

2010 JOB SATISFACTION AND SALARY SURVEY

Figure 1. What is your overall level of job satisfaction?

	Very High	High	OK	Poor	Very Poor
2010	5.9%	35.6%	45.1%	10.5%	2.9%
2009	9.9%	38.1%	40.9%	9.6%	1.5%
2008	5.4%	43.0%	43.3%	7.4%	0.9%
2007	8.8%	40.6%	42.1%	6.6%	1.9%
2006	7.0%	42.6%	42.1%	6.8%	1.6%
2005	12.7%	36.0%	42.0%	8.0%	1.3%

Figure 2. What is most important to you for job satisfaction?

	Salary and Benefits	Job Security	Challenging Work	Opportunity for Advancement
2010	14.5%	13.5%	36.5%	16.8%
2009	21.4%	12.1%	31.9%	18.3%
	Appreciation	Low-stress Environment	Enjoyable Colleagues	
2010	13.3%	4.9%	2.3%	
2009	11.5%	3.1%	NA	

Figure 3. Are you concerned about job security?

	Yes
2010	66.3%
2009	63.8%
2005	44.4%

Figure 4. If you are concerned, what is the greatest threat to your job security?

	External financial pressure on my company due to the current economic crisis	Continued internal cost-cutting measures	Possible plant closing.	The trend toward outsourcing	The diminished relevance of my skills due to changing technologies and industry focuses.	Personal issues with coworkers or supervisors.
2010	30.3%	31.6%	13.9%	7.4%	4.3%	12.6%
2009	39.6%	32.6%	11.7%	7.8%	2.2%	6.1%

Figure 5. How has the economy affected your company recently? Check all that apply.

	Hiring Freezes	Fewer Promotions and Raises	Layoffs	Salary Freezes	Outsourcing
2010	52.5%	57.9%	45.8%	34.4%	24.1%
2009	50.0%	42.8%	37.3%	22.2%	19.3%
2008	47.2%	34.7%	39.6%	13.8%	29.4%

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Figure 6. How long has it been since your last salary increase?

Less than 1 year	48.9%
1-3 years	47.2%
More than 3 years	3.9%

Figure 7. How much of an increase did you receive at your last raise?

1-3%	53.8%
4-6%	30.7%
7-10%	8.3%
10-20%	5.6%

Figure 8. How much vacation time do you get each year?

3 weeks	29.7%
4 weeks	28.4%
More than 4 weeks	26.1%
2 weeks	12.2 %
1 week	3.6%

Figure 9. Did you take all your vacation time last year?

Yes	42.6%
No	57.4%

Figure 10. What is your personal branding strategy? Check all that apply.

I am participating in Internet-based networking (via LinkedIn, Facebook, etc.).	56.4%
I am participating in professional organizations.	47.7%
I am establishing relationships with recruitment firms and peers from other companies.	45.6%
I am okay—my skills and performance speak for themselves.	39.9%
I am going back for more schooling.	17.1%
I am publishing articles and research.	13.4%