

Title	Overall Job Satisfaction: Is It a linear Function of Facet Satisfaction?
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Source	Human Relations
Pub Date	1981
Keywords	
Abstract	<p>This study investigates the relationship between overall job satisfaction and satisfaction with various job facets. Linear and nonlinear models for combining facets are examined. The results provide marginal support for an hypothesis that overall job satisfaction is a linear function of satisfaction with various job facets. Specifically, satisfaction with job facets explains 50%-60% of overall job satisfaction based on a linear combination of facet satisfactions. The results also indicate that facetbased instruments used individually are not sufficient measures of overall job satisfaction. When facets from multiple facet-based instruments are combined, a marginally sufficient measure is obtained.</p>