

Jordan - Screening and Matching with Psychometric Assessments: Randomized Experiments 2011-2013

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Sampling

Response Rate

The attrition rates were 8 and 18 percent, respectively, for midline and endline job candidates surveys in the first experiment.

Questionnaires

No content available

Data Collection

Data Collection Dates

Start	End	Cycle
2011-09	2013-05	First experiment
2013-05	2013-10	Second experiment

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

First experiment

The experimental job candidate sample consisted of 1,354 recent graduates of either community college or university in Jordan, who participated in Jordan NOW 2.0 between December 2011 and November 2012. The sample was obtained through advertising the program through advertisements in local newspapers, radio stations, cafes, and Facebook, along with a telephone campaign to recent graduates from 14 universities and community colleges in and around Amman. Youth were told this program would be free to participate in, and had the goal of helping match them to jobs. Eligibility was restricted to Jordanians who had graduated from community college or university since May 2009. In the first four months the program was restricted to females only, before also being opened up to males.

Candidates signed up and completed a screening process on a rolling basis throughout 2012. Researchers worked with a Jordanian psychologist and Business Development Center (BDC), a leading training services firm in Jordan, to develop and test a labor market matching service for educated graduates. The college graduates received four hours of tests that measured their mental reasoning, English proficiency, Excel proficiency, soft skills such as the ability to work well in groups, and personality traits.

The research team then stratified the sample by gender and screening batches (110 strata), and randomly assigned three-quarters of the candidates within each strata to a treatment group that would be attempted to be matched to jobs, and one-quarter to a control group that would not. This continued until December 2, 2012, resulting in 343 individuals being assigned to the control group, and 1,011 to the treatment group.

The firm sample consists of a primary, experimental sample, and a secondary, booster, sample. The experimental sample consists of 2,279 small and medium firms, who were selected via a listing survey that screened firms according to whether they planned on hiring a worker in the next six months, and whether they would consider young workers and female workers for these positions. We then randomly assigned half the firms to treatment, which would be attempted to be matched to job candidates, and half to control, which would not. After no hires occurred in a first phase, the control group was also offered the treatment, and a secondary booster sample of 175 larger firms that were potentially interested in hiring workers through the program was added.

Second experiment

The job candidate sample consists of 2,002 recent graduates from community colleges and universities, who participated in the new program Yalla Watheefa (Let's Go Get a Job). The program was advertised through flyers, brochures and Facebook. Yalla Watheefa ambassadors would also recruit candidates on university campuses around Amman. Yalla Watheefa was advertised as a free program for fresh graduates to inform them of job openings. Recruitment of participants took place in April and May 2013, just before graduation. Both males and females were eligible to participate, with eligibility limited to individuals graduating between May 2012 and May 2013. Individuals who were already employed, who were not seeking a job, or who were older than 26 were excluded from the sample. To enroll individuals filled out an application form that served as a baseline survey, providing demographic information, field of study, university, prior work experience, job type preferences, and reservation wage.

The sample of businesses consisted of 33 firms with 51 job vacancies. Some vacancies were for more than one worker in that job, so in total these firms were seeking to fill 178 positions. High prestige job openings included openings for accountants, credit officers, IT staff, nurses, engineers, and managers. Low prestige job openings include sales jobs, waiters, data entry, receptionist, and bagging groceries and are jobs that do not require a specific academic major and can typically be done by individuals without a college degree. This threshold was chosen to approximately split the sample of graduates in half, resulting in 958 individuals who said they were willing to work in low prestige jobs, and 1,047 who said they were only willing to work in high prestige jobs.

The research team randomly sent announcements of vacancies to recent graduates, sending a total of 9,820 announcements.

For each job vacancy, firms provided information on the position, qualifications required, and a salary range. Then the research team used information on gender, academic major, and job type prestige to classify candidates as a "good fit", "bad fit", or "no fit" for each job. The job announcement for each job opening was sent to an average of 205 randomly chosen candidates, stratifying this randomization so that two-thirds of those receiving the announcement would be deemed good-fits, and one-third bad-fits. For the first two jobs researchers piloted both phone calls and SMS messages and had identical response rates. As a result, SMS was used to inform candidates about the remainder of the jobs for convenience and costs purposes.

A week after the job announcement was sent, researchers followed up with a random sample (typically 100) of the candidates who had received job announcements to monitor their self-reported application rates and the reasons for not applying if they didn't apply. The research team also followed up with the firms to monitor how many applications they received, and at the end of the hiring process, how many interviews the firms scheduled, and whether job hiring took place.

Data Collectors

Name	Abbreviation	Affiliation
Business Development Center	BDC	
Dajani Consulting		

Data Processing

No content available

Data Appraisal

No content available

File Description

Variable List

A1_Firm_2011

Content	This dataset includes information from "Jordan NOW Listing Questionnaire" and "Jordan NOW Firm Survey", the first experiment
Cases	2001
Variable(s)	185
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1	no	Questionnaire Number	contin	numeric	
V2	id	Firm ID	contin	numeric	
V3	q3	Hiring new employee in the next year	discrete	numeric	Are you considering hiring another employee in the next year?
V4	q4a	Likely position of new hire	discrete	character	What's the most likely position you will try and hire someone for?
V5	q4b	Likely position of new hire	discrete	character	What's the most likely position you will try and hire someone for?
V6	q4c	Likely position of new hire	discrete	character	What's the most likely position you will try and hire someone for?
V7	q4d	Likely position of new hire	discrete	character	What's the most likely position you will try and hire someone for?
V8	q4e	Likely position of new hire	discrete	character	What's the most likely position you will try and hire someone for?
V9	q5	Number of male employees	contin	numeric	How many male employees work at this firm?
V10	q6	Number of female employees	contin	numeric	How many female employees work at this firm?
V11	q7	Firm Sector	discrete	numeric	Firm Sector
V12	q8	Willingness to hire a fresh graduate	discrete	numeric	Would you ever consider hiring a fresh graduates from a community college or university?
V13	q9	Willingness to hire a female	discrete	numeric	Would you ever consider hiring a female employee?
V14	q10	Business classification	discrete	numeric	Is this business classified as for profit, not for profit, or government institution?
V15	q16	Willingness to participate in survey	discrete	numeric	Do you agree to participate in a follow up survey for the World Bank program?
V16	q17date	Day of Listing	discrete	character	Date of Interview
V17	q17month	Day of Listing	discrete	numeric	Interviewer Code
V18	a1	Firm ID	discrete	numeric	
V19	a2	Date of Interview	discrete	character	
V20	a3	Start Time	discrete	character	
V21	a7	Seat Number	discrete	numeric	
V22	a10	Governorate	discrete	numeric	

ID	Name	Label	Type	Format	Question
V23	b1	Confirmation of Hiring Decision Responsibility	discrete	numeric	Are you in charge of hiring decisions at this firm?
V24	b3	Respondent's Position	discrete	numeric	What's your position in this organization
V25	b4	Sex of Respondent	discrete	numeric	Sex of respondent:
V26	b5	Age of Respondent	discrete	numeric	Age of respondent:
V27	femaleowners	Any female owners	discrete	numeric	Are any of the owners female?
V28	b8male	Male Full Time Employees	contin	numeric	How many male/female full-time employees work at this business?
V29	b8female	Female Full Time Employees	contin	numeric	How many male/female full-time employees work at this business?
V30	b8total	Total Full Time Employees	contin	numeric	How many male/female full-time employees work at this business?
V31	b9male	Male Part-Time Employees	contin	numeric	How many male/female part-time employees work at this business?
V32	b9female	Female Part-Time Employees	contin	numeric	How many male/female part-time employees work at this business?
V33	b9total	Total Part-Time Employees	contin	numeric	How many male/female part-time employees work at this business?
V34	b10male	Male Unpaid Employees	discrete	numeric	How many male/female unpaid employees work at this business?
V35	b10female	Female Unpaid Employees	discrete	numeric	How many male/female unpaid employees work at this business?
V36	b10total	Total Unpaid Employees	contin	numeric	How many male/female unpaid employees work at this business?
V37	b11	New Employees in 2011	contin	numeric	In 2011, how many new employees did this firm hire?
V38	b12	Exit Employees in 2011	contin	numeric	In 2011, how many workers left this firm?
V39	b13	New Employees in 2010	contin	numeric	In 2010, how many new employees did this firm hire?
V40	b14	Exit Employees in 2010	contin	numeric	In 2010, how many workers left this firm?
V41	b15	Likelihood of Hiring New Employee in 6 months	discrete	numeric	How likely is it that you'll hire a new employee in the next 6 months?
V42	b16	Ability to Benefit from Fresh Graduates	discrete	numeric	Could your firm benefit from young recent graduates as additional workers?
V43	b17a	Difficulty distinguishing between good and bad candidates	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? A. Difficulty distinguishing between good and bad candidates
V44	b17b	Difficulty finding a competent graduate who lives nearby	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? B. Difficult finding a competent graduate who lives nearby
V45	b17c	Difficulty finding a fresh graduate who understands work culture	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? C. Difficulty finding a fresh graduate who understands work culture
V46	b17d	Fresh graduates don't have necessary experience	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? D. All work at this firm requires lots of experience, which fresh graduates don't have
V47	b18	Related to Last Hire	discrete	numeric	Are you related to this worker by either blood or marriage?

ID	Name	Label	Type	Format	Question
V48	b19	Relationship to Last Hire	contin	numeric	How are you related to the worker?
V49	b20	Pre-employment Knowledge of Last Hire	contin	numeric	Did you know this employee before hiring him/her?
V50	b21month	Months (in addition to years) Known Last Hire	discrete	numeric	How long have you known this employee?
V51	b21year	Years Known Last Hire	discrete	numeric	How long have you known this employee?
V52	b22	Introduction to Last Hire	discrete	numeric	How did you first meet him/her
V53	b23	Previous Work with Last Hire	discrete	numeric	Had the person previously worked for you in this or a different enterprise?
V54	b24	Last Hire Still Working	discrete	numeric	Is this employee still working for you?
V55	b25	Exit Reason of Last Hire	discrete	numeric	Did you fire the employee or did he/she quit?
V56	b26	Explanation of Firing Last Hire	discrete	numeric	Why did you fire the worker?
V57	c1a	Referrals from Friends and Family	discrete	numeric	How do you find potential job candidates for entry level positions?
V58	c1b	Referrals from Business Network	discrete	numeric	How do you find potential job candidates for entry level positions?
V59	c1c	Newspaper Ads	discrete	numeric	How do you find potential job candidates for entry level positions?
V60	c1d	Direct Applications from Company Website	discrete	numeric	How do you find potential job candidates for entry level positions?
V61	c1e	Campus Recruiting	discrete	numeric	How do you find potential job candidates for entry level positions?
V62	c1f	Employment Office	discrete	numeric	How do you find potential job candidates for entry level positions?
V63	c1g	Online Job Search Engine	discrete	numeric	How do you find potential job candidates for entry level positions?
V64	c1h	Other Response	discrete	numeric	How do you find potential job candidates for entry level positions?
V65	c2	Most Common Method	discrete	numeric	What is the most common way you find new employees?
V66	c3	Need Fresh Graduates	discrete	numeric	In general, do you need to hire fresh graduates for your business?
V67	everhiredfresh	Ever Hired Fresh Graduate	discrete	numeric	Have you ever hired a fresh graduate?
V68	c5	Training Duration for Fresh Graduates	discrete	character	How long in weeks do you train fresh graduates before they start doing real work?
V69	c6	Attitude towards Soft Skills Training	discrete	numeric	Would your firm be more inclined to hire a recent graduate if he/she received a month long general soft skills training course?
V70	c7a	Accounting Skills	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Accounting skills
V71	c7b	Computer Skills	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Computer skills (Excel, Word, PowerPoint)
V72	c7c	IQ	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? IQ test

ID	Name	Label	Type	Format	Question
V73	c7d	Personality	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Personality Assessment
V74	c7e	Creativity	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Creativity Assessment
V75	c7f	Soft Skills	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Soft Skills Assessment
V76	c7g	English	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? English ability
V77	c9a	Trust	discrete	numeric	Did these qualities include:
V78	c9b	Hard work	discrete	numeric	Did these qualities include:
V79	c9c	Intelligence	discrete	numeric	Did these qualities include:
V80	c9d	Creativity	discrete	numeric	Did these qualities include:
V81	c9e	Ambition	discrete	numeric	Did these qualities include:
V82	c9f	Part of a good family	discrete	numeric	Did these qualities include:
V83	c9g	Conservative values	discrete	numeric	Did these qualities include:
V84	c9h	Outgoing/extroverted personality	discrete	numeric	Did these qualities include:
V85	c10	Gender Majority of Hired Fresh Graduates	discrete	numeric	In terms of fresh graduates, do you mostly hire males, females, or about equal?
V86	c11a	Course of Study	discrete	numeric	What are the important qualities you consider when you hire a new graduate? A. Course of Study
V87	c11b	Grades	discrete	numeric	What are the important qualities you consider when you hire a new graduate? B. Grades
V88	c11c	Previous Work Experience	discrete	numeric	What are the important qualities you consider when you hire a new graduate? C. Previous work experience
V89	c11d	English Proficiency	discrete	numeric	What are the important qualities you consider when you hire a new graduate? D. English proficiency
V90	c11e	Family Connections	discrete	numeric	What are the important qualities you consider when you hire a new graduate? E. Family connections (influential family)
V91	c11f	Conservative Values	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important F. Conservative values
V92	c11g	Liberal Values	discrete	numeric	What are the important qualities you consider when you hire a new graduate? G. Liberal values (open mindedness)
V93	c11h	Format of Resume/CV	discrete	numeric	What are the important qualities you consider when you hire a new graduate? H. Format of Resume/CV
V94	c11i	Confidence	discrete	numeric	What are the important qualities you consider when you hire a new graduate? I. Confidence

ID	Name	Label	Type	Format	Question
V95	c11j	Where the fresh graduate lives	discrete	numeric	What are the important qualities you consider when you hire a new graduate? J. Where the fresh graduate lives
V96	c11k	Teamwork Potential	discrete	numeric	What are the important qualities you consider when you hire a new graduate? K. Teamwork potential
V97	c11l	Leadership Potential	discrete	numeric	What are the important qualities you consider when you hire a new graduate? L. Leadership potential
V98	c11m	Extracurricular Activities	discrete	numeric	What are the important qualities you consider when you hire a new graduate? M. Extracurricular activities
V99	c11n	Computer Skills	discrete	numeric	What are the important qualities you consider when you hire a new graduate? N. Computer Skills
V100	c12	Creativity and Confidence vs. Unquestioned Loyalty	discrete	numeric	Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?
V101	c13	Strict efficiency vs. Spontaneous flexibility	discrete	numeric	Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?
V102	c14	Complexity	discrete	numeric	Do you prefer (1) employees who seek intricate solutions to problems or (2) employees who prefer concrete to abstract interpretations?
V103	c15	Breadth of Interest	discrete	numeric	Do you prefer (1) employees who are interested in learning about a diversity of things or (2) employees who have a narrow range of interests?
V104	c16	Innovation	discrete	numeric	Do you prefer (1) employees who are creative and like to improvise or (2) employees who are conservative thinkers and prefer routine activities?
V105	c17	Empathy	discrete	numeric	Do you prefer (1) employees who tend to identify closely with other people and their problems or (2) employees who do not allow emotions to intrude on their decision making?
V106	c18	Anxiety	discrete	numeric	Do you prefer (1) employees who are apprehensive about the future or (2) employees who take things as they come without worrying?
V107	c19	Cooperativeness	discrete	numeric	Do you prefer (1) employees who tend to modify behavior to be consistent with standards set by others or (2) employees who refuse to go along with the crowd
V108	c20	Socialability	discrete	numeric	Do you prefer (1) employees who are actively social or (2) employees who keep to themselves
V109	c21	Social Confidence	discrete	numeric	Do you prefer (1) employees who possess confidence when dealing with others or (2) employees who prefer to remain unnoticed at social events?
V110	c22	Social Astuteness	discrete	numeric	Do you prefer (1) employees who are skillful at persuading others sometimes by indirect, manipulative means or (2) employees who speak in a straight forward manner?
V111	c23	Risk Taking	discrete	numeric	Do you prefer (1) employees who willingly expose themselves to situations with uncertain outcomes or (2) employees who are cautious about unpredictable situations?

