UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

Agricultural Job Satisfaction Survey key findings and additional information

UCCE Napa, in collaboration with the Napa Valley Farmworker Foundation, developed a job satisfaction tool for identifying farmworker concerns to aid the targeting of positive labor strategies that are beneficial for farmworker well-being and company outcomes.

The AJSS is a 30-statement questionnaire measuring job satisfaction in 10 areas of the work environment for use with workers in any agricultural job role. High job satisfaction scores are related to better company outcomes such as reduced turnover, higher productivity, and lower absenteeism. AJSS scores identify where employees are (dis)satisfied so that managers can implement targeted strategies to boost satisfaction.

What can AJSS tell us?

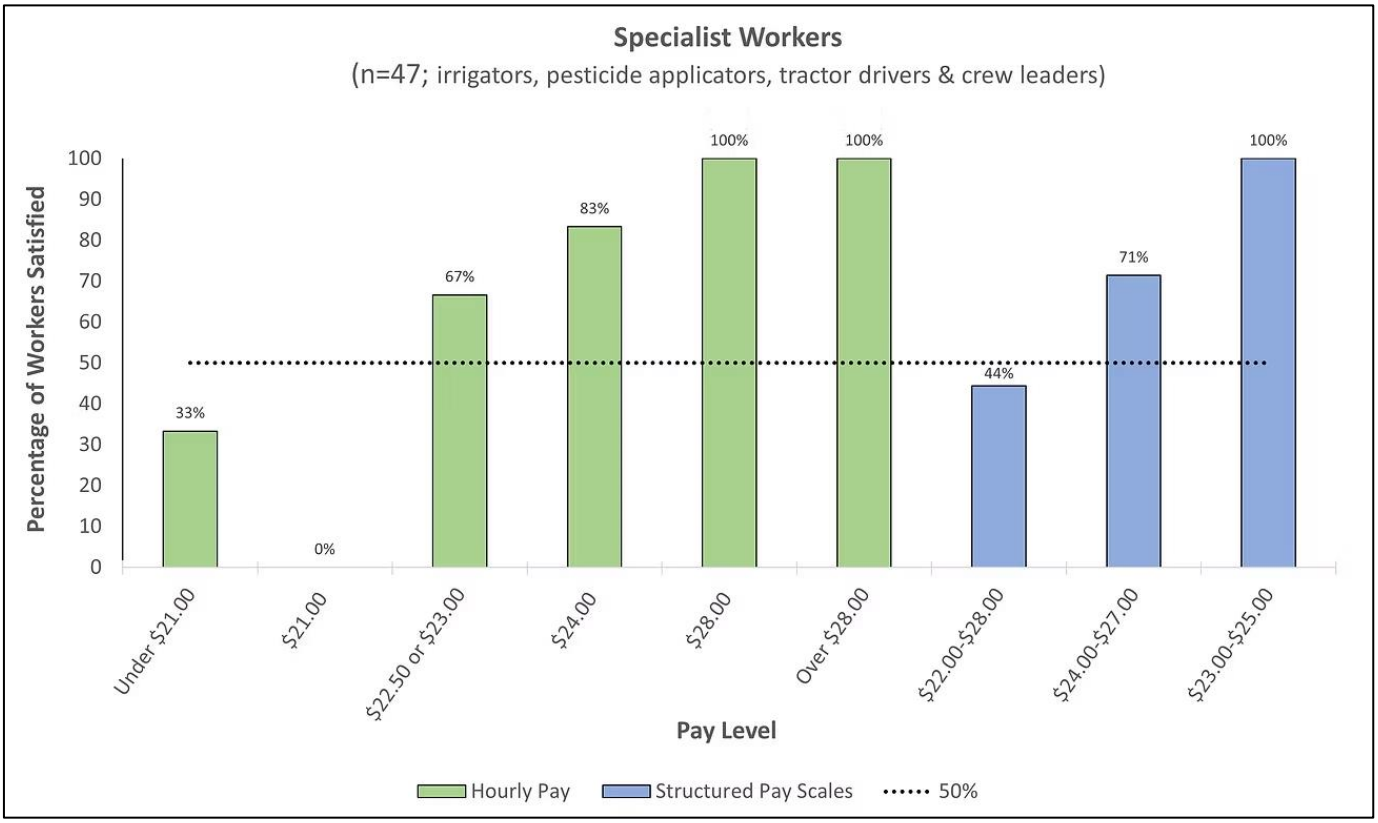
Scores are calculated in 10 areas of the work environment:

