

TABLE 9

Transition probabilities for the 2015 to 2017 job satisfaction LTA model with covariates for race and ethnicity by 2015 job satisfaction class

(Probability)

2015 satisfaction class	2017 satisfaction class					2015 race and ethnicity
	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)	0.641	0.070	0.026	0.065	0.198	Asian
	0.657	0.063	0.033	0.109	0.138	Black
	0.699	0.081	0.034	0.078	0.108	Hispanic
	0.731	0.088	0.023	0.064	0.094	White
	0.676	0.053	0.046	0.079	0.145	Other
	0.705	0.085	0.031	0.069	0.109	Entire sample
Very Satisfied with Everything (Class 2)	0.094	0.659	0.132	0.020	0.094	Asian
	0.110	0.707	0.125	0.011	0.048	Black
	0.081	0.717	0.140	0.023	0.039	Hispanic
	0.069	0.795	0.102	0.011	0.023	White
	0.023	0.757	0.144	0.025	0.052	Other
	0.079	0.759	0.112	0.014	0.036	Entire sample
Very Satisfied with Benefits (Class 3)	0.044	0.176	0.606	0.059	0.115	Asian
	0.029	0.197	0.653	0.080	0.042	Black
	0.067	0.196	0.617	0.063	0.057	Hispanic
	0.016	0.173	0.721	0.048	0.041	White
	0.078	0.200	0.589	0.048	0.086	Other
	0.033	0.166	0.694	0.053	0.054	Entire sample
Dissatisfied with Advancement (Class 4)	0.097	0.027	0.062	0.603	0.211	Asian
	0.150	0.050	0.081	0.600	0.119	Black
	0.163	0.059	0.091	0.605	0.082	Hispanic
	0.145	0.051	0.084	0.617	0.104	White
	0.205	0.048	0.057	0.556	0.135	Other
	0.134	0.042	0.082	0.617	0.126	Entire sample
Somewhat Satisfied with Everything (Class 5)	0.135	0.048	0.051	0.120	0.646	Asian
	0.186	0.064	0.067	0.113	0.569	Black
	0.253	0.078	0.064	0.094	0.510	Hispanic
	0.207	0.056	0.080	0.103	0.553	White
	0.182	0.037	0.193	0.210	0.378	Other
	0.170	0.052	0.068	0.113	0.597	Entire sample

LTA = 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 self-reported race and ethnicity 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 LTA in table 5 are provided for reference and highlighted in gray. Class stability parameters are in bold. Select cells discussed in the text 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.