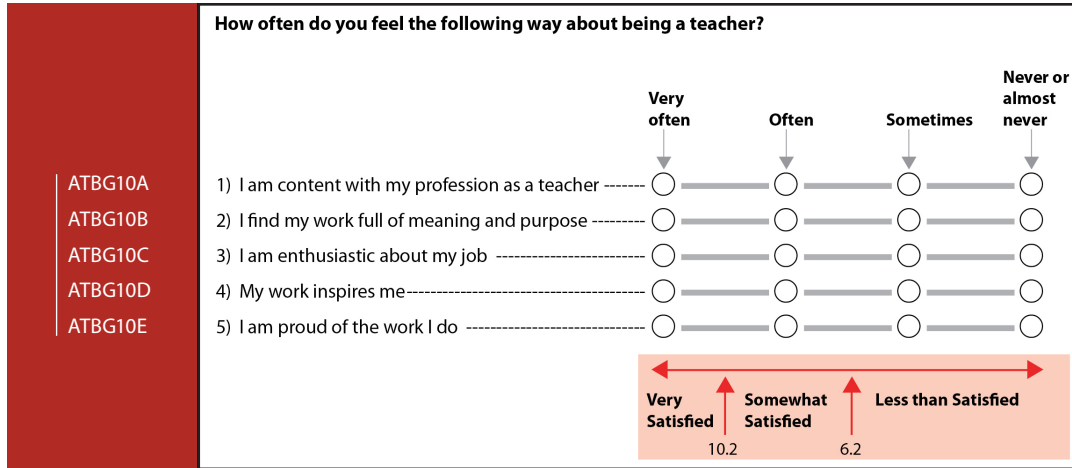


Teacher Job Satisfaction Scale

The *Teacher Job Satisfaction* (TJS) scale was created based on the degree that teachers responded positively to the five items below.

Items in the PIRLS 2016 *Teacher Job Satisfaction* Scale¹



¹ For the purpose of scaling, categories in which there were very few respondents were combined. The categories "Sometimes" and "Never or almost never" were combined for all variables. The scale statistics that are reported herein reflect analysis of the items following collapsing.

Item Parameters for the PIRLS 2016 Teacher Job Satisfaction Scale

Item	delta	tau_1	tau_2	Infit
ATBG10A	0.37535	-2.26426	2.26426	1.11
ATBG10B	-0.78996	-2.26314	2.26314	1.05
ATBG10C	0.06308	-2.28012	2.28012	0.89
ATBG10D	0.46060	-2.32478	2.32478	0.91
ATBG10E	-0.10907	-1.95730	1.95730	1.14

Scale Transformation Constants for the PIRLS 2016 Teacher Job Satisfaction Scale

Scale Transformation Constants	
A = 8.192812	Transformed Scale Score = 8.192812 + 0.804273 • Logit Scale Score
B = 0.804273	

Equivalence Table of the Raw Score and Transformed Scale Scores for the PIRLS 2016 Teacher Job Satisfaction Scale

Raw Score	Transformed Scale Score	Cutpoint
0	4.38704	
1	5.47445	
2	6.12206	6.2
3	6.68375	
4	7.29255	
5	8.17713	
6	9.07681	
7	9.70719	
8	10.27783	10.2
9	10.92662	
10	11.99778	

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

**Cronbach's Alpha Reliability Coefficient and Principal Components
Analysis of the Items in the PIRLS 2016 Teacher Job Satisfaction Scale**