ID	Name	Label	Type	Format	Question
V112	c24	Organization	discrete	numeric	Do you prefer (1) employees who always seem to have a plan or (2) employees who rarely plan before doing things?
V113	c25	Traditional Values	discrete	numeric	Do you prefer (1) employees who value traditional customs and beliefs or (2) employees who are critical of tradition?
V114	d1a	Prefer to hire people with one or two years of experience to a fresh graduate	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree A. In terms of young job candidates, I prefer to hire people with one or two years of experience to a fresh graduate
V115	d1b	Almost always hire people whom are referred to me by family, friends, or other c	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree B. In terms of young job candidates, I almost always hire people whom are referred to me by family, friends, or other co-workers
V116	d1c	Difficult to find qualified employees	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree C. In terms of hiring young job candidates, I find it difficult to find well qualified employees
V117	d1d	Risky to hire because it's difficult to figure out if the new employee will be p	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree D. It's risky to hire a young job candidate because it's difficult to figure out if the new employee will be productive
V118	d1e	I prefer to hire women	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree E. In terms of hiring young job candidates, I prefer to hire women
V119	d1f	I would pay a reasonable price to learn more about job candidates for better inf	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree F. I would pay a reasonable price to learn more about job candidates for better informed hiring decisions
V120	d2	Hiring a game of skill or chance	discrete	numeric	Do you consider hiring an employee more like a game of chance or a game of skill?
V121	d3	English Level	discrete	numeric	Do you need an employee who is: 1. Fluent in speaking, reading, and writing English 2. Has a good command of English i.e. can make a dialogue and read and write small documents 3. Basic English skills i.e. can make short conversation, answering phone calls, searching internet 4. No English
V122	d4	Computer Level	discrete	numeric	Do you need an employee who 1. Knows how to use write and design computer programs, familiar with many software programs 2. Can use Microsoft Office and internet searches 3. Basic skills like typing and data entry 4. No computer experience
V123	e1	Job voucher	discrete	numeric	Has an employee or potential employee ever presented you with a job voucher?

ID	Name	Label	Type	Format	Question
V124	e2year	Year Hired Job Voucher Employee	discrete	numeric	When did you first hire this employee?
V125	e2month	Month Hired Job Voucher Employee	discrete	numeric	When did you first hire this employee?
V126	e3	Then Looking to Hire New Employee	discrete	numeric	At that time, were you looking to hire a new employee?
V127	e4	Why Hire	discrete	numeric	If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)? 1. She was an extraordinary candidate who we couldn't pass up 2. She was recommended to me by friends or family 3. At a subsidized wage, the business could benefit from an extra employee 4. At a subsidized wage, the business could train and test out this new employee free of risk 5. Charity
V128	e4other	Why Hire Other	discrete	character	If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)? Other
V129	e5	Why Hire	discrete	numeric	Why did you hire this employee (please choose most important reason)? 1. In terms of skills and experience, she was the best candidate for the job 2. She was recommended to me from friends or family 3. Although she was similar to the other candidates, she was the most cost effective candidate due to the voucher offer 4. Although she was worse than the other candidates, she was the most cost effective candidate due to the voucher offer
V130	e5other	Why Hire Other	discrete	character	Why did you hire this employee (please choose most important reason)? Other
V131	e6	Hire if No Voucher	discrete	numeric	Would you have hired this employee if she didn't have an employment voucher?
V132	e7a	Too expensive	discrete	numeric	Why wouldn't you have hired this employee? Hiring an employee would have been too expensive
V133	e7b	Prefer males	discrete	numeric	Why wouldn't you have hired this employee? I prefer to hire males
V134	e7c	Hired someone else	discrete	numeric	Why wouldn't you have hired this employee? I would've hired someone else
V135	e7d	No need for extra employee	discrete	numeric	Why wouldn't you have hired this employee? I had no need for an extra employee
V136	e7e	Other reasons not to hire this employee	discrete	character	Why wouldn't you have hired this employee? What are the other reasons you wouldn't have hired this employee
V137	e8	If voucher was 50JD	discrete	numeric	Would you have hired this employee if the voucher was only 50 JD?
V138	e9	Hypothetical Hires	discrete	numeric	How many more recent graduates with diplomas would you hire if they all had the same 150 JD vouchers?
V139	e10	Employee replace or add	discrete	numeric	Did this employee replace an employee who recently left or was this employee an addition to the firm?
V140	e11	Employee still work	discrete	numeric	Does this employee still work for you?
V141	e12	Why not	discrete	numeric	Why does this employee no longer work with you?
V142	e12other	Why not other	discrete	character	Why does this employee no longer work with you?

ID	Name	Label	Type	Format	Question
V143	e13	How many more months do you expect this employee to continue working for you	discrete	numeric	How many more months do you expect this employee to continue working for you?
V144	e14	How much did you pay employee per month	discrete	numeric	How much do/did you pay this employee per month? (This sum should include all money including the voucher paid to the employee).
V145	e15	Hours per week worked	discrete	numeric	How many hours a week does/did this employee work?
V146	e16	Expect to hire more young women with diplomas in the future	discrete	numeric	After your experience with this employee, do you expect to hire more young women with diplomas in the future?
V147	e17	Why	discrete	character	After your experience with this employee, do you expect to hire more young women with diplomas in the future? Why?
V148	e18	Overall experience with Jordan NOW vouchers	discrete	numeric	On a scale from one to ten with ten meaning the best, how would you rate your overall experience with your employees who had a voucher from Jordan NOW.
V149	prefermen	Prefer men to women	discrete	numeric	
V150	m1b	I pay women higher than men for the same amount of work	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. I pay women higher than men for the same amount of work
V151	m1c	Young men are more productive than young women	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Young men are more productive than young women
V152	m1d	Male employees are preferable because they can work longer and more flexible hou	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Male employees are preferable to female employees because male employees can work longer and more flexible hours (day/night)
V153	m1e	Facilities for women make it too costly to hire women	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. The extra costs of prayer rooms, bathrooms, maternity leave, and other female necessities make it too costly to hire women
V154	m1f	Mixing women and men together at work would be inappropriate	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Mixing women and men together at work would be inappropriate
V155	m1g	Female employees are only looking for short term work since they don't have care	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Female employees are only looking for short term work since they don't have career ambitions
V156	m1h	I don't want to hire women because they don't have career ambitions	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. I don't want to hire women because they don't have career ambitions
V157	m2	Weeks of Maternity Leave in Jordan	discrete	numeric	How many weeks are women entitled to paid maternity leave under the Jordanian labor laws?
V158	m3	View towards Maternity leave	discrete	numeric	How do you feel about paid maternity leave in Jordan? Is it too long, just right, or too short?
V159	m4	Weeks of Unpaid Maternity Leave in Jordan	discrete	numeric	How many weeks are women entitled to unpaid maternity leave under the Jordanian labor laws?
V160	m5	View towards Unpaid Maternity Leave	discrete	numeric	How do you feel about unpaid maternity leave in Jordan? Is it too long, just right, or too short?

ID	Name	Label	Type	Format	Question
V161	m6	Should there be paternity leave	discrete	numeric	How do you feel about paternity leave in Jordan? Should a man have the right to take limited amount of time off of work after the birth of his baby?
V162	m7	Do you consider the potential cost of maternity leave in employment decisions	discrete	numeric	When considering hiring a new employee, do you consider the potential cost of maternity leave?
V163	m8	Would the cost of maternity benefits deter you from hiring women	discrete	numeric	Would the potential cost of maternity benefits deter you from hiring a woman over a man with a similar resume?
V164	r1	Risk Scale	discrete	numeric	How would you rate your overall willingness to take risk in terms of hiring a new employee on a scale from 1 to 10 where 1 means absolutely risk averse and 10 means you're willing to take on any risk
V165	r2	Hiring Preference	discrete	numeric	Would you rather hire (1) an untested job candidate who could either be the best employee you've ever had or the worst or (2) a job candidate who is known to be consistent although very mediocre?
V166	y1	Any plans to relocate business	discrete	numeric	Are there any plans to relocate this business in the next year?
V167	x1a	Year Business Started	discrete	numeric	Since when has this business been operating?
V168	x1b	Month Business Started	discrete	numeric	Since when has this business been operating?
V169	x2	Export	discrete	numeric	Does this firm export?
V170	x3	Records	discrete	numeric	How do you keep records of your business?
V171	x4	Social Security	discrete	numeric	Do you provide social security insurance for all, some or none of your employees?
V172	x5	Annual cost of labor	contin	numeric	What is the total annual cost of labor including wages, salaries, bonuses, social security payments, and any other cost of labor?
V173	x6	Business license	discrete	numeric	Do you have a business license?
V174	x7	Registered for taxes	discrete	numeric	Is your business registered for taxes?
V175	x8	Sales last year	contin	numeric	What were the business' sales in the last year?
V176	x9	Profits last year	contin	numeric	What were the business' profits in the last year?
V177	x10	Profits in last 3 months	contin	numeric	What were the business' profits in the last 3 months?
V178	z1	Interviewer Assessment	discrete	numeric	It is my perception that the responses to the questions regarding opinions and perceptions were
V179	z3	End Time	discrete	character	
V180	firmtyp		discrete	numeric	
V181	female_employees		discrete	numeric	
V182	hiredrecently		discrete	numeric	
V183	years		discrete	numeric	
V184	strata2	group(firmtyp hiredrecently everhiredfresh female_employees femaleowners)	contin	numeric	
V185	treat		discrete	numeric	

A2_Firm_2011_Booster

Content	This dataset includes information from "Jordan NOW Listing Questionnaire" and "Jordan NOW Firm Survey", the first experiment
Cases	278
Variable(s)	198
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V186	id	Firm ID	contin	numeric	
V187	firmtype		discrete	numeric	
V188	seatno	Seat Number	discrete	character	
V189	qnumber	Questionnaire Number	contin	numeric	
V190	newhire	Hiring new employee in the next year	discrete	numeric	
V191	l_employees	Number of male employees	contin	numeric	
V192	l_femployees	Number of female employees	contin	numeric	
V193	l_employees		contin	numeric	
V194	sector	Firm Sector	discrete	numeric	
V195	sector_other	Firm Sector Other	discrete	character	
V196	consider_freshgrad	Willingness to hire a fresh graduate	discrete	numeric	
V197	consider_female	Willingness to hire a female	discrete	numeric	
V198	business_type	Business classification	discrete	numeric	
V199	agreetosurvey	Willingness to participate in survey	discrete	numeric	
V200	day_listing	Day of Listing	discrete	numeric	
V201	month_listing	Day of Listing	discrete	numeric	
V202	interviewercode	Interviewer Code	discrete	character	
V203	dataentrycode	Data Entry Code	discrete	character	
V204	position_newhire_a	Likely position of new hire	discrete	character	
V205	position_newhire_b	Likely position of new hire	discrete	character	
V206	position_newhire_c	Likely position of new hire	discrete	character	
V207	position_newhire_d	Likely position of new hire	discrete	character	
V208	position_newhire_e	Likely position of new hire	discrete	character	
V209	a1	Firm ID	contin	numeric	
V210	a2	Date of Interview	discrete	character	
V211	a3	Start Time	discrete	character	

ID	Name	Label	Type	Format	Question
V212	a4	Interviewer Code	discrete	character	
V213	a10	Governorate	discrete	numeric	
V214	b1	Confirmation of Hiring Decision Responsibility	discrete	numeric	Are you in charge of hiring decisions at this firm?
V215	b3	Respondent's Position	discrete	numeric	What's your position in this organization
V216	b3other	Respondent's Position Other	discrete	character	
V217	b3other_ar		discrete	character	
V218	b4	Sex of Respondent	discrete	numeric	Sex of respondent:
V219	b5	Age of Respondent	contin	numeric	Age of respondent:
V220	femaleowners	Any female owners	discrete	numeric	Are any of the owners female?
V221	b7	Detailed business description	discrete	character	
V222	b8male	Male Full Time Employees	contin	numeric	How many male/female full-time employees work at this business?
V223	b8female	Female Full Time Employees	contin	numeric	How many male/female full-time employees work at this business?
V224	b8total	Total Full Time Employees	contin	numeric	How many male/female full-time employees work at this business?
V225	b9male	Male Part-Time Employees	discrete	numeric	How many male/female part-time employees work at this business?
V226	b9female	Female Part-Time Employees	discrete	numeric	How many male/female part-time employees work at this business?
V227	b9total	Total Part-Time Employees	discrete	numeric	How many male/female part-time employees work at this business?
V228	b10male	Male Unpaid Employees	discrete	numeric	How many male/female unpaid employees work at this business?
V229	b10female	Female Unpaid Employees	discrete	numeric	How many male/female unpaid employees work at this business?
V230	b10total	Total Unpaid Employees	contin	numeric	How many male/female unpaid employees work at this business?
V231	b11	New Employees in 2011	contin	numeric	In 2011, how many new employees did this firm hire?
V232	b12	Exit Employees in 2011	contin	numeric	In 2011, how many workers left this firm?
V233	b13	New Employees in 2010	discrete	numeric	In 2010, how many new employees did this firm hire?
V234	b14	Exit Employees in 2010	discrete	numeric	In 2010, how many workers left this firm?
V235	b15	Likelihood of Hiring New Employee in 6 months	discrete	numeric	How likely is it that you'll hire a new employee in the next 6 months?
V236	b16	Ability to Benefit from Fresh Graduates	discrete	numeric	Could your firm benefit from young recent graduates as additional workers?
V237	b17a	Difficulty distinguishing between good and bad candidates	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? A. Difficulty distinguishing between good and bad candidates
V238	b17b	Difficulty finding a competent graduate who lives nearby	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? B. Difficult finding a competent graduate who lives nearby

