Principal Investigators
Joshua L. Rosenbloom, University of Kansas, Department of Economics and National Bureau of Economic Research
Ronald A. Ash, University of Kansas, School of Business

Title
Professional Worker Career Experience Survey (PWCES)

Funding Source
This work was supported in part by the National Science Foundation under Grant No ITWF-0204464

Data Collectors
Joshua L. Rosenbloom
Ronald A. Ash
LeAnne Coder
Brandon Dupont

Project Description
The Professional Worker Career Experience Survey (PWCES) contains responses from 752 working professionals who were surveyed between December 2003 and September 2004. The survey contains a combination of data on personal education and work histories, family structure, employment and demographic characteristics, and variety of personality scales. The data were collected originally as part of an investigation of the reasons for the under representation of women and minorities in the Information Technology (IT) workforce.

The survey instrument was made up of two separate sets of questions. The first part, was developed by the KU research team gathered information on the following topics:

- Work history and job characteristics
- Education history and experiences
- Family history and experiences
- Career choice influences
- Family and other non-work obligations
- Attitudes and perceptions of work experiences
- Life/family/work conflicts
- Job and career satisfaction
- Personal attitudes and beliefs
- Demographic and salary information

The second part of the survey consisted of the Strong Interest Inventory (SII), a widely used vocational counseling instrument that is developed and maintained by Consulting Psychologists Press (CPP). After completing the first part of the survey users were transferred to a site maintained by CPP and filled out responses to the SII online. CPP then transferred these responses to the KU team and responses from the two parts were matched based on individual identifiers.

After the data collection phase was completed the KU research team cleaned the responses by examining consistency of responses. In addition a number of additional variables were constructed based on survey responses.

Respondents were classified as either IT or non-IT employees based on self-reported current career field one of 13 categories or "Other"), and specific job title (open ended). Based on this information a total of 749 respondents could be placed in one career field or the other, with 200 being coded as IT and 549 coded as non-IT.

Data collected in the first part of the survey allowed the KU research team to construct a number of instruments that have been used by previous researchers. These include measures of: Work-family conflict, job satisfaction, life satisfaction, work stress, and Big Five Personality Constructs (NEOAC). Based on responses to the Strong Interest Inventory it was possible to construct Holland's General Occupational Themes (RIASEC). Each of these instruments is described more fully in the glossary included as Appendix A to this users guide.

Because not all respondents completed the entire survey sample sizes will depend on the specific questions being analyzed.

Sampling Procedure

The PWCES survey was designed to collect data from a matched sample of professionals employed in Information Technology and non-IT careers. The non-IT professionals included individuals who are similar to the information technology sample in terms of education level (but not specific degree fields) and who work in jobs with comparable human attribute demands, including written comprehension, oral comprehension, oral expression, written expression, and deductive reasoning.

Participation in the survey was solicited from employees at several large organizations with offices in the central United States, from business school and computer science alumni of a large mid-western university, and through contact lists provided by several regional professional associations for IT workers. To encourage participation approximately one-fifth of respondents received a monetary incentive (a $50 gift card from a large electronics retailer). In some samples recipients of the gift card were selected randomly from all respondents; in others the gift cards were offered to the first twenty percent of the target number of respondents.

In all cases potential respondents were contacted by e-mail. The message contained an explanation of the survey purpose and general topics to be covered a privacy disclaimer, and a unique identifier to be used to sign in to the survey. Respondents were informed at the outset that the survey would take approximately 45 minutes to complete, and were given the opportunity to save their responses and return if they needed additional time.

Dates and Geographic Location

All Data were collected between December 2003 and September 2004 inclusive

Many of the participants are located in the Midwest, but geography was not directly captured in the data, and respondents may be located anywhere in the United States.

Unit of Analysis
Each record contains the response of a single individual survey respondent.

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Variables
A complete list of variables is provided in the accompanying codebook. A listing of descriptive statistics is included as Appendix B to this User's Guide.

Technical Information on Files
Data are provided in the following formats

- ASCII text in a comma delimited file named PWCES_public3.txt and
- STATA dataset named PWCES_public3.dta

The codebook is provided as an Excel spreadsheet named PWCES_codebook.xls

APPENDIX A
Glossary of Terms

The Big Five Personality Constructs and Core Self-Evaluations During the 1980s, after some four to five decades of research, development and elaboration, the Five Factor Model (FFM) of personality – also called the "Big Five" model – was recognized as representing the five most basic dimensions underlying the traits identified in both natural languages and in psychological questionnaires (Digman, 1990). Essentially five synonym clusters appear to account for the majority of differences between individual personalities. These five personality traits reflect the physiological activities of different underlying arousal systems, and represent predispositions to behave in certain ways when in the presence of particular stimuli (Howard & Howard, 2001). The five traits of this model are explained briefly in the following paragraphs. These descriptions are paraphrased largely from Howard & Howard (2001) because their descriptions use less psychological terminology and are more accessible to the broader spectrum of working professionals.

Results for the Big Five Personality constructs are expressed in standardized score (T-score) format where the norm group mean = 50 and the norm group standard deviation = 10.

Factor N or Neuroticism, refers to one's need for stability. A person high in N is very reactive and prefers a stress-free work environment. A person low in N is typically very calm and relatively unaffected by stress that might result in ineffective behavior in others. In general, women score higher than men on measures of N.