Country	Cronbach's Alpha Reliability Coefficient	Percent of Variance Explained	Component Loadings for Each Item				
			ATBG10A	ATBG10B	ATBG10C	ATBG10D	ATBG10E
Australia	0.90	71	0.87	0.82	0.89	0.87	0.74
Austria	0.86	65	0.76	0.75	0.85	0.86	0.80
Azerbaijan	0.79	55	0.71	0.68	0.73	0.81	0.77
Bahrain	0.88	69	0.84	0.80	0.85	0.83	0.82
Belgium (Flemish)	0.89	69	0.81	0.82	0.85	0.86	0.81
Belgium (French)	0.90	73	0.88	0.87	0.90	0.88	0.73
Bulgaria	0.87	66	0.75	0.82	0.85	0.85	0.79
Canada	0.89	70	0.81	0.84	0.87	0.88	0.78
Chile	0.86	65	0.79	0.82	0.82	0.86	0.74
Chinese Taipei	0.94	80	0.91	0.88	0.93	0.89	0.86
Czech Republic	0.91	73	0.82	0.88	0.87	0.89	0.82
Denmark	0.89	69	0.81	0.80	0.89	0.85	0.79
Egypt	0.74	50	0.80	0.66	0.73	0.74	0.60
England	0.90	72	0.80	0.87	0.89	0.90	0.78
Finland	0.92	76	0.86	0.83	0.91	0.90	0.84
France	0.84	62	0.77	0.63	0.89	0.88	0.74
Georgia	0.84	61	0.73	0.68	0.84	0.82	0.82
Germany	0.87	66	0.81	0.75	0.84	0.87	0.78
Hong Kong SAR	0.94	81	0.90	0.92	0.91	0.87	0.89
Hungary	0.89	69	0.80	0.83	0.87	0.85	0.80
Iran, Islamic Rep. of	0.72	52	0.76	0.69	0.81	0.84	0.45
Ireland	0.90	72	0.80	0.87	0.86	0.89	0.82
Israel	0.91	74	0.84	0.85	0.89	0.88	0.84
Italy	0.89	69	0.78	0.77	0.89	0.86	0.85
Kazakhstan	0.87	66	0.77	0.80	0.86	0.81	0.81
Kuwait	0.81	59	0.74	0.75	0.85	0.70	0.78
Latvia	0.85	62	0.76	0.76	0.75	0.84	0.82
Lithuania	0.87	65	0.81	0.65	0.85	0.87	0.83
Macao SAR	0.91	74	0.88	0.89	0.87	0.82	0.86
Malta	0.88	68	0.80	0.85	0.83	0.85	0.79
Morocco	0.85	63	0.77	0.75	0.85	0.82	0.78
Netherlands	0.87	66	0.75	0.77	0.86	0.85	0.84
New Zealand	0.88	69	0.78	0.81	0.88	0.90	0.77
Northern Ireland	0.89	70	0.82	0.87	0.86	0.89	0.73
Norway (5)	0.89	70	0.74	0.80	0.88	0.88	0.87
Oman	0.82	60	0.77	0.71	0.87	0.83	0.67
Poland	0.92	77	0.89	0.88	0.88	0.88	0.87
Portugal	0.88	67	0.82	0.81	0.87	0.83	0.78
Qatar	0.88	68	0.73	0.84	0.86	0.88	0.80
Russian Federation	0.85	63	0.79	0.72	0.81	0.83	0.80
Saudi Arabia	0.86	65	0.88	0.78	0.76	0.78	0.84
Singapore	0.96	85	0.91	0.92	0.94	0.94	0.92
Slovak Republic	0.90	71	0.81	0.80	0.88	0.87	0.85
Slovenia	0.90	70	0.82	0.78	0.87	0.87	0.84
South Africa	0.90	71	0.79	0.87	0.85	0.87	0.83
Spain	0.85	62	0.79	0.75	0.83	0.85	0.71
Sweden	0.86	64	0.81	0.69	0.87	0.85	0.78
Trinidad and Tobago	0.91	74	0.83	0.87	0.92	0.88	0.80
United Arab Emirates	0.87	66	0.81	0.77	0.85	0.85	0.77
United States	0.90	72	0.84	0.89	0.87	0.87	0.77
Benchmarking Participants							
Buenos Aires, Argentina	0.75	50	0.74	0.71	0.78	0.69	0.63
Ontario, Canada	0.90	71	0.79	0.86	0.89	0.90	0.76
Quebec, Canada	0.87	66	0.75	0.71	0.88	0.88	0.81
Denmark (3)	0.89	70	0.83	0.80	0.87	0.88	0.79
Norway (4)	0.91	74	0.84	0.84	0.90	0.90	0.82
Moscow City, Russian Fed.	0.85	62	0.78	0.77	0.79	0.85	0.75
Eng/Afr/Zulu - RSA (5)	0.91	74	0.74	0.90	0.92	0.90	0.81
Andalusia, Spain	0.83	61	0.78	0.78	0.80	0.87	0.65
Madrid, Spain	0.88	68	0.84	0.84	0.77	0.83	0.85
Abu Dhabi, UAE	0.89	69	0.85	0.80	0.88	0.86	0.77
Dubai, UAE	0.89	69	0.81	0.81	0.88	0.87	0.77