ID	Name	Label	Type	Format	Question
V239	b17c	Difficulty finding a fresh graduate who understands work culture	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? C. Difficulty finding a fresh graduate who understands work culture
V240	b17d	Fresh graduates don't have necessary experience	discrete	numeric	What makes it difficult to find fresh graduates who would be good candidates for new hires? D. All work at this firm requires lots of experience, which fresh graduates don't have
V241	b18	Related to Last Hire	discrete	numeric	Are you related to this worker by either blood or marriage?
V242	b19	Relationship to Last Hire	discrete	numeric	How are you related to the worker?
V243	b20	Pre-employment Knowledge of Last Hire	discrete	numeric	Did you know this employee before hiring him/her?
V244	b21month	Months (in addition to years) Known Last Hire	contin	numeric	How long have you known this employee?
V245	b21year	Years Known Last Hire	contin	numeric	How long have you known this employee?
V246	b22	Introduction to Last Hire	discrete	numeric	How did you first meet him/her
V247	b23	Previous Work with Last Hire	discrete	numeric	Had the person previously worked for you in this or a different enterprise?
V248	b24	Last Hire Still Working	discrete	numeric	Is this employee still working for you?
V249	b25	Exit Reason of Last Hire	discrete	numeric	Did you fire the employee or did he/she quit?
V250	b26	Explanation of Firing Last Hire	discrete	numeric	Why did you fire the worker?
V251	b26other	b26-other	discrete	character	
V252	b26other_ar	b26-other_ar	discrete	character	
V253	c1a	Referrals from Friends and Family	discrete	numeric	How do you find potential job candidates for entry level positions?
V254	c1b	Referrals from Business Network	discrete	numeric	How do you find potential job candidates for entry level positions?
V255	c1c	Newspaper Ads	discrete	numeric	How do you find potential job candidates for entry level positions?
V256	c1d	Direct Applications from Company Website	discrete	numeric	How do you find potential job candidates for entry level positions?
V257	c1e	Campus Recruiting	discrete	numeric	How do you find potential job candidates for entry level positions?
V258	c1f	Employment Office	discrete	numeric	How do you find potential job candidates for entry level positions?
V259	c1g	Online Job Search Engine	discrete	numeric	How do you find potential job candidates for entry level positions?
V260	c1h	Other Response	discrete	numeric	How do you find potential job candidates for entry level positions?
V261	c1other	Other Type	discrete	character	
V262	c1other_ar	c1-other_ar	discrete	character	
V263	c2	Most Common Method	discrete	numeric	What is the most common way you find new employees?
V264	c2other	Most Common Method Other	discrete	character	
V265	c2other_ar	c2-other_ar	discrete	character	
V266	c3	Need Fresh Graduates	discrete	numeric	In general, do you need to hire fresh graduates for your business?
V267	everhiredfresh	Ever Hired Fresh Graduate	discrete	numeric	Have you ever hired a fresh graduate?

ID	Name	Label	Type	Format	Question
V268	c5	Training Duration for Fresh Graduates	contin	numeric	How long in weeks do you train fresh graduates before they start doing real work?
V269	c6	Attitude towards Soft Skills Training	discrete	numeric	Would your firm be more inclined to hire a recent graduate if he/she received a month long general soft skills training course?
V270	c7a	Accounting Skills	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Accounting skills
V271	c7b	Computer Skills	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Computer skills (Excel, Word, PowerPoint)
V272	c7c	IQ	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? IQ test
V273	c7d	Personality	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Personality Assessment
V274	c7e	Creativity	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Creativity Assessment
V275	c7f	Soft Skills	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? Soft Skills Assessment
V276	c7g	English	discrete	numeric	Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to? English ability
V277	c8	Most Important Personal Traits	discrete	character	
V278	v105	c8	discrete	character	
V279	c9a	Trust	discrete	numeric	Did these qualities include:
V280	c9b	Hard work	discrete	numeric	Did these qualities include:
V281	c9c	Intelligence	discrete	numeric	Did these qualities include:
V282	c9d	Creativity	discrete	numeric	Did these qualities include:
V283	c9e	Ambition	discrete	numeric	Did these qualities include:
V284	c9f	Part of a good family	discrete	numeric	Did these qualities include:
V285	c9g	Conservative values	discrete	numeric	Did these qualities include:
V286	c9h	Outgoing/extroverted personality	discrete	numeric	Did these qualities include:
V287	c10	Gender Majority of Hired Fresh Graduates	discrete	numeric	In terms of fresh graduates, do you mostly hire males, females, or about equal?
V288	c11a	Course of Study	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important A. Course of Study
V289	c11b	Grades	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important B. Grades

ID	Name	Label	Type	Format	Question
V290	c11c	Previous Work Experience	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important C. Previous work experience
V291	c11d	English Proficiency	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important D. English proficiency
V292	c11e	Family Connections	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important E. Family connections (influential family)
V293	c11f	Conservative Values	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important F. Conservative values
V294	c11g	Liberal Values	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important G. Liberal values (open mindedness)
V295	c11h	Format of Resume/CV	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important H. Format of Resume/CV
V296	c11i	Confidence	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important I. Confidence
V297	c11j	Where the fresh graduate lives	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important J. Where the fresh graduate lives
V298	c11k	Teamwork Potential	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important K. Teamwork potential
V299	c11l	Leadership Potential	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important L. Leadership potential
V300	c11m	Extracurricular Activities	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important M. Extracurricular activities
V301	c11n	Computer Skills	discrete	numeric	What are the important qualities you consider when you hire a new graduate? 1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important N. Computer Skills
V302	c12	Creativity and Confidence vs. Unquestioned Loyalty	discrete	numeric	Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?
V303	c13	Strict efficiency vs. Spontaneous flexibility	discrete	numeric	Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?
V304	c14	Complexity	discrete	numeric	Do you prefer (1) employees who seek intricate solutions to problems or (2) employees who prefer concrete to abstract interpretations?

ID	Name	Label	Type	Format	Question
V305	c15	Breadth of Interest	discrete	numeric	Do you prefer (1) employees who are interested in learning about a diversity of things or (2) employees who have a narrow range of interests?
V306	c16	Innovation	discrete	numeric	Do you prefer (1) employees who are creative and like to improvise or (2) employees who are conservative thinkers and prefer routine activities?
V307	c17	Empathy	discrete	numeric	Do you prefer (1) employees who tend to identify closely with other people and their problems or (2) employees who do not allow emotions to intrude on their decision making?
V308	c18	Anxiety	discrete	numeric	Do you prefer (1) employees who are apprehensive about the future or (2) employees who takes things as they come without worrying?
V309	c19	Cooperativeness	discrete	numeric	Do you prefer (1) employees who tend to modify behavior to be consistent with standards set by others or (2) employees who refuses to go along with the crowd
V310	c20	Socialability	discrete	numeric	Do you prefer (1) employees who are actively social or (2) employees who keep to themselves
V311	c21	Social Confidence	discrete	numeric	Do you prefer (1) employees who possess confidence when dealing with others or (2) employees who prefer to remain unnoticed at social events?
V312	c22	Social Astuteness	discrete	numeric	Do you prefer (1) employees who are skillful at persuading others sometimes by indirect, manipulative means or (2) employees who speak in a straight forward manner?
V313	c23	Risking Taking	discrete	numeric	Do you prefer (1) employees who willingly expose themselves to situations with uncertain outcomes or (2) employees who are cautious about unpredictable situations?
V314	c24	Organization	discrete	numeric	Do you prefer (1) employees who always seem to have a plan or (2) employees who rarely plan before doing things?
V315	c25	Traditional Values	discrete	numeric	Do you prefer (1) employees who value traditional customs and beliefs or (2) employees who are critical of tradition?
V316	d1a	Prefer to hire people with one or two years of experience to a fresh graduate	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree A. In terms of young job candidates, I prefer to hire people with one or two years of experience to a fresh graduate
V317	d1b	Almost always hire people whom are referred to me by family, friends, or other c	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree B. In terms of young job candidates, I almost always hire people whom are referred to me by family, friends, or other co-workers
V318	d1c	Difficult to find qualified employees	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree C. In terms of hiring young job candidates, I find it difficult to find well qualified employees

ID	Name	Label	Type	Format	Question
V319	d1d	Risky to hire because it's difficult to figure out if the new employee will be p	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree D. It's risky to hire a young job candidate because it's difficult to figure out if the new employee will be productive
V320	d1e	I prefer to hire women	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree E. In terms of hiring young job candidates, I prefer to hire women
V321	d1f	I would pay a reasonable price to learn more about job candidates for better inf	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. 1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree F. I would pay a reasonable price to learn more about job candidates for better informed hiring decisions
V322	d2	Hiring a game of skill or chance	discrete	numeric	Do you consider hiring an employee more like a game of chance or a game of skill?
V323	d3	English Level	discrete	numeric	Do you need an employee who is: 1. Fluent in speaking, reading, and writing English 2. Has a good command of English i.e. can make a dialogue and read and write small documents 3. Basic English skills i.e. can make short conversation, answering phone calls, searching internet 4. No English
V324	d4	Computer Level	discrete	numeric	Do you need an employee who 1. Knows how to use write and design computer programs, familiar with many software programs 2. Can use Microsoft Office and internet searches 3. Basic skills like typing and data entry 4. No computer experience
V325	e1	Job voucher	discrete	numeric	Has an employee or potential employee ever presented you with a job voucher?
V326	e2year	Year Hired Job Voucher Employee	discrete	numeric	When did you first hire this employee?
V327	e2month	Month Hired Job Voucher Employee	discrete	numeric	When did you first hire this employee?
V328	e3	Then Looking to Hire New Employee	discrete	numeric	At that time, were you looking to hire a new employee?
V329	e4	Why Hire	discrete	numeric	If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)? 1. She was an extraordinary candidate who we couldn't pass up 2. She was recommended to me by friends or family 3. At a subsidized wage, the business could benefit from an extra employee 4. At a subsidized wage, the business could train and test out this new employee free of risk 5. Charity
V330	e4other	Why Hire Other	discrete	numeric	If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)? Other

ID	Name	Label	Type	Format	Question
V331	e5	Why Hire	discrete	numeric	Why did you hire this employee (please choose most important reason)? 1. In terms of skills and experience, she was the best candidate for the job 2. She was recommended to me from friends or family 3. Although she was similar to the other candidates, she was the most cost effective candidate due to the voucher offer 4. Although she was worse than the other candidates, she was the most cost effective candidate due to the voucher offer
V332	e5other	Why Hire Other	discrete	character	Why did you hire this employee (please choose most important reason)? Other
V333	e6	Hire if No Voucher	discrete	numeric	Would you have hired this employee if she didn't have an employment voucher?
V334	e7a	Too expensive	discrete	numeric	Why wouldn't you have hired this employee? Hiring an employee would have been too expensive
V335	e7b	Prefer males	discrete	numeric	Why wouldn't you have hired this employee? I prefer to hire males
V336	e7c	Hired someone else	discrete	numeric	Why wouldn't you have hired this employee? I would've hired someone else
V337	e7d	No need for extra employee	discrete	numeric	Why wouldn't you have hired this employee? I had no need for an extra employee
V338	e7e	Other reasons not to hire this employee	discrete	character	Why wouldn't you have hired this employee? What are the other reasons you wouldn't have hired this employee
V339	e7e_ar	e7-e_ar	discrete	character	
V340	e8	If voucher was 50JD	discrete	numeric	Would you have hired this employee if the voucher was only 50 JD?
V341	e9	Hypothetical Hires	discrete	numeric	How many more recent graduates with diplomas would you hire if they all had the same 150 JD vouchers?
V342	e10	Employee replace or add	discrete	numeric	Did this employee replace an employee who recently left or was this employee an addition to the firm?
V343	e11	Employee still work	discrete	numeric	Does this employee still work for you?
V344	e12	Why not	discrete	numeric	Why does this employee no longer work with you?
V345	e12other	Why not other	discrete	character	Why does this employee no longer work with you?
V346	e12other_ar	e12-other_ar	discrete	character	
V347	e13	How many more months do you expect this employee to continue working for you	discrete	numeric	How many more months do you expect this employee to continue working for you?
V348	e14	How much did you pay employee per month	discrete	numeric	How much do/did you pay this employee per month? (This sum should include all money including the voucher paid to the employee).
V349	e15	Hours per week worked	discrete	numeric	How many hours a week does/did this employee work?
V350	e16	Expect to hire more young women with diplomas in the future	discrete	numeric	After your experience with this employee, do you expect to hire more young women with diplomas in the future?
V351	e17	Why	discrete	character	After your experience with this employee, do you expect to hire more young women with diplomas in the future? Why?
V352	e17_ar		discrete	character	