Factor E or Extraversion, refers to one's positive emotionality or sociability. A person high in E likes to be in the thick of the action, typically interacting with other people, while a person low in E likes to be away from the noise and hubbub, crowds, etc. In general, there are no systematic differences between women and men on measures of E.

Factor O or Openness to Experience, refers to one's originality or imagination. A person scoring high in O has a voracious appetite for new ideas and activities, and is easily bored routine or highly familiar situations. A person low in O prefers familiar territory and tends to be more practical, conventional, and conservative. In general, there are no systematic differences between women and men on measures of O.

Factor A or Agreeableness, refers to one's accommodation or adaptability. A person high in A tends to accommodate or adapt to the wishes and needs of others, and is often viewed as cooperative. A person low in A tends to focus on his or her own personal needs and priorities, and is often described as competitive or critical. In general, women score higher than men on measures of A.

Factor C or Conscientiousness, refers to one's will to achieve, or consolidation. A person high in C tends to focus or consolidate his or her energy and resources on accomplishing one or more goals, and typically appears to be well-organized, ambitious, and strong-willed. A person low in C prefers a more spontaneous work style, is more comfortable switching from one task to another, is typically lackadaisical in working toward his/her goals, and often appears to be less

organized, less punctual, etc. In general, there are no systematic differences between women and men on measures of C.

Core Self-Evaluations (CSE) is a broad personality trait that has been shown to be a significant predictor of job satisfaction and job performance (Judge, Erez, Bono, & Thoresen, 2003). It is a combination of four primary personality traits that have been featured prominently in psychological research for decades. These include self-esteem, the overall value one places on oneself as a person; generalized self-efficacy, an evaluation of how well one can perform across a variety of situations; neuroticism (Factor N of the Big Five), the tendency to have a negativistic cognitive/explanatory style and to focus on negative aspects of the self; and locus of control, beliefs about the causes of events in one's life – locus is internal when individuals see events as being contingent upon their own behavior, and external when they see events as caused largely by forces and events outside themselves and not under their control. CSE is a basic, fundamental appraisal of one's worthiness, effectiveness, and capability as a person. Individuals high in CSE are generally more satisfied with their jobs, their work, and their lives than are individuals low in CSE. Individuals high in CSE also tend to perform their work and their jobs better than those low in CSE. Judge and his colleagues (2003) have suggested that existing measures of Neuroticism are too narrow to capture self-evaluations, perhaps due to the origin of Neuroticism measures in psychopathology, and hence appear to be less valid predictors of work-related outcomes as compared to CSE. Judge and his colleagues have developed and convincingly demonstrated both the reliability and multi-faceted construct validity of a 12-item direct measure of CSE – the Core Self-Evaluations Scale (CSES). There are no systematic differences between women and men on this measure.

Core Self-Evaluation results are expressed in standardized score (T-score) format where the norm group mean = 50 and the norm group standard deviation = 10.

Vocational Personality and the General Occupational Theme (GOT) Scales In 1927, E.K. Strong introduced the Strong Vocational Interest Blank (SVIB). This measure was used to determine the degree of similarity between a person's interests and those of workers in an occupation. Strong realized in the late 1930s that a , systematic clustering of the scales was necessary but was unable to find a system that had reliable psychometric qualities. In 1959, Holland introduced six basic categories of occupational interest categories that closely resembled the dimensions found in research on vocational interests using the SVIB. Holland's classification system was an extension of the trait and factor theory from the 1920s and implied that the main goal of vocational counseling is to match people and jobs. In 1974, Strong's empiricism and Holland's theory were combined to develop the General Occupational Themes. (Harmon, 1994). The six vocational types of the General Occupational Theme model are described below. The descriptions are paraphrased from Harmon, et al (1994) and Holland (1997).

General Occupational Theme results are expressed in standardized score (T-score) format where the norm group mean = 50 and the norm group standard deviation = 10.

The Realistic Theme or R, refers to a person's preference for activities that entail the explicit, ordered, or systematic manipulation of objects, tools, and machines. Realistic types enjoy jobs and activities that involve mechanical manipulations or repairs and construction. They are

interested in action rather than thought and prefer concrete problems to ambiguous, abstract problems. Sample Realistic occupations include auto mechanic, gardener, plumber, and engineer.

The Investigative Theme or I, refers to a person's preference for activities that entail the systematic or creative investigation of physical, biological, and cultural phenomena. Investigative types enjoy gathering information, uncovering new facts or theories, and analyzing and interpreting data. They prefer to rely on themselves rather than on others in a group project. Sample Investigative occupations include college professor, physician, psychologist, and chemist.

The Artistic Theme or A, refers to a person's preference for activities that are ambiguous, free, non-systematic and that entail the manipulation of materials to create art forms or products. Artistic types have a great need for self-expression. They are also comfortable in academic or intellectual environment. Sample Artistic occupations include artist, lawyer, librarian, musician, architect, reporter and English teacher.

The Social Theme or S, refers to a person's preference to lead others or for activities that entail the manipulation of others to inform, train, develop, cure, or enlighten. The Social type enjoys working with people, sharing responsibilities, and being the center of attention. They also like to solve problems through discussions of feelings and interactions with others. Sample Social occupations include elementary school teacher, nurse, social worker, and occupational therapist.