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016

Relationship Between the PIRLS 2016 Teacher Job Satisfaction Scale and PIRLS 2016 Reading Achievement

Country	Pearson's Correlation with Reading Achievement		Variance in Reading Achievement Accounted for by Difference Between Regions of the Scale (η^2)
	(r)	(r ²)	
Australia	0.05	0.00	0.00
Austria	0.00	0.00	0.00
Azerbaijan	0.06	0.00	0.00
Bahrain	0.08	0.01	0.00
Belgium (Flemish)	0.01	0.00	0.00
Belgium (French)	0.09	0.01	0.01
Bulgaria	0.05	0.00	0.00
Canada	0.00	0.00	0.00
Chile	-0.01	0.00	0.00
Chinese Taipei	-0.01	0.00	0.00
Czech Republic	0.03	0.00	0.00
Denmark	0.02	0.00	0.00
Egypt	0.00	0.00	0.00
England	0.00	0.00	0.00
Finland	-0.03	0.00	0.00
France	0.02	0.00	0.00
Georgia	0.04	0.00	0.00
Germany	0.10	0.01	0.01
Hong Kong SAR	0.01	0.00	0.00
Hungary	0.04	0.00	0.00
Iran, Islamic Rep. of	0.06	0.00	0.00
Ireland	0.03	0.00	0.00
Israel	-0.04	0.00	0.01
Italy	-0.01	0.00	0.00
Kazakhstan	0.08	0.01	0.00
Kuwait	-0.07	0.01	0.01
Latvia	0.09	0.01	0.01
Lithuania	0.10	0.01	0.01
Macao SAR	0.09	0.01	0.01
Malta	0.05	0.00	0.01
Morocco	0.16	0.03	0.02
Netherlands	-0.02	0.00	0.01
New Zealand	0.08	0.01	0.00
Northern Ireland	-0.01	0.00	0.00
Norway (5)	0.04	0.00	0.00
Oman	0.01	0.00	0.00
Poland	-0.01	0.00	0.00
Portugal	0.05	0.00	0.00
Qatar	-0.08	0.01	0.00
Russian Federation	0.02	0.00	0.00
Saudi Arabia	0.15	0.02	0.02
Singapore	-0.02	0.00	0.00
Slovak Republic	0.01	0.00	0.00
Slovenia	-0.01	0.00	0.00
South Africa	-0.03	0.00	0.03
Spain	0.07	0.01	0.00
Sweden	0.01	0.00	0.00
Trinidad and Tobago	0.03	0.00	0.00
United Arab Emirates	-0.03	0.00	0.00
United States	0.09	0.01	0.01
International Median	0.02	0.00	0.00
Benchmarking Participants			
Buenos Aires, Argentina	0.06	0.00	0.00
Ontario, Canada	0.02	0.00	0.00
Quebec, Canada	-0.06	0.00	0.00
Denmark (3)	0.01	0.00	0.00
Norway (4)	0.03	0.00	0.00
Moscow City, Russian Fed.	-0.02	0.00	0.00
Eng/Afr/Zulu - RSA (5)	-0.15	0.02	0.02
Andalusia, Spain	0.02	0.00	0.00
Madrid, Spain	0.11	0.01	0.01
Abu Dhabi, UAE	-0.08	0.01	0.01
Dubai, UAE	-0.02	0.00	0.00

SOURCE: IEA's Progress in International Reading Literacy Study – PIRLS 2016