

Home > Vol 7, No 1 (2009) > Buitendach

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The validation of the Minnesota Job Satisfaction Questionnaire in selected organisations in South Africa

Johanna H. Buitendach, Sebastiaan Rothmann

Abstract

The objectives of this study were to assess the construct equivalence of the Minnesota Job Satisfaction Questionnaire (MSQ), and to investigate the manifestation of job satisfaction at selected organisations in South Africa. A cross-sectional survey design with a random sample (N = 474) was used. The MSQ and a biographical questionnaire were administered. The results confirmed a two-factor model of job satisfaction, consisting of extrinsic job satisfaction and intrinsic job satisfaction. Exploratory factor analysis with target rotations confirmed the construct equivalence of scales for the black and white groups. The results obtained from comparing job satisfaction levels of various demographic groups showed that practically significant differences existed between the job satisfaction of different age and race groups.

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