The Enterprising Theme or E, refers to a person's preference for activities that entail the manipulation of others to attain organizational goals or economic gain. The Enterprising type seeks positions of power, leadership, and status. They like to take financial risks and participate in competitive activities. Sample Enterprising occupations include traveling salesperson, buyer, realtor, sales manager, and marketing executive.

The Conventional Theme or C refers to a person's preference for activities that entail the explicit, ordered, systematic manipulation of data. The Conventional Type often enjoys mathematics and data management activities. They work well in large organizations but do not show a distinct preference for or against leadership positions. Sample Conventional occupations include bookkeeper, accountant, banker, actuary, and proofreader.

Vocational Personality and the Personal Style Scales. The Personal Styles Scales (PSS) were added to the Strong Interest Inventory (SII) in 1994. The PSS measure a person's broad styles of living, learning, playing, and working. They complement the traditional vocational interest scales (i.e. RIASEC) that measure preferences for more specific aspects of the work itself. A distinguishing characteristic of the Personal Style Scales is that they are constructed as bipolar scales, with a distinctive style (or preference) associated with both the right and left pole of each scale. (Harmon, et. al, 1994) There are five Personal Style Scales attached to the SII. The PSS are work style , learning environment, leadership style, risk-taking/adventure, and team orientation. Descriptions for the first four were taken from Harmon, et. al (1994).

Results for the Personal Style Scales are expressed in standardized score (T-score) format where the norm group mean = 50 and the norm group standard deviation = 10.

The Work Style Scale distinguishes individuals who prefer to work with ideas, data, or things (left pole or low scores) from those who prefer to work with people (right pole or high scores). The "works with people" pole links strongly to the Enterprising and Social Types. The "works with ideas/data/things" pole ties strongly to the Realistic and Investigative types.

The Learning Environment Scale differentiates people who prefer more practically oriented, hands-on learning situations (left pole or low scores) from those who prefer academic learning environments (right pole or high scores). Occupations whose members prefer an academic learning environment include college professor, lawyer, psychologist, and physicist. Occupations whose members prefer a practical learning environment include auto mechanic, dental assistant, and nurse.

The Leadership Scale contrasts those who lead by example and prefer to work alone (left pole or low score) from those who enjoy meeting, directing, persuading, and leading other people (right pole or high score). Occupations whose members prefer a "leads by example" leadership style include auto mechanic, chemist, farmer, and mathematician. Occupations whose members prefer a "directs others" leadership style include elected public official, minister, broadcaster, and realtor.

The Risk Taking/Adventure Scale differentiates between those who like to "play it safe" (left pole or low scores) from those who like to take a chance or be spontaneous (right pole or high scores). Occupations whose members prefer a "play it safe" approach include librarian, mathematician, and dental hygienist. Occupations whose members prefer the "take a chance" approach include an athletic trainer, police officer, and electrician.

In 2004, a new PSS, Team Orientation, was added to the SII. This construct distinguishes between those who prefer to accomplish tasks independently (low scores or left pole) from those who prefer to accomplish tasks as part of a team a team (high score or right pole). Occupations whose members prefer to accomplish tasks independently include artist, graphic designer, medical illustrator, and musician. Occupations whose members prefer to accomplish tasks as part of a team include operations manager, school administrator, sales manager, and rehabilitation counselor. (Donnay, Thompson, Morris, & Schaubhut, 2004)

Other Work-Related Characteristics Work-Family Conflict Conflict between family and work is something that many individuals experience. Work-family conflict has been defined as "a form of inter-role conflict in which the pressures from the work and family domains are mutually incompatible in some respect" (Greenhaus & Beutell, 1985). Work-family conflict was measured using Carlson, Kacmar, and Williams' (2000) 18-item Work-Family Conflict Scale (WFCS). The WFCS measures conflict using three item scales for each of the six factors that make up the overall construct. The six factors of work-family conflict include time-based work interference with family, time-based family interference with work, strain-based work interference with family, strain-based family interference with work, behavior-based work interference with family, and behavior-based family interference with work. Factor scores were calculated using the mean of two or more of the three items for each factor. Factor scores ranged

from 1 – 6. Higher scores indicate more work-family conflict. The six factor scores were then summed to calculate an overall score.

Job Satisfaction Most people spend a lot of time at work, making it a very important part of their lives. Because of the amount of time spent at work, satisfaction with their job is important to millions of workers. Job satisfaction is defined as "a person's general attitude toward the job and toward the specific aspects of the job such as the nature of work or relations with co-workers" (Knoop, 1995). Job satisfaction has been shown to positively correlate with an employee's commitment to an organization (Elangovan, 2001), and to job performance (Iaffaldano & Mulchinsky, 1985). Job satisfaction was measured using 18 items from Spector's (1985) Job Satisfaction Survey (JSS). The JSS measures 9 facets of job satisfaction including satisfaction with supervision, salary, benefits, co-workers, contingent rewards, operating procedures, communication, promotion, and work itself. Scores were calculated using the mean of 1 or more of the items from each facet. The nine facet scores were then added together and divided by nine for an overall job satisfaction score. Scores range from 1 – 6. Higher scores indicate higher satisfaction.