ID	Name	Label	Type	Format	Question
V353	e18	Overall experience with Jordan NOW vouchers	discrete	numeric	On a scale from one to ten with ten meaning the best, how would you rate your overall experience with your employees who had a voucher from Jordan NOW.
V354	prefermen	Prefer men to women	discrete	numeric	
V355	m1b	I pay women higher than men for the same amount of work	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. I pay women higher than men for the same amount of work
V356	m1c	Young men are more productive than young women	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Young men are more productive than young women
V357	m1d	Male employees are preferable because they can work longer and more flexible hou	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Male employees are preferable to female employees because male employees can work longer and more flexible hours (day/night)
V358	m1e	Facilities for women make it too costly to hire women	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. The extra costs of prayer rooms, bathrooms, maternity leave, and other female necessities make it too costly to hire women
V359	m1f	Mixing women and men together at work would be inappropriate	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Mixing women and men together at work would be inappropriate
V360	m1g	Female employees are only looking for short term work since they don't have care	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. Female employees are only looking for short term work since they don't have career ambitions
V361	m1h	I don't want to hire women because they don't have career ambitions	discrete	numeric	Please state the degree to which you agree or disagree with the following statements. I don't want to hire women because they don't have career ambitions
V362	m2	Weeks of Maternity Leave in Jordan	contin	numeric	How many weeks are women entitled to paid maternity leave under the Jordanian labor laws?
V363	m3	View towards Maternity leave	discrete	numeric	How do you feel about paid maternity leave in Jordan? Is it too long, just right, or too short?
V364	m4	Weeks of Unpaid Maternity Leave in Jordan	contin	numeric	How many weeks are women entitled to unpaid maternity leave under the Jordanian labor laws?
V365	m5	View towards Unpaid Maternity Leave	discrete	numeric	How do you feel about unpaid maternity leave in Jordan? Is it too long, just right, or too short?
V366	m6	Should there be paternity leave	discrete	numeric	How do you feel about paternity leave in Jordan? Should a man have the right to take limited amount of time off of work after the birth of his baby?
V367	m7	Do you consider the potential cost of maternity leave in employment decisions	discrete	numeric	When considering hiring a new employee, do you consider the potential cost of maternity leave?
V368	m8	Would the cost of maternity benefits deter you from hiring women	discrete	numeric	Would the potential cost of maternity benefits deter you from hiring a woman over a man with a similar resume?
V369	r1	Risk Scale	discrete	numeric	How would you rate your overall willingness to take risk in terms of hiring a new employee on a scale from 1 to 10 where 1 means absolutely risk averse and 10 means you're willing to take on any risk

ID	Name	Label	Type	Format	Question
V370	r2	Hiring Preference	discrete	numeric	Would you rather hire (1) an untested job candidate who could either be the best employee you've ever had or the worst or (2) a job candidate who is known to be consistent although very mediocre?
V371	y1	Any plans to relocate business	discrete	numeric	Are there any plans to relocate this business in the next year?
V372	x1a	Year Business Started	discrete	numeric	Since when has this business been operating?
V373	x1b	Month Business Started	discrete	numeric	Since when has this business been operating?
V374	x2	Export	discrete	numeric	Does this firm export?
V375	x3	Records	discrete	numeric	How do you keep records of your business?
V376	x4	Social Security	discrete	numeric	Do you provide social security insurance for all, some or none of your employees?
V377	x5	Annual cost of labor	contin	numeric	What is the total annual cost of labor including wages, salaries, bonuses, social security payments, and any other cost of labor?
V378	x6	Business license	discrete	numeric	Do you have a business license?
V379	x7	Registered for taxes	discrete	numeric	Is your business registered for taxes?
V380	x8	Sales last year	contin	numeric	What were the business' sales in the last year?
V381	x9	Profits last year	contin	numeric	What were the business' profits in the last year?
V382	x10	Profits in last 3 months	discrete	numeric	What were the business' profits in the last 3 months?
V383	treat		discrete	numeric	

B_FirmMidline_2012

Content	This dataset includes information from "Jordan NOW Firm Follow-Up Survey", the first experiment
Cases	126
Variable(s)	303
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V384	questionnairenumber	Questionnaire Number	contin	numeric	
V385	a1	Firm ID	contin	numeric	
V386	a5	Number of Attempts to Call	discrete	numeric	
V387	a6day	Date of Interview - Day	discrete	numeric	
V388	a6month	Date of Interview - Month	discrete	numeric	
V389	a9	Interview Location	discrete	numeric	
V390	a9other	Interview Location Other	discrete	numeric	
V391	b1	Knows about Jordan NOW	discrete	numeric	Do es your firm know about BDC's matchmaking services called "Jordan NOW?"
V392	b2	In charge of hiring decisions	discrete	numeric	Are you in charge of hiring decisions at this firm?
V393	b4month	Month learn about BDC's employment matching service	contin	numeric	When did you first learn about BDC's employment matching service?
V394	b4year	Year learn about BDC's employment matching service	contin	numeric	When did you first learn about BDC's employment matching service?
V395	b5	How learn about BDC's employment matching service	discrete	numeric	How did you learn about BDC's employment matching service?
V396	b5other	How learn about BDC's employment matching service - Other	discrete	character	
V397	b5otherenglish	How learn about BDC's employment matching service -Other/English	discrete	character	Ho w did you learn about BDC's employment matching service?
V398	b6	Number BDC matchmakers spoke with	contin	numeric	How many different BDC matchmakers did you speak with?
V399	b8	Requested potential matches from BDC	discrete	numeric	Did you ever request potential matches from BDC?
V400	b9a	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V401	b9aenglish	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V402	b9b	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V403	b9benglish	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)

ID	Name	Label	Type	Format	Question
V404	b9c	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V405	b9cenglish	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V406	b9d	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V407	b9denglish	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V408	b9e	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V409	b9eenglish	Positions requested matches for	discrete	character	What position/s did you request a match for? (Please list all positions)
V410	b10outdoorsales	Position in outdoor sales	discrete	numeric	Did any of these positions potentially include any of the following duties:
V411	b10indoorsales	Position in indoor sales	discrete	numeric	Did any of these positions potentially include any of the following duties:
V412	b10telemarketing	Position in telemarketing	discrete	numeric	Did any of these positions potentially include any of the following duties:
V413	b10dataentry	Position includes data entry	discrete	numeric	Did any of these positions potentially include any of the following duties:
V414	b10someofficecleaning	Position includes some office cleaning	discrete	numeric	Did any of these positions potentially include any of the following duties:
V415	b11mentalabilities	Jordan NOW screens in mental abilities	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V416	b11personalitycharacteristics	Jordan NOW screens in personality characteristics	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V417	b11softskills	Jordan NOW screens in soft skills	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V418	b11careeraspirations	Jordan NOW screens in career aspirations	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V419	b11englishproficiency	Jordan NOW screens in english proficiency	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V420	b11excelcomputer	Jordan NOW screens in excel computer	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V421	b11university	Jordan NOW screens in university	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V422	b1academicspecialization	Jordan NOW screens in academic specialization	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V423	b11location	Jordan NOW screens in location	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V424	b11gender	Jordan NOW screens in gender	discrete	numeric	Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?
V425	b12	Number of days took BCD to provide a match	contin	numeric	On average, how many days did it take for BDC to provide you a match?

ID	Name	Label	Type	Format	Question
V426	b13	CVs informative and easy to understand	discrete	numeric	Did you find the CVs informative and easy to understand?
V427	b14	BDC provided analysis of choice of CVs	discrete	numeric	Did BDC provide you detailed analysis as to why these CVs were chosen from the pool of over 1000 candidates?
V428	b15employee recommendations	Ways to find candidates - employee recommendations	discrete	numeric	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V429	b15contactsthroughfamily	Ways to find candidates - contacts through family	discrete	numeric	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V430	b15onlineadvertisement	Ways to find candidates - online advertisement	discrete	numeric	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V431	b15newspaperadvertisement	Ways to find candidates - newspaper advertisement	discrete	numeric	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V432	b15otherspecify	Ways to find candidates - other(specify)	discrete	numeric	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V433	b15other	Ways to find candidates - other	discrete	character	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V434	b15otherenglish	Ways to find candidates - other English	discrete	character	Which of the following other ways did you also use to obtain potential candidates for these jobs?
V435	b16	Quality of BDC's matches compared to other candidates	discrete	numeric	How would you rate the quality of BDC's matches relative to other people whom you considered for the job?
V436	b17	Trust BCD assessments	discrete	numeric	Do you trust the information about IQ, personality types, and soft skills assessments provided by BDC?
V437	b18a	Number of people BCD referred - Position 1	contin	numeric	How many people did BDC refer to you through giving you CVs or their contact information?
V438	b18b	Number of people BCD referred - Position 2	contin	numeric	How many people did BDC refer to you through giving you CVs or their contact information?
V439	b18c	Number of people BCD referred - Position 3	contin	numeric	How many people did BDC refer to you through giving you CVs or their contact information?
V440	b18d	Number of people BCD referred - Position 4	contin	numeric	How many people did BDC refer to you through giving you CVs or their contact information?
V441	b18e	Number of people BCD referred - Position 5	discrete	numeric	How many people did BDC refer to you through giving you CVs or their contact information?
V442	b19a	Number of people interviewed - Position 1	contin	numeric	How many people referred by BDC did you interview for these positions?
V443	b19b	Number of people interviewed - Position 2	contin	numeric	How many people referred by BDC did you interview for these positions?
V444	b19c	Number of people interviewed - Position 3	contin	numeric	How many people referred by BDC did you interview for these positions?
V445	b19d	Number of people interviewed - Position 4	contin	numeric	How many people referred by BDC did you interview for these positions?

ID	Name	Label	Type	Format	Question
V446	b19e	Number of people interviewed - Position 5	contin	numeric	How many people referred by BDC did you interview for these positions?
V447	b20	Reason didn't interview BCD candidates	discrete	numeric	If B19 equals zero, what was the main reason you decided not to interview these people BDC provided you with details of:
V448	b20other	Reason didn't interview BCD candidates - other	discrete	character	If B19 equals zero, what was the main reason you decided not to interview these people BDC provided you with details of:
V449	b20otherenglish	Reason didn't interview BCD candidates - other English	discrete	character	If B19 equals zero, what was the main reason you decided not to interview these people BDC provided you with details of:
V450	b21	Number of people didn't show up for interview	contin	numeric	How many people who were scheduled to interview did not show up?
V451	b22	Number of candidates didn't know what the firm does	contin	numeric	How many people showed up and did not have any idea about what your firm actually does?
V452	b23a	Interviewed (name a)	discrete	numeric	According to our BDC's records, you interviewed (name) is this correct?
V453	b23b	Interviewed (name b)	discrete	numeric	According to our BDC's records, you interviewed (name) is this correct?
V454	b23c	Interviewed (name c)	discrete	numeric	According to our BDC's records, you interviewed (name) is this correct?
V455	b23d	Interviewed (name d)	discrete	numeric	According to our BDC's records, you interviewed (name) is this correct?
V456	b23e	Interviewed (name e)	discrete	numeric	According to our BDC's records, you interviewed (name) is this correct?
V457	v74		discrete	numeric	
V458	b23f	Interviewed (name f)	discrete	numeric	According to our BDC's records, you interviewed (name) is this correct?
V459	b24a	Position interviewed (name a) for	discrete	character	Which position did you interview (name) for?
V460	b24aenglish	Position interviewed (name a) for	discrete	character	Which position did you interview (name) for?
V461	b24b	Position interviewed (name b) for	discrete	character	Which position did you interview (name) for?
V462	b24benglish	Position interviewed (name b) for	discrete	character	Which position did you interview (name) for?
V463	b24c	Position interviewed (name c) for	discrete	character	Which position did you interview (name) for?
V464	b24cenglish	Position interviewed (name c) for	discrete	character	Which position did you interview (name) for?
V465	b24d	Position interviewed (name d) for	discrete	character	Which position did you interview (name) for?
V466	b24denglish	Position interviewed (name d) for	discrete	character	Which position did you interview (name) for?
V467	b24e	Position interviewed (name e) for	discrete	character	Which position did you interview (name) for?
V468	b24eenglish	Position interviewed (name e) for	discrete	character	Which position did you interview (name) for?

ID	Name	Label	Type	Format	Question
V469	b25atypeofwork	B25a type of work	discrete	numeric	Did this candidate meet your requirements in the following areas:
V470	b25btypeofwork	B25b type of work	discrete	numeric	Did this candidate meet your requirements in the following areas:
V471	b25ctypeofwork	B25c type of work	discrete	numeric	Did this candidate meet your requirements in the following areas:
V472	b25dtypeofwork	B25d type of work	discrete	numeric	Did this candidate meet your requirements in the following areas:
V473	b25etypeofwork	B25e type of work	discrete	numeric	Did this candidate meet your requirements in the following areas:
V474	b25aeducationalbackground	Candidate (a) met requirements in educational background	discrete	numeric	Did this candidate meet your requirements in the following areas: Educational background
V475	b25beducationalbackground	Candidate (b) met requirements in educational background	discrete	numeric	Did this candidate meet your requirements in the following areas: Educational background
V476	b25ceducationalbackground	Candidate (c) met requirements in educational background	discrete	numeric	Did this candidate meet your requirements in the following areas: Educational background
V477	b25deducationalbackground	Candidate (d) met requirements in educational background	discrete	numeric	Did this candidate meet your requirements in the following areas: Educational background
V478	b25eeducationalbackground	Candidate (e) met requirements in educational background	discrete	numeric	Did this candidate meet your requirements in the following areas: Educational background
V479	b25apersonality	Candidate (a) met requirements in personality	discrete	numeric	Did this candidate meet your requirements in the following areas: Personality
V480	b25bpersonality	Candidate (b) met requirements in personality	discrete	numeric	Did this candidate meet your requirements in the following areas: Personality
V481	b25cpersonality	Candidate (c) met requirements in personality	discrete	numeric	Did this candidate meet your requirements in the following areas: Personality
V482	b25dpersonality	Candidate (d) met requirements in personality	discrete	numeric	Did this candidate meet your requirements in the following areas: Personality
V483	b25epersonality	Candidate (e) met requirements in personality	discrete	numeric	Did this candidate meet your requirements in the following areas: Personality
V484	b25aintelligence	Candidate (a) met requirements in intelligence	discrete	numeric	Did this candidate meet your requirements in the following areas: Intelligence
V485	b25bintelligence	Candidate (b) met requirements in intelligence	discrete	numeric	Did this candidate meet your requirements in the following areas: Intelligence
V486	b25cintelligence	Candidate (c) met requirements in intelligence	discrete	numeric	Did this candidate meet your requirements in the following areas: Intelligence
V487	b25dintelligence	Candidate (d) met requirements in intelligence	discrete	numeric	Did this candidate meet your requirements in the following areas: Intelligence
V488	b25eintelligence	Candidate (e) met requirements in intelligence	discrete	numeric	Did this candidate meet your requirements in the following areas: Intelligence

