

Table 2 **Distribution of the Minnesota satisfaction questionnaire scores (*n* = 152 nurses)**

Subscale	Mean score (SD)	Satisfaction					
		Low		Moderate		High	
		No.	%	No.	%	No.	%
Ability utilization	3.75 (0.74)	3	2.0	95	62.5	54	35.5
Achievement	3.89 (0.66)	3	2.0	88	57.9	61	40.1
Activity	3.97 (0.60)	3	2.0	86	56.6	63	41.4
Advancement	2.64 (1.04)	63	41.4	76	50.0	13	8.6
Authority	3.46 (0.64)	2	1.3	130	85.5	20	13.2
Company policies & practices	2.81 (1.00)	44	28.9	96	63.2	12	7.9
Compensation	3.01 (0.92)	32	21.2	105	69.1	15	9.9
Co-workers	3.86 (0.69)	3	2.0	97	63.8	52	34.2
Creativity	3.44 (0.74)	10	6.6	118	77.6	24	15.8
Independence	3.13 (0.81)	18	11.8	116	76.3	18	11.8
Moral values	4.04 (0.66)	1	0.7	66	43.4	85	55.9
Recognition	3.13 (0.95)	25	16.4	102	67.1	25	16.4
Responsibility	3.31 (0.77)	11	7.2	119	78.3	22	14.5
Security	3.18 (0.85)	22	14.5	113	74.3	17	11.2
Social services	4.14 (0.57)	0	0.0	67	44.1	85	55.9
Social status	3.35 (0.78)	14	9.2	112	73.7	26	17.1
Supervision: human relations	3.23 (0.98)	23	15.1	100	65.8	29	19.1
Supervision: technical	3.09 (0.90)	25	16.4	110	72.4	17	11.2
Variety	3.15 (0.77)	17	11.2	115	75.7	20	13.2
Working conditions	3.28 (0.86)	16	10.5	111	73.0	25	16.4

SD = standard deviation.