Life Satisfaction Life satisfaction refers to a judgmental process in which individuals assess the quality of their lives on the basis of their own set of criteria (Shin & Johnson, 1978). A comparison is made between one's perceived life circumstances and a self-imposed standard. The degree to which one's life circumstances match up to the standard determines one's life satisfaction. Life satisfaction was measured using Diener, Emmons, Larsen, and Griffin's (1985) 5-item Satisfaction with Life Scale. Scores were computed using the mean of 3 or more items. Scores range from 1 – 6. Higher scores indicate higher life satisfaction.

Work Stress Work stress occurs when the values, goals, and expectations of the professional worker are incompatible with those of the employing organizations (Lait and Wallace, 2002). Work Stress was measured using Lait and Wallace's (2002) 6-item scale. An overall work stress score was calculated using the mean of 4 or more of these items. Scores range from 1 – 6. Higher scores indicate higher work stress.

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APPENDIX B
PWCES Descriptive Statistics

Variable	Obs	Mean	Std. Dev.	Min	Max
q1	0				
q2	754	4.309019	4.465449	0	35
q3	752	7.102394	6.625528	0	36
q4	753	3.513944	3.803712	1	14
q4other	0				
q5	754	11.65915	8.107135	0	40
q6	742	3.266846	2.24395	0	15
q7	742	1.540431	.4986988	1	2
q7a	0				
q7b	0				
q7c	0				
q8	727	47.99175	5.859224	12	52
q9	58	42.73276	10.79807	8	80
q10	742	58.68598	15.79157	12	140
q11	743	32.23149	12.76708	0	84
q12	721	16.85534	10.01933	0	90
q13	730	12.71027	8.083623	0	80
q14	737	18.59566	9.519538	1	50
q15	753	4.273572	1.564076	1	6
q16	752	2.888298	1.734209	1	6
q17	753	4.038513	1.88495	1	6
q18	749	2.337784	2.018478	1	6
q19	752	2.643617	1.745639	1	6
q20	747	3.145917	1.837608	1	6
q21	746	3.451743	1.68959	1	6
q22	746	2.39008	1.59592	1	6
q23	746	3.162198	1.899973	1	6
q24	745	1.812081	1.608818	1	6
q25	746	2.040214	1.485859	1	6
q26	747	2.42838	1.617978	1	6
q27	750	6.317333	.9794106	2	8
edyear	750	16.792	1.484028	12	20
q28	749	5.801068	1.364837	1	7
q29	736	6.10462	6.870913	1	98
q29other	0				
q30	511	36.18787	43.13972	1	98
q30other	0				
q31	743	16.09017	6.858107	3	46
q32	752	1.970745	.7837874	1	5
q32other	0				

q33	751	.8415446	1.181041	0	8
q34	737	5.166214	7.02943	0	50
q35	752	5.605053	2.350652	1	10
q36	743	4.969044	2.097453	1	10
q37	744	8.056452	7.094216	1	98
q37other	0				
q38	748	44.44519	44.07109	1	98
q38other	0				
q39	0				
presidento~y	0				
q41	750	1.285333	.5765079	1	3
q42	751	3.031957	.854192	1	6
q43	657	22.35769	6.927207	7	53
q44	715	2.223776	1.558475	1	6
q45	708	1.511299	1.011189	1	6
q46	719	3.212796	1.777467	1	6
q47	699	1.932761	1.391666	1	6
q48	680	1.954412	1.544426	1	6
q49	644	1.369565	1.016232	1	6
q50	710	3.032394	1.772798	1	6
q51	710	2.780282	1.739658	1	6
q52	721	4.124827	1.813057	1	6
q53	699	3.061516	2.007991	1	6
q54	708	3.927966	1.965518	1	6
q55	737	4.472185	1.638398	1	6
q56	732	4.240437	1.587263	1	6
q57	677	3.330871	1.79574	1	6
q58	738	4.493225	1.628472	1	6
q59	732	4.23224	1.611569	1	6
q60	683	3.732064	1.829206	1	6
q61	728	4.148352	1.594341	1	6
q62	730	3.864384	1.637847	1	6
q63	715	4.397203	1.596212	1	6
q64	745	5.366443	1.011334	1	6
q65	739	5.338295	1.02372	1	6
q66	644	4.583851	1.660291	1	6
q67	729	3.765432	1.796245	1	6
q68	740	5.306757	.998894	1	6
q69	752	2.628989	.9256574	1	5
q69other	0				
q70	413	39.97942	30.75404	0	606
q70a	0				
q71	516	12.97093	8.835999	1	43
q71a	0				
q72	519	5.450867	1.658311	1	8