ID	Name	Label	Type	Format	Question
V489	b25apersentability	Candidate (a) met requirements in persentability	discrete	numeric	Did this candidate meet your requirements in the following areas: Presentability
V490	b25bpersentability	Candidate (b) met requirements in persentability	discrete	numeric	Did this candidate meet your requirements in the following areas: Presentability
V491	b25cpersentability	Candidate (c) met requirements in persentability	discrete	numeric	Did this candidate meet your requirements in the following areas: Presentability
V492	b25dpersentability	Candidate (d) met requirements in persentability	discrete	numeric	Did this candidate meet your requirements in the following areas: Presentability
V493	b25epersentability	Candidate (e) met requirements in persentability	discrete	numeric	Did this candidate meet your requirements in the following areas: Presentability
V494	b25aenthusiamforthejob	Candidate (a) met requirements in enthusiam for the job	discrete	numeric	Did this candidate meet your requirements in the following areas: Enthusiasm for the job
V495	b25benthusiamforthejob	Candidate (b) met requirements in enthusiam for the job	discrete	numeric	Did this candidate meet your requirements in the following areas: Enthusiasm for the job
V496	b25centhusiamforthejob	Candidate (c) met requirements in enthusiam for the job	discrete	numeric	Did this candidate meet your requirements in the following areas: Enthusiasm for the job
V497	b25denthusiamforthejob	Candidate (d) met requirements in enthusiam for the job	discrete	numeric	Did this candidate meet your requirements in the following areas: Enthusiasm for the job
V498	b25eenthusiamforthejob	Candidate (e) met requirements in enthusiam for the job	discrete	numeric	Did this candidate meet your requirements in the following areas: Enthusiasm for the job
V499	b25awasta	Candidate (a) met requirements in wasta	discrete	numeric	Did this candidate meet your requirements in the following areas: Wasta/connections
V500	b25bwasta	Candidate (b) met requirements in wasta	discrete	numeric	Did this candidate meet your requirements in the following areas: Wasta/connections
V501	b25cwasta	Candidate (c) met requirements in wasta	discrete	numeric	Did this candidate meet your requirements in the following areas: Wasta/connections
V502	b25dwasta	Candidate (d) met requirements in wasta	discrete	numeric	Did this candidate meet your requirements in the following areas: Wasta/connections
V503	b25ewasta	Candidate (e) met requirements in wasta	discrete	numeric	Did this candidate meet your requirements in the following areas: Wasta/connections
V504	b25aenglish	Candidate (a) met requirements in english	discrete	numeric	Did this candidate meet your requirements in the following areas: English
V505	b25benglish	Candidate (b) met requirements in english	discrete	numeric	Did this candidate meet your requirements in the following areas: English
V506	b25cenglish	Candidate (c) met requirements in english	discrete	numeric	Did this candidate meet your requirements in the following areas: English
V507	b25denglish	Candidate (d) met requirements in english	discrete	numeric	Did this candidate meet your requirements in the following areas: English

ID	Name	Label	Type	Format	Question
V508	b25eenglish	Candidate (e) met requirements in english	discrete	numeric	Did this candidate meet your requirements in the following areas: English
V509	b25acomputerskills	Candidate (a) met requirements in computer skills	discrete	numeric	Did this candidate meet your requirements in the following areas: Computer skills
V510	b25bcomputerskills	Candidate (b) met requirements in computer skills	discrete	numeric	Did this candidate meet your requirements in the following areas: Computer skills
V511	b25ccomputerskills	Candidate (c) met requirements in computer skills	discrete	numeric	Did this candidate meet your requirements in the following areas: Computer skills
V512	b25dcomputerskills	Candidate (d) met requirements in computer skills	discrete	numeric	Did this candidate meet your requirements in the following areas: Computer skills
V513	b25ecomputerskills	Candidate (e) met requirements in computer skills	discrete	numeric	Did this candidate meet your requirements in the following areas: Computer skills
V514	b26a	Offered candidate (a) a job	discrete	numeric	Did you offer this candidate a job?
V515	b26b	Offered candidate (b) a job	discrete	numeric	Did you offer this candidate a job?
V516	b26c	Offered candidate (c) a job	discrete	numeric	Did you offer this candidate a job?
V517	b26d	Offered candidate (d) a job	discrete	numeric	Did you offer this candidate a job?
V518	b26e	Offered candidate (e) a job	discrete	numeric	Did you offer this candidate a job?
V519	b27a	Reason didn't offer candidate (a) a job	discrete	numeric	Did you offer this candidate a job? Why not? (main reason)
V520	b27b	Reason didn't offer candidate (b) a job	discrete	numeric	Did you offer this candidate a job? Why not? (main reason)
V521	b27c	Reason didn't offer candidate (c) a job	discrete	numeric	Did you offer this candidate a job? Why not? (main reason)
V522	b27d	Reason didn't offer candidate (d) a job	discrete	numeric	Did you offer this candidate a job? Why not? (main reason)
V523	b27e	Reason didn't offer candidate (e) a job	discrete	numeric	Did you offer this candidate a job? Why not? (main reason)
V524	b28a	Candidate (a) accepted the job	discrete	numeric	Did you offer this candidate a job? Did the candidate accept?
V525	b28b	Candidate (b) accepted the job	discrete	numeric	Did you offer this candidate a job? Did the candidate accept?
V526	b28c	Candidate (c) accepted the job	discrete	numeric	Did you offer this candidate a job? Did the candidate accept?
V527	b28d	Candidate (d) accepted the job	discrete	numeric	Did you offer this candidate a job? Did the candidate accept?
V528	b28e	Candidate (e) accepted the job	discrete	numeric	Did you offer this candidate a job? Did the candidate accept?
V529	b29a	Reason candidate (a) didn't accept the job	discrete	numeric	Did the candidate accept? Why not?
V530	b29aother	Reason candidate (a) didn't accept the job - other	discrete	character	Did the candidate accept? Why not?
V531	b29b	Reason candidate (b) didn't accept the job	discrete	numeric	Did the candidate accept? Why not?
V532	b29bother	Reason candidate (b) didn't accept the job - other	discrete	numeric	Did the candidate accept? Why not?

ID	Name	Label	Type	Format	Question
V533	b29c	Reason candidate (c) didn't accept the job	discrete	numeric	Did the candidate accept? Why not?
V534	b29cother	Reason candidate (c) didn't accept the job - other	discrete	numeric	Did the candidate accept? Why not?
V535	b29d	Reason candidate (d) didn't accept the job	discrete	numeric	Did the candidate accept? Why not?
V536	b29dother	Reason candidate (d) didn't accept the job - other	discrete	numeric	Did the candidate accept? Why not?
V537	b29e	Reason candidate (e) didn't accept the job	discrete	numeric	Did the candidate accept? Why not?
V538	b29eother	Reason candidate (e) didn't accept the job - other	discrete	numeric	Did the candidate accept? Why not?
V539	b30a	Filled position with someone else, candidate (a)	discrete	numeric	Did you fill this position with someone else?
V540	b30b	Filled position with someone else, candidate (b)	discrete	numeric	Did you fill this position with someone else?
V541	b30c	Filled position with someone else, candidate (c)	discrete	numeric	Did you fill this position with someone else?
V542	b30d	Filled position with someone else, candidate (d)	discrete	numeric	Did you fill this position with someone else?
V543	b30e	Filled position with someone else, candidate (e)	discrete	numeric	Did you fill this position with someone else?
V544	b31a	Candidate (a) who received the job, gender	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her gender?
V545	b31b	Candidate (b) who received the job, gender	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her gender?
V546	b31c	Candidate (c) who received the job, gender	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her gender?
V547	b31d	Candidate (d) who received the job, gender	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her gender?
V548	b31e	Candidate (e) who received the job, gender	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her gender?
V549	b31aage	Candidate (a) who received the job, age	contin	numeric	Can you tell me a little about the person you gave this job to? What is his/her age?
V550	b31bage	Candidate (b) who received the job, age	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her age?
V551	b31cage	Candidate (c) who received the job, age	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her age?
V552	b31dage	Candidate (d) who received the job, age	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her age?
V553	b31eage	Candidate (e) who received the job, age	discrete	numeric	Can you tell me a little about the person you gave this job to? What is his/her age?
V554	b31asalary	Candidate (a) who received the job, salary	contin	numeric	Can you tell me a little about the person you gave this job to? What salary did you offer him/her?

ID	Name	Label	Type	Format	Question
V555	b31bsalary	Candidate (b) who received the job, salary	contin	numeric	Can you tell me a little about the person you gave this job to? What salary did you offer him/her?
V556	b31csalary	Candidate (c) who received the job, salary	contin	numeric	Can you tell me a little about the person you gave this job to? What salary did you offer him/her?
V557	b31dsalary	Candidate (d) who received the job, salary	discrete	numeric	Can you tell me a little about the person you gave this job to? What salary did you offer him/her?
V558	b31esalary	Candidate (e) who received the job, salary	discrete	numeric	Can you tell me a little about the person you gave this job to? What salary did you offer him/her?
V559	b31afindhim	Candidate (a) who received the job, find him	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V560	b31afindhimother	Candidate (a) who received the job, find him other	discrete	character	Can you tell me a little about the person you gave this job to? How did you find this person?
V561	b31bfindhim	Candidate (b) who received the job, find him	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V562	b31bfindhimother	Candidate (b) who received the job, find him other	discrete	character	Can you tell me a little about the person you gave this job to? How did you find this person?
V563	b31cfindhim	Candidate (c) who received the job, find him	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V564	b31cfindhimother	Candidate (c) who received the job, find him other	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V565	b31dfindhim	Candidate (d) who received the job, find him	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V566	b31dfindhimother	Candidate (d) who received the job, find him other	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V567	b31efindhim	Candidate (e) who received the job, find him	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V568	b31efindhimother	Candidate (e) who received the job, find him other	discrete	numeric	Can you tell me a little about the person you gave this job to? How did you find this person?
V569	b31arelation	Candidate (a) who received the job, relation	discrete	numeric	Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?
V570	b31brelation	Candidate (b) who received the job, relation	discrete	numeric	Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?
V571	b31crelation	Candidate (c) who received the job, relation	discrete	numeric	Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?
V572	b31drelation	Candidate (d) who received the job, relation	discrete	numeric	Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?

ID	Name	Label	Type	Format	Question
V573	b31erelation	Candidate (e) who received the job, relation	discrete	numeric	Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?
V574	b32a	Candidate (a) still working for the firm	discrete	numeric	Is this person still working for your firm?
V575	b32b	Candidate (b) still working for the firm	discrete	numeric	Is this person still working for your firm?
V576	b32c	Candidate (c) still working for the firm	discrete	numeric	Is this person still working for your firm?
V577	b32d	Candidate (d) still working for the firm	discrete	numeric	Is this person still working for your firm?
V578	b32e	Candidate (e) still working for the firm	discrete	numeric	Is this person still working for your firm?
V579	b33a	Reason candidate (a) no longer working for the firm	discrete	numeric	Why is he no longer working for you?
V580	b33aother	Reason candidate (a) no longer working for the firm, other	discrete	character	Why is he no longer working for you?
V581	b33b	Reason candidate (b) no longer working for the firm	discrete	numeric	Why is he no longer working for you?
V582	b33bother	Reason candidate (b) no longer working for the firm, other	discrete	numeric	Why is he no longer working for you?
V583	b33c	Reason candidate (c) no longer working for the firm	discrete	numeric	Why is he no longer working for you?
V584	b33cother	Reason candidate (c) no longer working for the firm, other	discrete	numeric	Why is he no longer working for you?
V585	b33d	Reason candidate (d) no longer working for the firm	discrete	numeric	Why is he no longer working for you?
V586	b33doother	Reason candidate (d) no longer working for the firm, other	discrete	numeric	Why is he no longer working for you?
V587	b33e	Reason candidate (e) no longer working for the firm	discrete	numeric	Why is he no longer working for you?
V588	b33eother	Reason candidate (e) no longer working for the firm, other	discrete	numeric	Why is he no longer working for you?
V589	b34	Reason didn't try BDC's matching services for free	discrete	numeric	Why did you not try BDC's matching services out for free?
V590	b34other	Reason didn't try BDC's matching services for free, other	discrete	character	Why did you not try BDC's matching services out for free?
V591	b35	Rating of overall experience with BDC	discrete	numeric	How would you rate your overall experience with BDC?
V592	b36	Rating ability of BDC to provide with the right candidates for positions	discrete	numeric	How would you rate the ability of BDC to provide you with the right candidates for your positions?
V593	b37	Rating of BDC responsiveness	discrete	numeric	How would you rate the responsiveness of the BDC matchmakers to your questions, concerns, and deadlines?
V594	b38	Rating of professionalism of BDC matchmakers	discrete	numeric	How would you rate the professionalism of BDC matchmakers?

ID	Name	Label	Type	Format	Question
V595	b39	Rating of quality of data presented in BDC's matchmaking CVs	discrete	numeric	How would you rate the quality of data presented in BDC's matchmaking CVs?
V596	b40	Number of times spoke to BDC about matching services	contin	numeric	In total, how many times have you spoken to BDC about matching since you first heard of BDC's matching services?
V597	b41	Had difficult time getting into contact with BDC	discrete	numeric	Did you ever have a difficult time getting into contact with BDC?
V598	b42	Currently working with BDC to find candidates for an open position	discrete	numeric	Are you currently working with BDC to find candidates for an open position?
V599	b43	Number of weeks to fill a position for a fresh graduate	contin	numeric	How many weeks does it usually take you to fill a position for a fresh graduate (from when you decided you wanted a new employee to when you offer the job)?
V600	c1	Number of full time employees	contin	numeric	How many full time employees work at this firm?
V601	c2	Number of part-time employees	contin	numeric	How many part time employees work at this firm?
V602	c3	Number of full time employees under age 26	contin	numeric	How many full time employees under age 26 work at this firm?
V603	c4	Number of part-time employees under age 26	contin	numeric	How many part time employees under age 26 work at this firm?
V604	c5oct	Number of job openings the firm had on the last day of October	contin	numeric	How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?
V605	c5sep	Number of job openings the firm had on the last day of September	contin	numeric	How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?
V606	c5aug	Number of job openings the firm had on the last day of August	contin	numeric	How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?
V607	c5jul	Number of job openings the firm had on the last day of July	contin	numeric	How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?
V608	c6oct	Number of people the firm hired in October	contin	numeric	How many people did you hire in the following months?
V609	c6sep	Number of people the firm hired in September	contin	numeric	How many people did you hire in the following months?
V610	c6aug	Number of people the firm hired in August	contin	numeric	How many people did you hire in the following months?
V611	c6jul	Number of people the firm hired in July	contin	numeric	How many people did you hire in the following months?
V612	c7oct	Number of people left the firm in October	contin	numeric	How many people quit, got laid off, or discharged in the following months?
V613	c7sep	Number of people left the firm in September	contin	numeric	How many people quit, got laid off, or discharged in the following months?
V614	c7aug	Number of people left the firm in August	contin	numeric	How many people quit, got laid off, or discharged in the following months?

