Category	Percent of Subjects
Pay	39% *
Chance for advancement	43% *
Supervisor's handling of employees	53% *
Amount of work	54% *
Chance to be somebody in community	55% *
Praise received for doing a good job	55% *
Interaction with co-workers	60% *
Physical working conditions	64% *
Chance to do different things	69%
Feeling of accomplishment	74%
Freedom to use one's judgment	79%
Chance to utilize abilities	84% *
Patient care provided by dialysis facility	85% *
Job security	93% *
Chance to do things for others	95% *
Personal delivery of patient care	96% *
Overall job satisfaction	75%

Percent of Subjects