q73	524	21.63359	33.82956	1	99
q73other	0				
q74	0				
q75	501	21.35928	37.38303	1	97
q76	742	.9797844	1.152769	0	5
q77	375	.3066667	.5006235	0	2
q78	368	.451087	.6666839	0	3
q79	363	.5179063	.748172	0	3
q80	361	.6260388	.8571841	0	3
q81	292	41.23973	46.5193	1	98
q81other	0				
q82	306	31.95752	42.06507	1	98
q82other	0				
q83	517	2.005803	1.505148	0	5
q84	721	2.857143	1.41042	0	5
q85	727	3.25447	1.617706	0	5
q86	731	2.786594	1.526348	0	5
q87	730	2.743836	1.553392	0	5
q88	731	2.701778	1.623031	0	5
q89	574	2.348432	1.28511	0	5
q90	719	2.79694	1.206039	0	5
q91	723	3.056708	1.334953	0	5
q92	720	2.719444	1.25549	0	5
q93	716	2.72067	1.260555	0	5
q94	717	2.723849	1.299614	0	5
q95	730	15.77671	11.84714	0	84
q96	534	22.58521	21.12814	0	115
q97	720	6.944444	.8680528	4	9
q98	720	.3736111	.8208841	0	5
q99	690	2.447826	.8907049	1	3
q100	704	1.257102	.8471058	1	6
q101	701	1.231098	.7860953	1	6
q102	709	1.702398	1.377895	1	6
q103	702	1.173789	.6192326	1	6
q104	706	1.177054	.624407	1	6
q105	705	1.279433	.7994598	1	6
q106	704	1.272727	.8954098	1	6
q107	700	1.242857	.8223577	1	6
q108	706	1.620397	1.338076	1	6
q109	706	1.20255	.7146247	1	6
q110	705	1.192908	.6697232	1	6
q111	705	1.377305	.9620918	1	6
q112	687	1.20524	.7019975	1	6
q113	690	1.192754	.6657316	1	6
q114	694	1.723343	1.40031	1	6

q115	687	1.170306	.5828879	1	5
q116	687	1.164483	.5616684	1	5
q117	688	1.206395	.6504862	1	5
q118	707	1.558699	1.094872	1	6
q119	708	1.629944	1.159821	1	6
q120	715	1.781818	1.224152	1	6
q121	723	2.131397	1.455964	1	6
q122	705	1.55461	1.074066	1	6
q123	703	1.634424	1.16272	1	6
q124	731	2.329685	1.505035	1	6
q125	727	2.385144	1.446074	1	6
q126	702	1.915954	1.271907	1	6
q127	703	1.894737	1.247339	1	6
q128	704	1.995739	1.295021	1	6
q129	730	2.39863	1.545381	1	6
q130	717	1.814505	1.231755	1	6
q131	704	1.786932	1.219822	1	6
q132	706	1.798867	1.202503	1	6
q133	749	4.153538	1.315957	1	6
q134	751	4.379494	1.272711	1	6
q135	749	4.543391	1.255916	1	6
q136	751	4.652463	1.237359	1	6
q137	751	3.749667	1.528807	1	6
q138	740	3.439189	1.489823	1	6
q139	720	2.983333	1.490722	1	6
q140	729	2.780521	1.453909	1	6
q141	728	2.342033	1.286815	1	6
q142	725	2.595862	1.455883	1	6
q143	721	2.110957	1.20941	1	6
q144	729	2.69273	1.355276	1	6
q145	718	2.75766	1.372083	1	6
q146	744	3.138441	1.487833	1	6
q147	724	2.121547	1.166205	1	6
q148	715	1.942657	1.106797	1	6
q149	716	1.856145	1.093006	1	6
q150	715	3.92028	1.251585	1	6
q151	728	4.065934	1.116855	1	6
q152	658	4.022796	1.131168	1	6
q153	719	3.901252	1.105815	1	6
q154	714	3.921569	1.092887	1	6
q155	716	4.018156	1.099755	1	6
q156	732	2.400273	1.526653	1	6
q157	729	2.481481	1.585477	1	6
q158	728	2.333791	1.475098	1	6
q159	736	2.817935	1.653528	1	6

q160	732	2.927596	1.747056	1	6
q161	719	3.471488	1.800327	1	6
q162	711	2.130802	1.614562	1	6
q163	651	1.975422	1.45264	1	6
q164	719	1.934631	1.266632	1	6
q165	720	4.304167	1.407504	1	6
q166	739	3.092016	1.593407	1	6
q167	738	2.739837	1.568019	1	6
q168	740	2.222973	1.395047	1	6
q169	741	2.368421	1.451198	1	6
q170	742	2.060647	1.398028	1	6
q171	738	2.170732	1.391234	1	6
q172	746	4.77748	1.235418	1	6
q173	747	3.757697	1.683042	1	6
q174	740	4.871622	1.273655	1	6
q175	741	2.917679	1.553539	1	6
q176	744	4.239247	1.223048	1	6
q177	745	4.424161	1.275264	1	6
q178	741	3.433198	1.571685	1	6
q179	740	4.395946	1.194817	1	6
q180	725	4.652414	1.12383	1	6
q181	739	4.575101	1.114442	1	6
q182	746	2.947721	1.375217	1	6
q183	717	3.729428	1.911268	1	6
q184	734	3.551771	1.856199	1	6
q185	741	4.788124	1.136457	1	6
q186	742	4.680593	1.178588	1	6
q187	748	4.618984	1.037716	1	6
q188	748	4.966578	.9184735	1	6
q189	743	4.125168	1.221637	1	6
q190	745	5.040268	.898619	1	6
q191	746	4.727882	.9580181	1	6
q192	745	5.018792	.9487803	1	6
q193	736	4.21875	1.616994	1	6
q194	741	5.152497	.8697374	1	6
q195	736	4.453804	1.297003	1	6
q196	736	5.316576	.746181	1	6
q197	722	5.18144	.9634307	1	6
q198	725	5.224828	.8968585	1	6
q199	737	4.972863	1.029099	1	6
q200	744	4.098118	1.456335	1	6
q201	727	3.719395	1.679054	1	6
q201r	727	3.280605	1.679054	1	6
q202	725	3.262069	1.552136	1	6
q202r	725	3.737931	1.552136	1	6