ID	Name	Label	Type	Format	Question
V615	c7jul	Number of people left the firm in July	contin	numeric	How many people quit, got laid off, or discharged in the following months?
V616	c8a	In 2012 number of new employees the firm hired	contin	numeric	In 2012, how many new employees did this firm hire?
V617	c8b	In 2012 number of new employees under 26 the firm hired	contin	numeric	In 2012, how many new employees under the age of 26 did this firm hire?
V618	c8c	In 2012 number of new employees from BDC's maharat program	contin	numeric	In 2012, how many new employees from BDC's maharat program?
V619	c8d	In 2012 number of new employees that no one in your firm knew previously	contin	numeric	In 2012, how many new employees that no one in your firm knew previously?
V620	c8e	In 2012 number of employees left the firm	contin	numeric	In 2012, how many how many employees left this firm?
V621	c8f	In 2012 number of employees under 26 left the firm	contin	numeric	In 2012, how many how many employees under the age of 26 left this firm?
V622	c9a1	Candidate 1 has experience/technical skills that matches job position	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has experience/technical skills that matches job position
V623	c9a2	Candidate 2 has experience/technical skills that matches job position	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has experience/technical skills that matches job position
V624	c9a3	Candidate 3 has experience/technical skills that matches job position	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has experience/technical skills that matches job position
V625	c9a4	Candidate 4 has experience/technical skills that matches job position	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has experience/technical skills that matches job position
V626	c9b1	Candidate 1 has high communication and soft skills	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has high communication and soft skills
V627	c9b2	Candidate 2 has high communication and soft skills	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has high communication and soft skills
V628	c9b3	Candidate 3 has high communication and soft skills	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has high communication and soft skills
V629	c9b4	Candidate 4 has high communication and soft skills	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has high communication and soft skills
V630	c9c1	Candidate 1 graduated from prestigious university	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Graduated from prestigious university

ID	Name	Label	Type	Format	Question
V631	c9c2	Candidate 2 graduated from prestigious university	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Graduated from prestigious university
V632	c9c3	Candidate 3 graduated from prestigious university	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Graduated from prestigious university
V633	c9c4	Candidate 4 graduated from prestigious university	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Graduated from prestigious university
V634	c9d1	Candidate 1 is a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of someone in management
V635	c9d2	Candidate 2 is a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of someone in management
V636	c9d3	Candidate 3 is a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of someone in management
V637	c9d4	Candidate 4 is a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of someone in management
V638	c9e1	Candidate 1 is a friend of a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a friend of a relative of someone in management
V639	c9e2	Candidate 2 is a friend of a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a friend of a relative of someone in management
V640	c9e3	Candidate 3 is a friend of a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a friend of a relative of someone in management
V641	c9e4	Candidate 4 is a friend of a relative of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a friend of a relative of someone in management
V642	c9f1	Candidate 1 is a relative of a friend of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of a friend of someone in management
V643	c9f2	Candidate 2 is a relative of a friend of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of a friend of someone in management
V644	c9f3	Candidate 3 is a relative of a friend of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of a friend of someone in management
V645	c9f4	Candidate 4 is a relative of a friend of someone in management	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Is a relative of a friend of someone in management

ID	Name	Label	Type	Format	Question
V646	c9g1	Candidate 1 has strong wasta	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has strong wasta
V647	c9g2	Candidate 2 has strong wasta	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has strong wasta
V648	c9g3	Candidate 3 has strong wasta	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has strong wasta
V649	c9g4	Candidate 4 has strong wasta	discrete	numeric	Please indicate yes or no whether this describes the person who you decided to hire: Has strong wasta
V650	c10a	Reason the firm decided to hire candidate 1	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V651	c10aother	Reason the firm decided to hire candidate 1 , other	discrete	character	Please indicate the most important reason why you decided to hire this person
V652	c10b	Reason the firm decided to hire candidate 2	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V653	c10bother	Reason the firm decided to hire candidate 2 , other	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V654	c10c	Reason the firm decided to hire candidate 3	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V655	c10cother	Reason the firm decided to hire candidate 3, other	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V656	c10d	Reason the firm decided to hire candidate 4	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V657	c10dother	Reason the firm decided to hire candidate 4, other	discrete	numeric	Please indicate the most important reason why you decided to hire this person
V658	c11amonth	Month candidate 1 was hired	contin	numeric	When did you hire this employee?
V659	c11ayear	Year candidate 1 was hired	contin	numeric	When did you hire this employee?
V660	c11bmonth	Month candidate 2 was hired	contin	numeric	When did you hire this employee?
V661	c11byear	Year candidate 2 was hired	contin	numeric	When did you hire this employee?
V662	c11cmonth	Month candidate 3 was hired	contin	numeric	When did you hire this employee?
V663	c11cyear	Year candidate 3 was hired	contin	numeric	When did you hire this employee?
V664	c11dmonth	Month candidate 4 was hired	contin	numeric	When did you hire this employee?
V665	c11dyear	Year candidate 4 was hired	contin	numeric	When did you hire this employee?
V666	c12a	Referral incentive program for employees, candidate 1	discrete	numeric	Do you have a referral incentive program for employees?
V667	c12b	Referral incentive program for employees, candidate 2	discrete	numeric	Do you have a referral incentive program for employees?
V668	c12c	Referral incentive program for employees, candidate 3	discrete	numeric	Do you have a referral incentive program for employees?
V669	c12d	Referral incentive program for employees, candidate 4	discrete	numeric	Do you have a referral incentive program for employees?
V670	d1	Sex of respondent	discrete	numeric	

ID	Name	Label	Type	Format	Question
V671	d2	Age of respondent	contin	numeric	
V672	d3	Position in the firm	discrete	numeric	What is your position in this firm?
V673	d4	Female owners of the business	discrete	numeric	Are there any female owners of this business?
V674	d5	Export goods/services	discrete	numeric	Do you export any goods or services?
V675	d6	Branches outside of the Middle East and North Africa	discrete	numeric	Do you have any branches outside of the Middle East and North Africa?
V676	d7	Sector of the business	discrete	character	In what specific sector would you classify your business?
V677	d7english	Sector of the business, English	discrete	character	In what specific sector would you classify your business?
V678	d8	Description of the business	discrete	character	What does this business do? Please give me a one to two sentence description.
V679	d8english	Description of the business, English	discrete	character	What does this business do? Please give me a one to two sentence description.
V680	d9month	Month the firm began operations	discrete	numeric	When did this firm begin its operations? Month (if it started in 2011 or later)
V681	d9year	Year the firm began operations	discrete	numeric	When did this firm begin its operations?
V682	d10	Firm provides social security to employees	discrete	numeric	Do you provide social security for all, some or none of your employees?
V683	d11	Firm's profits last year	contin	numeric	What were the firm's profits last year?
V684	z1	Responses to the question	discrete	numeric	It is my perception that the responses to the questions were
V685	z2	Work environment	discrete	numeric	What is the work environment?
V686	z3	Clean and friendly work environment	discrete	numeric	Is it a clean and friendly work environment?

G1_EndlineAndPsychometrics

Content	This dataset includes tests results and information from "Listing Survey of BDC Screening Matchmaking Program"
Cases	1569
Variable(s)	128
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1204	id	Unique ID	discrete	numeric	
V1205	male	Male Dummy	discrete	numeric	
V1206	treat	Treatment Assignment	discrete	numeric	
V1207	major	College Major	discrete	character	
V1208	major_code	College Major--Aggregated	contin	numeric	
V1209	uni_code		contin	numeric	
V1210	date_assessment	Date of Assessment	discrete	character	
V1211	locationcode	location code	discrete	character	
V1212	verbal	Verbal	contin	numeric	
V1213	quantitative	Numeric	contin	numeric	
V1214	spatial	Spatial	contin	numeric	
V1215	english	English	contin	numeric	
V1216	excel	Excel	contin	numeric	
V1217	p_complexity	Complexity	contin	numeric	
V1218	p_breadthofinterest	Breadth of Interest	contin	numeric	
V1219	p_innovation	Innovation	contin	numeric	
V1220	p_tolerance	Tolerance	contin	numeric	
V1221	p_energylevel	Energy Level	contin	numeric	
V1222	p_anxiety	Anxiety	contin	numeric	
V1223	p_cooperativeness	Cooperativeness	contin	numeric	
V1224	p_sociability	Sociability	contin	numeric	
V1225	p_socialconfidence	Social Confidence	contin	numeric	
V1226	p_opportunistic	Opportunistic	contin	numeric	
V1227	p_socialastuteness	Social Astuteness	contin	numeric	
V1228	p_risk	Risk	contin	numeric	
V1229	p_organization	Organization	contin	numeric	
V1230	p_traditionalvalues	Traditional Values	contin	numeric	
V1231	p_responsibility	Responsibility	contin	numeric	

ID	Name	Label	Type	Format	Question
V1232	b1_analytical	Big Five -- Analytical	contin	numeric	
V1233	b2_emotional	Big Five -- Emotional	contin	numeric	
V1234	b3_extroverted	Big Five -- Extroverted	contin	numeric	
V1235	b4_opportunistic	Big Five -- Opportunistic	contin	numeric	
V1236	b5_dependable	Big Five -- Dependable	contin	numeric	
V1237	v_serviceorientation	Service Orientation	discrete	numeric	
V1238	v_teamorientation	Team Orientation	discrete	numeric	
V1239	v_influence	Influence	discrete	numeric	
V1240	v_creativity	Creativity	discrete	numeric	
V1241	v_independence	Independence	discrete	numeric	
V1242	v_excitement	Excitement	discrete	numeric	
V1243	v_careerdevelopment	Career Development	discrete	numeric	
V1244	v_financialreward	Financialreward	discrete	numeric	
V1245	v_security	Security	discrete	numeric	
V1246	v_prestige	Prestige	discrete	numeric	
V1247	s_listening	Listening	discrete	numeric	
V1248	s_responsiveness	Responsiveness	discrete	numeric	
V1249	s_presentation	Presentation	discrete	numeric	
V1250	s_selfconfidence	Self Confidence	discrete	numeric	
V1251	s_supportiveness	Supportiveness	discrete	numeric	
V1252	s_influence	Influence	discrete	numeric	
V1253	s_leadership	Leadership	discrete	numeric	
V1254	s_organization	Organization	discrete	numeric	
V1255	s_initiative	Initiative	discrete	numeric	
V1256	s_teamwork	Teamwork	discrete	numeric	
V1257	employed_f12	Employed at Midline	discrete	numeric	
V1258	lfp1_f12	Labor Force Participation at Midline	discrete	numeric	
V1259	salary_uncond_f12	Salary Unconditional at Midline	contin	numeric	
V1260	everemployed_f12	Ever previously employed at Midline	discrete	numeric	
V1261	q1	Questionnaire Number	discrete	numeric	
V1262	q3	Enumerator ID	discrete	numeric	
V1263	q4dat	Day of Survey	discrete	numeric	
V1264	q4month	Month of Survey	discrete	numeric	
V1265	q4year	Year of Survey	discrete	numeric	
V1266	q5	Number of Call Attempts to reach participant	discrete	numeric	
V1267	q6	Willing to complete survey	discrete	numeric	
V1268	q6otherenglish	Q6other(english)	discrete	character	
V1269	q7	Method of Interview	discrete	numeric	
V1270	q14	Are you currently employed? Are you currently working?	discrete	numeric	

ID	Name	Label	Type	Format	Question
V1271	q15	Are you currently looking for a job/work?	discrete	numeric	
V1272	q16	Why are you not looking for a job? Q18	discrete	numeric	
V1273	q17	How many hours a week do you spend looking for a job?	contin	numeric	
V1274	q18english	What is your ideal job?	discrete	character	
V1275	q19	What is your minimum acceptable salary?	contin	numeric	
V1276	q20accountant	Q20accountant	discrete	numeric	Would you be willing to work in any of the following jobs?
V1277	q20telemarketing	Q20telemarketing	discrete	numeric	Would you be willing to work in any of the following jobs?
V1278	q20outdoorsales	Q20outdoor sales	discrete	numeric	Would you be willing to work in any of the following jobs?
V1279	q20administrativeassistant	Q20Administrative Assistant	discrete	numeric	Would you be willing to work in any of the following jobs?
V1280	q20teacher	Q20teacher	discrete	numeric	Would you be willing to work in any of the following jobs?
V1281	q20customerservice	Q20customer service	discrete	numeric	Would you be willing to work in any of the following jobs?
V1282	q20nurse	Q20Nurse	discrete	numeric	Would you be willing to work in any of the following jobs?
V1283	q20bankteller	Q20Bank Teller	discrete	numeric	Would you be willing to work in any of the following jobs?
V1284	q20pharmacist	Q20pharmacist	discrete	numeric	Would you be willing to work in any of the following jobs?
V1285	q20researchassistant	Q20Research Assistant	discrete	numeric	Would you be willing to work in any of the following jobs?
V1286	q20humanresourcemanagement	Q20Human Resource Management	discrete	numeric	Would you be willing to work in any of the following jobs?
V1287	q20indoorsales	Q20indoor sales	discrete	numeric	Would you be willing to work in any of the following jobs?
V1288	q20dataanalyst	Q20Data Analyst	discrete	numeric	Would you be willing to work in any of the following jobs?
V1289	q20dataentry	Q20Data Entry	discrete	numeric	Would you be willing to work in any of the following jobs?
V1290	q20waiter	Q20Waiter	discrete	numeric	Would you be willing to work in any of the following jobs?
V1291	q20copyeditor	Q20Copy Editor	discrete	numeric	Would you be willing to work in any of the following jobs?