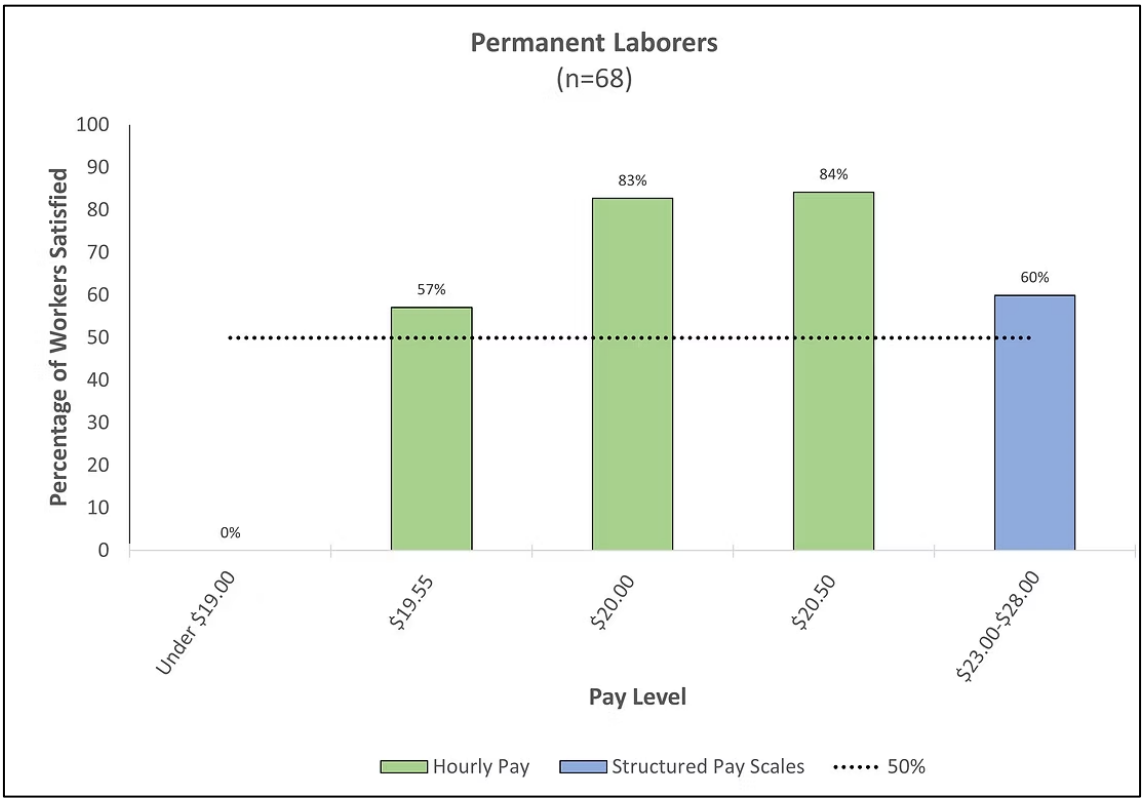
Dissatisfactory areas can be targeted with positive labor strategies to boost satisfaction. Determine suitable strategies using the educational resources below and/or follow-up the AJSS with further consultations with workers.