q203	742	5.160377	.9161286	1	6
q204	722	1.819945	1.205968	1	6
q204r	722	5.180055	1.205968	1	6
q205	732	4.464481	1.446765	1	6
q206	742	2.78841	1.44992	1	6
q206r	742	4.21159	1.44992	1	6
q207	736	3.631793	1.477825	1	6
q208	732	2.606557	1.432803	1	6
q208r	732	4.393443	1.432803	1	6
q209	731	2.900137	1.555243	1	6
q209r	731	4.099863	1.555243	1	6
q210	715	2.429371	1.512406	1	6
q210r	715	4.570629	1.512406	1	6
q211	730	4.489041	1.329424	1	6
q212	736	5.129076	.8671933	1	6
q213	727	2.977992	1.399354	1	6
q213r	727	4.022008	1.399354	1	6
q214	743	5.002692	1.063987	1	6
q215	734	3.190736	1.475261	1	6
q215r	734	3.809264	1.475261	1	6
q216	723	3.504841	1.566943	1	6
q217	747	4.597055	1.241439	1	6
q218	751	2.79494	1.225518	1	5
q218r	751	3.20506	1.225518	1	5
q224	750	2.321333	1.065015	1	5
q230	751	2.665779	1.130847	1	5
q236	750	3.333333	1.090477	1	5
q236r	750	2.666667	1.090477	1	5
q242	753	2.34927	.9967648	1	5
q248	752	2.095745	1.092954	1	5
q254	750	3.353333	1.068649	1	5
q254r	750	2.646667	1.068649	1	5
q260	750	2.265333	.8876836	1	5
q266	752	2.147606	.9307698	1	5
q272	751	3.412783	1.063351	1	5
q272r	751	2.587217	1.063351	1	5
q278	752	1.835106	.8007596	1	5
q284	752	2.111702	1.084092	1	5
q219	751	3.054594	1.082443	1	5
q225	750	4.142667	.7902397	1	5
q231	750	2.630667	1.009101	1	5
q231r	750	3.369333	1.009101	1	5
q237	751	3.941411	.8338042	1	5
q243	753	3.706507	.8615132	1	5
q249	752	3.12633	.9647576	1	5

q249r	752	2.87367	.9647576	1	5
q255	751	3.058589	.9545834	1	5
q261	751	3.701731	.857273	1	5
q267	751	2.404794	1.00196	1	5
q267r	751	3.595206	1.00196	1	5
q273	752	3.715426	.9353973	1	5
q279	753	3.812749	.8664841	1	5
q285	752	2.579787	1.050783	1	5
q285r	752	3.420213	1.050783	1	5
q221	750	3.134667	1.040821	1	5
q221r	750	2.865333	1.040821	1	5
q227	749	3.823765	.7728143	1	5
q227r	749	2.176235	.7728143	1	5
q233	751	3.697736	1.020056	1	5
q239	751	1.697736	.8216943	1	5
q239r	751	4.302264	.8216943	1	5
q245	753	3.066401	1.155859	1	5
q245r	753	2.933599	1.155859	1	5
q251	753	3.544489	1.237039	1	5
q257	750	2.476	.9423063	1	5
q257r	750	3.524	.9423063	1	5
q263	750	2.644	1.25194	1	5
q263r	750	3.356	1.25194	1	5
q269	750	3	1.191873	1	5
q275	752	2.465426	1.131266	1	5
q275r	752	3.534574	1.131266	1	5
q287	751	3.439414	1.110551	1	5
q281	753	4.276228	.713234	1	5
q222	750	4.465333	.6542443	1	5
q228	750	1.916	.8582498	1	5
q228r	750	4.084	.8582498	1	5
q234	750	2.298667	1.032902	1	5
q234r	750	3.701333	1.032902	1	5
q240	750	3.696	.9505026	1	5
q246	753	2.808765	1.026551	1	5
q246r	753	3.191235	1.026551	1	5
q252	752	2.738032	1.012171	1	5
q252r	752	3.261968	1.012171	1	5
q258	751	4.071904	.553916	1	5
q264	751	2.07723	.9643793	1	5
q264r	751	3.92277	.9643793	1	5
q270	751	3.147803	1.01232	1	5
q270r	751	2.852197	1.01232	1	5
q276	752	4.442819	.5504401	2	5
q282	753	2.383798	.8767705	1	5