ID	Name	Label	Type	Format	Question
V1292	q20engineer	Q20Engineer	discrete	numeric	Would you be willing to work in any of the following jobs?
V1293	q20ittechnician	Q20 IT Technician	discrete	numeric	Would you be willing to work in any of the following jobs?
V1294	q20programmer	Q20Programmer	discrete	numeric	Would you be willing to work in any of the following jobs?
V1295	q20salesman	Q20sales man	discrete	numeric	Would you be willing to work in any of the following jobs?
V1296	q20employeehealthandwellness	Q20Employee Health and Wellness	discrete	numeric	Would you be willing to work in any of the following jobs?
V1297	q20publicsectoremployees	Q20Public sector employees	discrete	numeric	Would you be willing to work in any of the following jobs?
V1298	q20journalist	Q20journalist	discrete	numeric	Would you be willing to work in any of the following jobs?
V1299	q20marketingofficer	Q20marketing officer	discrete	numeric	Would you be willing to work in any of the following jobs?
V1300	q20designer	Q20designer	discrete	numeric	Would you be willing to work in any of the following jobs?
V1301	q20legislative	Q20legislative	discrete	numeric	Would you be willing to work in any of the following jobs?
V1302	q21	What is your current position?	discrete	character	
V1303	q22	What is your monthly salary?	contin	numeric	
V1304	classification	Final Matching Status	discrete	numeric	
V1305	employed	Employed at Endline	discrete	numeric	
V1306	treat_male	Interaction of Male and Treatment	discrete	numeric	
V1307	lfp	Labor Force Participation	discrete	numeric	
V1308	iq	PCA -- IQ	contin	numeric	
V1309	soft	PCA -- Softskills	contin	numeric	
V1310	salary_unconditional	Salary -- Unconditional on Employment	contin	numeric	
V1311	salary_conditional	Salary -- Conditional on Employment	contin	numeric	
V1312	reservation_wage_unconditional	Reservation Wage -- Unconditional on Employment	contin	numeric	
V1313	reservation_wage_conditional	Reservation Wage -- Conditional on Employment	contin	numeric	
V1314	match	Dummy for Match	discrete	numeric	
V1315	match_male	Interaction of Match and Male	discrete	numeric	
V1316	att13	Attrition Endline	discrete	numeric	
V1317	att12	Attrition Midline	discrete	numeric	
V1318	uni_dummy	Dummy for University (vs. Community College)	discrete	numeric	

ID	Name	Label	Type	Format	Question
V1319	birthyear	Year of Birth ~ Self Reported	contin	numeric	
V1320	maritalstatus_english	Marital Status ~ Sel Reported	discrete	character	
V1321	tawjihi	Tawjihi Score ~ Self Reported	contin	numeric	
V1322	gradyear	Year of Graduation ~ Self Reported	discrete	numeric	
V1323	ever_worked	Ever previously employed ~ Sel Reported	discrete	numeric	
V1324	internetathome	Has internet at home ~ Sel Reported	discrete	numeric	
V1325	single	Dummy for Never Married	discrete	numeric	
V1326	age	Age	contin	numeric	
V1327	yearssincegrad	Years Since Graduation	discrete	numeric	
V1328	accountingbus	Majored in Account/Business	discrete	numeric	
V1329	engineering	Majored in Engineering	discrete	numeric	
V1330	computers	Majored in Computers	discrete	numeric	
V1331	treatnew	Treatment Excluding December 2013 Participants	discrete	numeric	

E_Midline_2012

Content	This dataset includes information from "Jordan NOW Graduates Midline Survey", the first experiment
Cases	1069
Variable(s)	68
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1078	id		contin	numeric	
V1079	treat		discrete	numeric	
V1080	female		discrete	numeric	
V1081	questionnaireno	Questionnaire No	contin	numeric	
V1082	a3	Group	discrete	numeric	
V1083	a4	BDC match	discrete	numeric	
V1084	a5	Number of attempts to call	discrete	numeric	
V1085	a6day	Date of interview - day	discrete	numeric	
V1086	a6month	Date of interview - month	discrete	numeric	
V1087	b1	Worked to earn cash or income in kind in the last month	discrete	numeric	Did you work to earn cash or income in kind in the last month? (As a regular employee, casual employee, employer, self-employed or family worker)?
V1088	b2	Was employed since graduation	discrete	numeric	Have you ever been employed since graduation?
V1089	b3	Sort of employment respondent had	discrete	numeric	What sort of employment do/did you have?
V1090	b3other	Sort of employment respondent had - other	discrete	numeric	What sort of employment do/did you have?
V1091	b4weeks	Duration of previous employment - weeks	discrete	numeric	How much time do/did you spend working in this job last month?
V1092	b4days	Duration of previous employment - days	discrete	numeric	How much time do/did you spend working in this job last month?
V1093	b4hour	Duration of previous employment - hours	discrete	numeric	How much time do/did you spend working in this job last month?
V1094	b6	Type of the employer	discrete	numeric	Who was the employer?
V1095	b7	The job involved being outdoors	discrete	numeric	Does/did any of your work in this job involve being outdoors?
V1096	b8	Job in a sector related to the university degree	discrete	numeric	Is/was this job in a sector related to the major you did your degree or diploma in?
V1097	b9	Registered with social security in this job	discrete	numeric	Are/were you registered with social security in this job?
V1098	b10month	Started working in this job - month	discrete	numeric	When did you start working in this job?
V1099	b10year	Started working in this job - year	discrete	numeric	When did you start working in this job?

ID	Name	Label	Type	Format	Question
V1100	b11	How found out about the job	discrete	numeric	How did you find out about this job?
V1101	b12a	Reasons explaining why the respondent was hired, group A	discrete	numeric	I'd like to understand how you found this job that you're currently working in. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how you got this job. Please don't tell me which ones matter; only tell me how many reasons were very important. Group A: - Previous work experience - High grades at university - Great soft skills or interview performance
V1102	b12b	Reasons explaining why the respondent was hired, group B	discrete	numeric	I'd like to understand how you found this job that you're currently working in. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how you got this job. Please don't tell me which ones matter; only tell me how many reasons were very important. Group B: - Previous work experience - High grades at university - Wasta - Great soft skills or interview performance
V1103	b13	Monthly salary	contin	numeric	What is/was your monthly salary?
V1104	b14	Still employed in this job	discrete	numeric	Are you still employed in this job?
V1105	b15	Currently looking for a job	discrete	numeric	Are you currently looking for a job?
V1106	b16month	Time started looking for work - month	discrete	numeric	When did you start looking for work?
V1107	b16year	Time started looking for work - year	discrete	numeric	When did you start looking for work?
V1108	b17	# hours spent searching for a job last week	contin	numeric	How many hours did you spend searching for a job last week?
V1109	b18	Willing to work in low prestige jobs while searching for a job	discrete	numeric	Would you be willing to work in a job outside your field that is not very prestigious while you search for a job?
V1110	b19	Matters more to you about a job: salary or type of work	discrete	numeric	What matters more to you about a job: salary or type of work?
V1111	b20	Lowest salary would accept in a new job	contin	numeric	What is the lowest salary you would accept in a new job?
V1112	b21adminassi	Willing to work as administrative assistant until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Administrative assistant
V1113	b21dataentry	Willing to work in data entry until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Data entry
V1114	b21waiter	Willing to work as waiter until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Waiter
V1115	b21accountant	Willing to work as accountant until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Accountant
V1116	b21telemarketer	Willing to work as telemarketer until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Telemarketer

ID	Name	Label	Type	Format	Question
V1117	b21indoorsales	Willing to work in indoor sales until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Indoor sales
V1118	b21outdoorsales	Willing to work in outdoor sales until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Outdoor sales
V1119	b21teacher	Willing to work as teacher until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Teacher
V1120	b21engineer	Willing to work as engineer until finding ideal full time job	discrete	numeric	What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms. Engineer
V1121	b22	# firms has BDC contacted about a potential job opportunity	contin	numeric	How many firms has BDC contacted you about a potential job opportunity?
V1122	b23	# firms that BDC contacted you about would you be interested in working with	discrete	numeric	How many of the firms that BDC contacted you about would you be interested in working with?
V1123	b24	# firms that BDC contacted you about did you speak with or send your CV to	contin	numeric	How many of the firms that BDC contacted you about did you speak with or send your CV to?
V1124	b25	# firms that BDC contacted you about have you had a formal phone interview or in person interview with	contin	numeric	How many of the firms that BDC contacted you about have you had a formal phone interview or in person interview with?
V1125	b26	Knew what the job was before showing up for the interview	discrete	numeric	Did you know what the job was and what it entailed before showing up for the interview?
V1126	b27	Rejected a job offer of a firm that BDC set you up with	discrete	numeric	Have you ever rejected a job offer of a firm that BDC set you up with?
V1127	b28	Reasons rejected a job offer of a firm that BDC set you up with	discrete	numeric	Why did you reject the job offer?
V1128	b29	# jobs have you personally applied to in the past 6 months	contin	numeric	How many jobs have you personally applied to in the past 6 months? Take your best guess, don't just answer don't know
V1129	b30	Main source of information about new job openings	discrete	numeric	What is your main source of information about new job openings?
V1130	b31	# interviews have you had for jobs in the past 6 months	contin	numeric	How many interviews have you had for jobs in the past 6 months?
V1131	b32	# job offers have you received in the past 6 months that you have turned down	contin	numeric	How many job offers have you received in the past 6 months that you have turned down?
V1132	b33	Main reason for turning a job offer down	discrete	numeric	If you have turned down a job offer, what was the main reason for turning it down?
V1133	b34	Was employed and worked for a wage in a job that you no longer have	discrete	numeric	Since you graduated, have you ever been employed and worked for a wage in a job that you no longer have?
V1134	b35	Reasons left the job	discrete	numeric	Why did you leave this job?
V1135	b36	Was employed and worked for a wage in a second job that you no longer have	discrete	numeric	Since you graduated, have you ever been employed and worked for a wage in a second job that you no longer have?
V1136	b37	Reasons left the second job	discrete	numeric	Why did you leave this job?

ID	Name	Label	Type	Format	Question
V1137	b38	Used a wasta to get a job	discrete	numeric	Have you ever used a wasta to get a job?
V1138	b39	OK to expand the job matching service	discrete	numeric	We would like to expand the job matching service to allow firms to browse through the data developed in the assessment? Is this ok with you?
V1139	b40	Age	discrete	numeric	To confirm our records, what's your current age?
V1140	b41	Marital status	discrete	numeric	What's your marital status?
V1141	b42	Enrolled in training course, diploma, degree or other form of studies	discrete	numeric	Are you currently enrolled in any training course, diploma, degree or other form of studies?
V1142	b43	Training course, diploma, degree or other form of studies enrolled in	discrete	numeric	Are you currently enrolled in any training course, diploma, degree or other form of studies? If yes, where are you enrolled?
V1143	b44	Rating of BDC's job matching service in helping you find a job	discrete	numeric	Overall, how would you rate BDC's job matching service in helping you find a job? Please be honest - we are simply trying to evaluate the program.
V1144	b46	Attended Maharat	discrete	numeric	Have you attended Maharat?
V1145	b47	Heard of Akhtaboot	discrete	numeric	Have you heard of Akhtaboot?

G2_MatchResults

Content	Administrative records, the first experiment
Cases	1143
Variable(s)	11
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1419	id	Participant ID	discrete	numeric	
V1420	firm_id	Firm ID	discrete	numeric	
V1421	status	Admin Matching Status	discrete	numeric	
V1422	male	Is Male	discrete	numeric	
V1423	matched	Individual Matched	discrete	numeric	
V1424	unabletocontact	Individual Unable to Contact	discrete	numeric	
V1425	jcnotinterested	Job Candidate Not Interested in Match	discrete	numeric	
V1426	fnotinterested	Firm Not Interested in Match	discrete	numeric	
V1427	interview	Individual Interviewed	discrete	numeric	
V1428	refuse	Individual Refused Interview	discrete	numeric	
V1429	nooffer	No Job Offer	discrete	numeric	

H_AdminFirm

Content	Administrative records, the first experiment
Cases	141
Variable(s)	11
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1430	id	ID	discrete	numeric	
V1431	n_female	Interested in hiring how many females	discrete	numeric	
V1432	n_male	Interest in hiring how many males	discrete	numeric	
V1433	n_interviews	Number of participants interviewed with firm	contin	numeric	
V1434	n_hire	Number of participants hired at firm	discrete	numeric	
V1435	sector	Sector	discrete	character	
V1436	location	Location	discrete	numeric	
V1437	pos1	Available Position at Firm	discrete	character	
V1438	pos2	Available Position at Firm	discrete	character	
V1439	pos3	Available Position at Firm	discrete	character	
V1440	pos4	Available Position at Firm	discrete	character	

C_FirmJOLTS_2013

Content	This dataset includes information from "Jordan Monthly Employment Survey (JOLTS)", the second experiment
Cases	1520
Variable(s)	190
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V687	id	Firm ID	discrete	character	
V688	questionnaireno		discrete	character	
V689	round		discrete	numeric	
V690	q2	Enumerator ID	discrete	character	
V691	q3	Date	discrete	character	
V692	q4	Willing to complete survey	discrete	character	
V693	q5	Method of Interview	discrete	character	
V694	q11a_code		discrete	character	
V695	q11b_code		discrete	character	
V696	q13	Respondent Position	discrete	character	
V697	q13other		discrete	character	
V698	q15	# of Employees	discrete	character	# of full time and part time employees who worked or received pay in the previous month
V699	q16	# of Youth Employees	discrete	character	# of full time and part time employees under age 26 who worked or received pay in the previous month
V700	q17	# of Male Employees	discrete	character	# of full time and part time male employees who worked or received pay in the previous month
V701	q18	# of Job Openings	discrete	character	A job is open if it meets three conditions: 1. A specific position exists 2. Work could start within 30 days 3. You are actively seeking workers from outside this firm to fill
V702	q19a1	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V703	q19a1_code		discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V704	q19b1	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V705	q19c1	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V706	q19d1	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?

ID	Name	Label	Type	Format	Question
V707	q19e1	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V708	q19f1	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V709	q19g1	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V710	q19a2	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V711	q19a2_code		discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V712	q19b2	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V713	q19c2	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V714	q19d2	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V715	q19e2	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V716	q19f2	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V717	q19g2	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V718	q19a3	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V719	q19a3_code		discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V720	q19b3	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V721	q19c3	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V722	q19d3	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V723	q19e3	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V724	q19f3	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V725	q19g3	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V726	q19a4	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V727	q19a4_code		discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V728	q19b4	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?