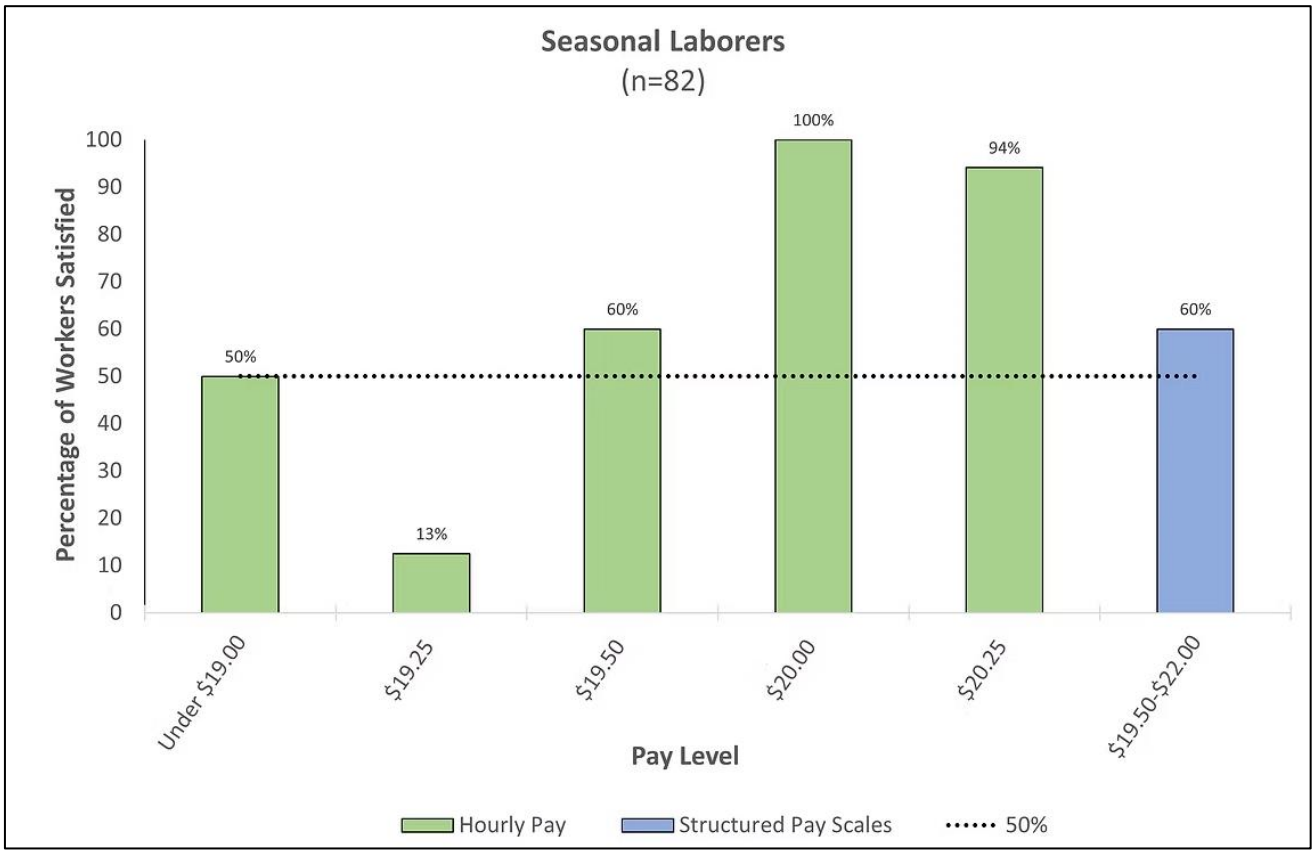


Reference: Hobbs, Klachky, Cooper. 2020. California Agriculture. 74(1): 30-39

Percent of workers satisfied with pay levels in Napa County 2022







2022 Napa County Farmworker Wage Satisfaction

Below are the minimum pay levels most farm workers found satisfactory and the levels at which satisfaction was highest. These are recommended to reduce turnover, keep employees motivated, and promote the financial security of farm workers. In future years, these values should be adjusted for inflation.

Specialists Workers (irrigators, tractor drivers, crew leaders):

- Minimum recommended: $22.50/hour
- Highest satisfaction at $24 to $28.00/hour

Permanent and Seasonal Laborers

- Minimum recommended: $19.50/hour
- Highest Satisfaction: $20 to $20.50/hour

All Employees

Farm workers are satisfied when offered structured pay scales where workers earn progressively higher pay based on seniority or experience, independent of inflation.