q282r	753	3.616202	.8767705	1	5
q288	751	2.412783	1.041817	1	5
q288r	751	3.587217	1.041817	1	5
q223	749	3.742323	1.011477	1	5
q229	749	4.010681	.8774618	1	5
q235	751	2.163782	.9499859	1	5
q235r	751	3.836218	.9499859	1	5
q241	750	4.394667	.5836887	2	5
q247	752	3.715426	.8659109	1	5
q253	752	2.492021	1.042347	1	5
q253r	752	3.507979	1.042347	1	5
q259	751	4.315579	.6177461	2	5
q265	751	4.339547	.6307831	1	5
q271	752	2.118351	1.020735	1	5
q271r	752	3.881649	1.020735	1	5
q277	752	4.273936	.6079469	2	5
q283	753	2.189907	.9891992	1	5
q283r	753	3.810093	.9891992	1	5
q289	753	4.23506	.7084167	1	5
neurotic	742	28.93666	8.159842	12	60
extrav	742	42.38679	6.42511	22	59
openness	742	40.66712	6.444696	22	57
agree	742	44.90836	5.538696	25	60
conscien	742	48.0593	5.947974	25	60
q220	754	3.746684	.8856362	1	5
q226	754	3.096817	1.14774	1	5
q226r	754	2.903183	1.14774	1	5
q232	755	4.308609	.5770754	2	5
q238	754	2.709549	1.146269	1	5
q238r	754	3.290451	1.146269	1	5
q244	755	4.33245	.5589339	1	5
q250	754	2.831565	1.106307	1	5
q250r	754	3.168435	1.106307	1	5
q256	755	3.939073	.7786928	1	5
q262	754	2.045093	.9589633	1	5
q262r	754	3.954907	.9589633	1	5
q268	754	3.874005	.7858565	1	5
q274	755	2.315232	.9176828	1	5
q274r	755	3.684768	.9176828	1	5
q280	755	4.219868	.5682842	1	5
q286	754	2.362069	1.079911	1	5
q286r	754	3.637931	1.079911	1	5
cses	754	45.05703	6.495738	24	60
q291	751	1965.234	9.751086	1934	1982
q292	751	1.235686	.8983567	1	6

q293	722	1.058172	.2874074	1	3
q294	753	1.079681	.3595563	1	3
q294othe	0				
q295	734	4.377384	2.5495	1	12
date25	756	1.40e+09	6260224	1.39e+09	1.41e+09
subjid	578	6.46e+08	2.81e+08	2.39e+07	9.55e+08
age	752	38.75	9.754032	22	70
demo4	587	6.396934	1.11957	0	9
demo5	587	27.44634	21.68944	0	75
demo6	580	1.934483	1.017558	1	6
occat1	587	3.620102	4.656143	0	22
occat2	587	3.68e+07	4.67e+07	0	2.26e+08
demo8	587	1.005111	.1799918	0	2
level	587	3.088586	1.54974	0	7
demo9	579	2.196891	1.128089	1	6
demo10	576	1.170139	.3760814	1	2
demo11y	579	10.67876	8.429255	0	48
demo11m	402	4.554726	4.12259	0	48
demo12y	587	5.035775	5.598063	0	31
demo12m	587	3.487223	3.712964	0	24
demo13	587	43.32368	10.24433	0	82
demo14	575	4.198261	.804385	1	5
demo15	574	3.888502	.8488408	1	5
demo16	576	3.996528	.8826768	1	5
demo17	572	3.148601	1.163039	1	5
demo18	574	3.560976	1.114216	1	5
demo19	575	3.928696	.9500381	1	5
demo20	576	3.979167	.8784868	1	5
demo21	575	3.873043	.9696906	1	5
demo22	576	3.942708	.8331286	1	5
demo23	574	3.484321	1.034618	1	5
demo24	572	3.442308	1.062904	1	5
demo25	574	3.783972	1.014048	1	5
demo26_1	587	.0238501	.1527121	0	1
demo26_2	587	0	0	0	0
demo26_3	587	.0017036	.0412744	0	1
demo26_4	587	.0408859	.1981947	0	1
demo26_5	587	.0255537	.1579341	0	1
demo26_6	587	.9131175	.281903	0	1
demo26_7	587	.0289608	.1678394	0	1
demo26_8	587	.011925	.1086414	0	1
demo26_9	587	.0034072	.058321	0	1
demo27	587	1.042589	.2103762	0	2
demo28	587	5.894378	.6550557	0	6
demo29	587	1.034072	.2236776	0	2

