

Table 3 **Variances in job satisfaction with respect to place of employment**

Subscale	Sum of squares	Square mean	F-value	P-value
Activity	86.27	21.57	2.48	0.04
Advancement	504.43	126.11	5.14	< 0.001
Authority	172.89	43.22	4.7	< 0.001
Company policies & practices	544.41	136.10	6.20	< 0.001
Compensation	357.07	89.27	4.62	< 0.001
Co-workers	186.39	46.60	4.13	< 0.001
Creativity	147.24	36.81	2.83	0.02
Independence	386.14	96.53	6.71	< 0.001
Moral values	120.25	30.06	2.95	0.02
Recognition	490.23	122.56	6.12	< 0.001
Responsibility	352.70	63.18	4.62	< 0.001
Security	399.67	99.92	6.27	< 0.001
Social service	174.91	43.73	6.22	< 0.001
Supervision: human relations	891.73	222.93	11.96	< 0.001
Supervision: technical	522.09	130.52	7.56	< 0.001
Variety	339.68	84.92	6.35	< 0.001
Working conditions	410.47	102.62	6.32	< 0.001
General	153.80	38.45	5.77	< 0.001