. Rows may not sum to 1.000 due to rounding.

Source(s):

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