demo30	587	4.943782	.4195414	0	5
gotstd1	568	51.26281	9.675716	15.03998	78.44569
gotstd2	568	52.86126	10.20522	13.06214	74.811
gotstd3	568	48.70247	10.18729	13.44325	76.14232
gotstd4	568	47.87729	10.36153	7.752299	74.09255
gotstd5	568	49.1648	11.54694	5.70729	77.37794
gotstd6	568	53.69833	10.85026	11.31525	84.18581
bisstd1	568	51.61243	9.805311	20.41706	74.89388
bisstd2	568	51.85925	10.45024	22.85268	74.53233
bisstd3	568	48.96354	9.573792	25.36301	78.48058
bisstd4	568	48.09755	9.525276	19.02155	75.60075
bisstd5	568	50.97383	9.981883	16.95363	74.18091
bisstd6	568	53.29155	10.34825	20.76042	72.68671
bisstd7	568	52.30502	10.25189	19.21897	74.05378
bisstd8	568	52.59698	10.98107	8.354167	77.76433
bisstd9	568	50.18257	10.42139	19.69285	74.65227
bisstd10	568	56.66689	10.12475	24.0198	73.28658
bisstd11	568	49.20087	10.40435	16.70916	72.42567
bisstd12	568	48.90152	9.97356	11.83558	74.11908
bisstd13	568	49.99747	9.761902	16.5834	71.77713
bisstd14	568	50.03564	10.92001	10.11801	67.4522
bisstd15	568	46.91094	9.892789	8.448817	74.25011
bisstd16	568	49.99729	9.876846	14.58769	76.40062
bisstd17	568	48.33603	11.16432	7.63448	72.45569
bisstd18	568	49.78558	10.26569	11.07123	73.15021
bisstd19	568	48.46438	10.02435	23.40076	74.46722
bisstd20	568	47.97638	9.652207	19.67328	78.96885
bisstd21	568	49.19834	11.20483	10.18606	75.59743
bisstd22	568	49.403	11.07582	21.15342	83.22855
bisstd23	568	49.87264	11.15203	11.31384	78.06706
bisstd24	568	48.74414	11.64686	1.933554	67.98997
bisstd25	568	49.63631	10.19066	19.2801	75.14647
bisstd26	568	50.72615	10.25152	22.86835	71.34567
bisstd27	568	49.74684	10.43665	17.85236	83.74607
bisstd28	568	56.39066	10.61303	22.08467	78.11094
bisstd29	568	53.06143	10.47111	15.72116	73.15146
bisstd30	568	54.36111	10.97435	15.71132	74.7422
pssstd1	568	47.47267	10.02391	22.72241	74.33814
pssstd2	568	52.60024	9.038915	25.81094	76.64944
pssstd3	568	48.54146	11.27666	-1.916571	74.23397
pssstd4	568	50.52396	10.11828	14.84941	78.23908
pssstd5	555	50.54633	10.66996	-.7105371	72.29878
lifesat	744	21.46774	5.693758	5	30
jsssal	725	8.197241	2.762914	2	12
jsspromo	710	6.761972	2.979661	2	12

jssop	717	7.352859	2.510238	2	12
jsscowk	729	10.29218	1.712416	2	12
jsssuper	704	9.74858	2.468723	2	12
jssben	723	8.975104	2.602884	2	12
jsscr	730	8.016438	2.540158	2	12
jsscomm	724	8.412983	2.495783	2	12
jsswork	740	9.6	2.113043	2	12
jobsat	652	77.32822	14.13473	27	108
caridentl	695	19.70791	5.241393	5	30
carresil	674	63.03561	7.754895	13	78
wrkstres	717	14.56485	7.380352	6	36
smelim	714	18.11064	3.469818	4	24
smdevres	730	16.47808	3.90458	4	24
smcoping	733	7.492497	2.115907	2	12
strmgmt	693	42.1544	7.745079	10	60
tbwiwf	710	9.219718	3.844606	3	18
tbfiww	718	7.052925	3.517636	3	18
sbwiwf	707	8.58133	3.771083	3	18
sbfiww	708	5.923729	3.136201	3	18
bbwiwf	647	11.95363	2.993442	3	18
bbfiww	707	11.843	3.089682	3	18
wfctb	700	16.34429	6.130207	6	36
wfcsb	694	14.48271	5.74937	6	36
wfcbb	637	23.8022	5.577509	6	36
wfcwiwf	625	29.9152	6.866225	10	53
wfcfiww	671	24.96423	6.185339	9	50
workfam	606	54.97525	10.81876	19	91
tneurot	742	47.22221	10.62479	25.16927	87.66927
textrav	742	54.6099	10.98309	19.76068	83.00854
topen	742	52.80328	11.03544	20.83904	80.77055
tagree	742	50.13754	11.14426	10.08048	80.50302
tcons	742	52.53282	10.1156	13.31633	72.84013
tcses	754	47.82552	10.21343	14.71698	71.32076
tbwiwf2	734	3.066076	1.291312	1	6
tbfiww2	726	2.347796	1.17365	1	6
sbwiwf2	734	2.865577	1.250959	1	6
sbfiww2	720	1.975694	1.04518	1	6
bbwiwf2	718	4.016017	.999232	1	6
bbfiww2	718	3.948468	1.030478	1	6
workfam2	686	18.28061	3.662718	6.333333	33
jsssal1	750	4.099333	1.380945	1	6
jssprom1	740	3.403378	1.494393	1	6
jssop1	744	3.692204	1.259962	1	6
jsscowk1	749	5.143525	.8550113	1	6
jsssup1	733	4.879263	1.240023	1	6

jssben1	739	4.466171	1.322186	1	6
jsscr1	746	4.014745	1.272759	1	6
jsscomm1	735	4.210204	1.245851	1	6
jsswork1	750	4.798667	1.053381	1	6
jobsat1	717	38.59972	7.057834	13.5	54
lifesat3	752	4.29641	1.138557	1	6
wrkstrs4	743	2.448856	1.234116	1	6
carres9	752	4.845818	.5949423	1	6
cariden4	740	3.937365	1.047282	1	6
ilemp5	755	3.223002	1.320118	1	6
ilcf5	749	2.548153	1.295702	1	6
gender	752	.4228723	.4943443	0	1
q4itnon	753	.2656042	.441948	0	1
allgrps	749	2.108144	1.029148	1	4
mnonit	434	.3156682	.4653178	0	1
fnonit	315	.2	.4006364	0	1
itmf	200	.315	.4656815	0	1
nonitmf	549	.4590164	.498772	0	1