

Agricultural Job Satisfaction Survey Instructions & Scoring

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Agricultural Job Satisfaction Survey (2021)

What is the Agricultural Job Satisfaction Survey (AJSS)? A 30-statement questionnaire that measures job satisfaction in 10 aspects of the work environment (page 2). Each aspect is measured using a psychometric scale: three statements pertaining to the aspect in question are rated by the employee on a scale from 0 to 5. The ratings are then combined into a single score representing the employee's level of satisfaction in that aspect of the work environment.

Purpose: Scores can identify how employees are (dis)satisfied with aspects of the work environment to help managers develop targeted strategies to boost job satisfaction.

Which workers is it for? Workers in any agricultural position or industry can use the AJSS. It was developed with vineyard workers in the following roles: seasonal and permanent field workers, specialist laborers (tractor drivers; irrigators; mechanics) and field crew supervisors.

How to collect responses? On our website, we offer three options for completing the AJSS:

- a. **Online** via phone or computer.
- b. On a **printed** paper version.
- c. Using **presentation slides** and a separate **answer sheet** to collect responses from groups of employees. Alternatively, answers could be recorded electronically using polling software.

The AJSS should take no more than 15-20 minutes to complete.

General guidelines for use of the AJSS with employees:

- Encourage truthful responses by building trust with employees and creating a safe environment in which they feel comfortable providing answers without fear of retaliation.
- All responses should be anonymous. If personal information, such as gender is collected, ensure that workers cannot be identified from this information.
- If comprehension is a concern, conduct the survey with employees in a small group setting where the statements can be read aloud, and employees given the opportunity to ask clarifying questions.
- The AJSS provides general measures of satisfaction. To be most effective, scores should be used to build a dialogue with workers in a collaborative setting to determine and address the specific nature of their concerns.

10 Aspects of the Work Environment measured by the AJSS

PAY

Current pay & opportunity for pay increase

COMMUTE

Cost and difficulty of journey to work

HEALTH CONSEQUENCES

Impact of work on health & wellness

NATURE OF AGRICULTURAL WORK

Type of work and tasks carried out

CONTINGENT REWARDS

Non-pay or benefits related rewards

E.g., recognition for good work, verbal encouragement, appreciation

PROMOTION OPPORTUNITIES

Opportunities for promotion

Incl. to specialist roles or transition from temporary to permanent employment

COMMUNICATION

Communication within the company in general and about work tasks.

TEAMWORK

Interpersonal and task-related interactions with work team

FAMILY COMMITMENTS

Ability to balance family & work responsibilities

FRINGE BENEFITS

Monetary and non-monetary benefits

E.g., health/dental/vision insurance, vacation/sick days, 401k, bonuses

Scoring

Please return responses to UCCE for scoring using the following email address: mbhobbs@ucdavis.edu. We will score the questionnaires and return the data to you. If you are using the online version responses will automatically be sent to UCCE but it will be helpful if you email us to let us know to expect incoming data.

Interpretation of Scores

The higher the score in each category, the more satisfied employees are.

On the rating scale the lower half (0 to 2) represents disagreement with the statements and the upper half (3 to 5) as agreement with the statements. Thus, the lower half can be said to indicate dissatisfaction and the upper half satisfaction. For each category we can therefore use the mid-point in the scale to broadly indicate dissatisfaction or satisfaction. A **category score <7.5 indicates dissatisfaction**, whereas a **category score >7.5 indicates satisfaction**.

Scores on the AJSS provide a general indication of employee satisfaction in each category but they cannot tell you the specific reasons employees are satisfied or dissatisfied, or how you can boost satisfaction with company practices.

Use the AJSS as the **basis for a dialogue** about working conditions in follow-up meetings with employees. This is the primary purpose of this tool for employers.

Additional information on common agricultural worker grievances and suggested labor management strategies are available on our website.

Additional resources:

Hobbs & Cooper derived the AJSS from the job satisfaction survey (Spector, University of South Florida 1994). Survey results with vineyard workers are published in (1) Hobbs et al. 2020: <http://calag.ucanr.edu/Archive/?article=ca.2020a0002> and (2) Hobbs et al. 2020: <https://www.asevcatalyst.org/content/early/2020/03/10/catalyst.2020.19005>