ID	Name	Label	Type	Format	Question
V729	q19c4	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V730	q19d4	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V731	q19e4	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V732	q19f4	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V733	q19g4	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V734	q19a5	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V735	q19a5_code		discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V736	q19b5	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V737	q19c5	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V738	q19d5	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V739	q19e5	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V740	q19f5	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V741	q19g5	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V742	q19a6	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V743	q19a6_code		discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V744	q19b6	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V745	q19c6	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V746	q19d6	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V747	q19e6	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V748	q19f6	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V749	q19g6	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

ID	Name	Label	Type	Format	Question
V750	q19a7	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V751	q19b7	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V752	q19c7	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V753	q19d7	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V754	q19e7	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V755	q19f7	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V756	q19g7	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V757	q19a8	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V758	q19b8	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V759	q19c8	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V760	q19d8	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V761	q19e8	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V762	q19f8	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V763	q19g8	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V764	q19a9	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V765	q19b9	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V766	q19c9	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V767	q19d9	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V768	q19e9	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V769	q19f9	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V770	q19g9	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

ID	Name	Label	Type	Format	Question
V771	q19a10	(a) What is the opening for (e.g. sales, clerk, engineer)	discrete	character	For each job opening: What is the opening for (e.g. sales, clerk, engineer)
V772	q19b10	(b) How many of these specific openings do you have?	discrete	character	For each job opening: (b) How many of these specific openings do you have?
V773	q19c10	(c) How many weeks has the job been open? Or write 888 if always open	discrete	character	For each job opening: (c) How many weeks has the job been open?
V774	q19d10	(c) Is it (1) Full time (2) Part time	discrete	character	For each job opening: (c) Is it (1) Full time (2) Part-time?
V775	q19e10	(d) Is the ideal candidate (1) Male (2) Female (3) Either	discrete	character	For each job opening: Is the ideal candidate (1) Male (2) Female (3) Either
V776	q19f10	(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either	discrete	character	For each job opening: Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V777	q19g10	(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25	discrete	character	For each job opening: (f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V778	q20	In the past month, have you stopped looking for any position because you couldn	discrete	character	In the past month, have you stopped looking for any position because you couldn't fill it?
V779	q21	# of New Hires in past month	discrete	character	A hire is any addition to your payroll, and: - May be a new hire or a previously separate rehire - May be permanent, short-term, or seasonal - May be a recall from layoff
V780	q22	How many people did you hire who also quit in the same month?	discrete	character	How many people did you hire who also quit in the same month?
V781	q23a1	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V782	q23a1_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V783	q23b1	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V784	q23c1	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V785	q23a2	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V786	q23a2_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V787	q23b2	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V788	q23c2	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V789	q23a3	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V790	q23a3_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V791	q23b3	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V792	q23c3	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V793	q23a4	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V794	q23a4_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V795	q23b4	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V796	q23c4	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female

ID	Name	Label	Type	Format	Question
V797	q23a5	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V798	q23a5_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V799	q23b5	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V800	q23c5	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V801	q23a6	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V802	q23a6_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V803	q23b6	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V804	q23c6	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V805	q23a7	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V806	q23a7_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V807	q23b7	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V808	q23c7	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V809	q23a8	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V810	q23a8_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V811	q23b8	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V812	q23c8	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V813	q23a9	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V814	q23a9_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V815	q23b9	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V816	q23c9	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V817	q23a10	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V818	q23a10_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V819	q23b10	(b) (1) Under 26 (2) Over 26	discrete	character	For each new hire: (b) (1) Under 26 (2) Over 26
V820	q23c10	(1) Male (2) Female	discrete	character	For each new hire: (1) Male (2) Female
V821	q24	# of quits (except retirements) in past month	discrete	character	# of Quits (except retirements) in past month
V822	q25a1	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V823	q25a1_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V824	q25b1	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V825	q25c1	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V826	q25a2	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V827	q25a2_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)

ID	Name	Label	Type	Format	Question
V828	q25b2	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V829	q25c2	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V830	q25a3	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V831	q25a3_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V832	q25b3	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V833	q25c3	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V834	q25a4	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V835	q25a4_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V836	q25b4	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V837	q25c4	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V838	q25a5	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V839	q25a5_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V840	q25b5	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V841	q25c5	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V842	q25a6	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V843	q25a6_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V844	q25b6	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V845	q25c6	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V846	q25a7	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V847	q25a7_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V848	q25b7	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V849	q25c7	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V850	q25a8	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V851	q25a8_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V852	q25b8	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V853	q25c8	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V854	q25a9	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V855	q25b9	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V856	q25c9	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female
V857	q25a10	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each quit: Type of position (e.g. sales, clerk, engineer)
V858	q25b10	(b) (1) Under 26 (2) Over 26	discrete	character	For each quit: (b) (1) Under 26 (2) Over 26
V859	q25c10	(1) Male (2) Female	discrete	character	For each quit: (1) Male (2) Female

ID	Name	Label	Type	Format	Question
V860	q26	# of Layoffs and Discharges in past month	discrete	character	# of layoffs and discharges in past month
V861	q27a1	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new layoff/discharge: Type of position (e.g. sales, clerk, engineer)
V862	q27a1_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new layoff/discharge: Type of position (e.g. sales, clerk, engineer)
V863	q27b1	(b) (1) Under 26 (2) Over 26	discrete	character	For each new layoff/discharge: (b) (1) Under 26 (2) Over 26
V864	q27c1	(1) Male (2) Female	discrete	character	For each new layoff/discharge: (1) Male (2) Female
V865	q27a2	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new layoff/discharge: Type of position (e.g. sales, clerk, engineer)
V866	q27a2_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new layoff/discharge: Type of position (e.g. sales, clerk, engineer)
V867	q27b2	(b) (1) Under 26 (2) Over 26	discrete	character	For each new layoff/discharge: (b) (1) Under 26 (2) Over 26
V868	q27c2	(1) Male (2) Female	discrete	character	For each new layoff/discharge: (1) Male (2) Female
V869	q27a3	Type of position (e.g. sales, clerk, engineer)	discrete	character	For each new layoff/discharge: Type of position (e.g. sales, clerk, engineer)
V870	q27a3_code	Type of position (e.g. sales, clerk, engineer) - code	discrete	character	For each new layoff/discharge: Type of position (e.g. sales, clerk, engineer)
V871	q27b3	(b) (1) Under 26 (2) Over 26	discrete	character	For each new layoff/discharge: (b) (1) Under 26 (2) Over 26
V872	q27c3	(1) Male (2) Female	discrete	character	For each new layoff/discharge: (1) Male (2) Female
V873	q28	# of Other separations in past month	discrete	character	# of other separations in past month
V874	q29	How many interviews did you complete in the last month for job openings intended	discrete	character	How many interviews did you complete in the last month for job openings intended for recent graduates?
V875	q30	How many interviews did you complete in the last month for job openings for inte	discrete	character	How many interviews did you complete in the last month for job openings for intended for experienced professionals i.e. not recent graduates?
V876	q31	Interviewer Notes	discrete	character	

F_Screening_2013

Content	This dataset includes information from "Yalla Watheefa 2013", the second experiment
Cases	1668
Variable(s)	58
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1361	survey_no	Survey Number	discrete	numeric	
V1362	surveyor_id	Surveyor ID	discrete	numeric	
V1363	nationality	Nationality	discrete	numeric	
V1364	nationality_other	Other Nationality	discrete	character	
V1365	university	University	discrete	character	
V1366	major	Major	discrete	character	
V1367	major_cat	Major Categorized	discrete	character	
V1368	gender	1 is Male	discrete	numeric	
V1369	age	Age	contin	numeric	
V1370	gr_yr	Graduation Year	discrete	numeric	
V1371	gr_month	Graduation Month	discrete	numeric	
V1372	gr_day	Graduation Day	discrete	numeric	
V1373	amman_res1	Resides in Amman	discrete	numeric	
V1374	skill_training1	Ever Participate in Soft Skill Training	discrete	numeric	Did you ever participate in any soft skills or life skills training?
V1375	intern1	Ever Intern	discrete	numeric	Did you ever participate in internship program during study?
V1376	workjo1	Plan on Working Post Graduation	discrete	numeric	Do you plan on working in Jordan after graduation?
V1377	guarantee_job1	Have job lined up post graduation	discrete	numeric	Do you already have a contract or specific plans to work?
V1378	months2find_job	How long will it take to get a job post graduation	contin	numeric	If not, how long do you expect it to take you to find your first job after graduation?
V1379	worked_before1	Ever Work	discrete	numeric	Have you ever worked for cash before? Part-time or full time
V1380	previous_exp	What was your position in a prior job	discrete	character	What was your position?
V1381	p_exp_cat	Previous Position Category	discrete	character	What was your position?
V1382	p_exp_code	Previous Position Code	discrete	character	What was your position?
V1383	ideal_job	Ideal Job	discrete	character	What is your ideal job?
V1384	ideal_job_cat	Ideal Job Category	discrete	character	What is your ideal job?
V1385	ideal_job_code	Ideal Job Code	contin	numeric	What is your ideal job?

ID	Name	Label	Type	Format	Question
V1386	lowest_wage	Reservation Wage	contin	numeric	What is your minimum acceptable salary?
V1387	accountant	Willing to work as accountant	discrete	numeric	Would you be willing to work in any of the following jobs?
V1388	telemarketing	Willing to work as telemarketing	discrete	numeric	Would you be willing to work in any of the following jobs?
V1389	outdoor_sales	Willing to work as outdoor_sales	discrete	numeric	Would you be willing to work in any of the following jobs?
V1390	admin_assist	Willing to work as admin_assist	discrete	numeric	Would you be willing to work in any of the following jobs?
V1391	teacher	Willing to work as teacher	discrete	numeric	Would you be willing to work in any of the following jobs?
V1392	customer_care	Willing to work as customer_care	discrete	numeric	Would you be willing to work in any of the following jobs?
V1393	nurse	Willing to work as nurse	discrete	numeric	Would you be willing to work in any of the following jobs?
V1394	bank_teller	Willing to work as bank_teller	discrete	numeric	Would you be willing to work in any of the following jobs?
V1395	pharmacist	Willing to work as pharmacist	discrete	numeric	Would you be willing to work in any of the following jobs?
V1396	researcher	Willing to work as researcher	discrete	numeric	Would you be willing to work in any of the following jobs?
V1397	hr_mgmt	Willing to work as hr_mgmt	discrete	numeric	Would you be willing to work in any of the following jobs?
V1398	indoor_sales	Willing to work as indoor_sales	discrete	numeric	Would you be willing to work in any of the following jobs?
V1399	graphic_design	Willing to work as graphic_design	discrete	numeric	Would you be willing to work in any of the following jobs?
V1400	data_analyst	Willing to work as data_analyst	discrete	numeric	Would you be willing to work in any of the following jobs?
V1401	data_entry	Willing to work as data_entry	discrete	numeric	Would you be willing to work in any of the following jobs?
V1402	waiter	Willing to work as waiter	discrete	numeric	Would you be willing to work in any of the following jobs?
V1403	copy_editor	Willing to work as copy_editor	discrete	numeric	Would you be willing to work in any of the following jobs?
V1404	engineer	Willing to work as engineer	discrete	numeric	Would you be willing to work in any of the following jobs?
V1405	it_spec	Willing to work as it_spec	discrete	numeric	Would you be willing to work in any of the following jobs?
V1406	computer_prog	Willing to work as computer_prog	discrete	numeric	Would you be willing to work in any of the following jobs?
V1407	retail	Willing to work as retail	discrete	numeric	Would you be willing to work in any of the following jobs?
V1408	medical_serv	Willing to work as medical_serv	discrete	numeric	Would you be willing to work in any of the following jobs?
V1409	public_sector	Willing to work as public_sector	discrete	numeric	Would you be willing to work in any of the following jobs?
V1410	journalist	Willing to work as journalist	discrete	numeric	Would you be willing to work in any of the following jobs?
V1411	marketing	Willing to work as marketing	discrete	numeric	Would you be willing to work in any of the following jobs?

ID	Name	Label	Type	Format	Question
V1412	legal_serv	Willing to work as legal_serv	discrete	numeric	Would you be willing to work in any of the following jobs?
V1413	int_ur_field	Interested in Getting Matched to Job in Your Field	discrete	numeric	Would you be interested in a matching service that would help notify you of jobs in your field of interest?
V1414	int_gen_job	Interest in Getting Matching to Any Job	discrete	numeric	Would you be interested in a matching service that would help notify you of jobs for university graduates in general?
V1415	phone	Can we contact you by phone	discrete	numeric	Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?
V1416	sms	Can we contact you by sms	discrete	numeric	Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?
V1417	email	Can we contact you by email	discrete	numeric	Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?
V1418	fb	Can we contact you by Facebook	discrete	numeric	Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?

D_LargeFirmSurvey_2013

Content	This dataset includes information from "Large Firm Survey", the second experiment
Cases	51
Variable(s)	200
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V877	id	ID	discrete	numeric	
V878	q2	Enumerator ID	discrete	numeric	
V879	q3	Date	discrete	character	
V880	q4	Willing to complete survey	discrete	numeric	
V881	q5	Method of Interview	discrete	numeric	
V882	q7_en	Firm Main Product/Service	discrete	character	
V883	q8	Firm ID	discrete	numeric	
V885	q11a_cd	Firm Location	discrete	numeric	
V886	q12	Year the firm was established	discrete	numeric	
V887	q14	Respondent Position	discrete	numeric	
V888	q14oth_en	Respondent Position - other	discrete	character	
V889	q16	# of Employees	contin	numeric	# of full time and part time employees who worked or received pay in the previous month
V890	q17	# of Youth Employees	contin	numeric	# of full time and part time employees under age 26 who worked or received pay in the previous month
V891	q18	# of Male Employees	contin	numeric	# of full time and part time male employees who worked or received pay in the previous month
V892	q19	# of Job Openings	contin	numeric	A job is open if it meets three conditions: 1. A specific position exists 2. Work could start within 30 days 3. You are actively seeking workers from outside this firm to fill the position
V893	q20a1_en	Type of position, job opening 1	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V894	q20a1_cd	Type of position - code, job opening 1	discrete	numeric	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V895	q20b1	# of job openings for the position, job opening 1	contin	numeric	For each job opening: (b) How many of these specific openings do you have?
V896	q20c1	# of weeks the job has been open, job opening 1	contin	numeric	For each job opening: (c) How many weeks has the job been open? Or write 888 if always open
V897	q20d1	Reasons the position is always open, job opening 1	discrete	numeric	For each job opening: (d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.

ID	Name	Label	Type	Format	Question
V898	q20e1	Full time or part-time, job opening 1	discrete	numeric	For each job opening: (e) Is it (1) Full time (2) Part time
V899	q20f1	Gender of the ideal candidate, job opening 1	discrete	numeric	For each job opening: (f) Is the ideal candidate (1) Male (2) Female (3) Either
V900	q20g1	Ideal candidate recent graduate, job opening 1	discrete	numeric	For each job opening: (g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V901	q20h1	Salary range, job opening 1	discrete	numeric	For each job opening: (h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V902	q20a2_en	Type of position, job opening 2	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V903	q20a2_cd	Type of position - code, job opening 2	discrete	numeric	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V904	q20b2	# of job openings for the position, job opening 2	contin	numeric	For each job opening: (b) How many of these specific openings do you have?
V905	q20c2	# of weeks the job has been open, job opening 2	contin	numeric	For each job opening: (c) How many weeks has the job been open? Or write 888 if always open
V906	q20d2	Reasons the position is always open, job opening 2	discrete	numeric	For each job opening: (d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.
V907	q20e2	Full time or part-time, job opening 2	discrete	numeric	For each job opening: (e) Is it (1) Full time (2) Part time
V908	q20f2	Gender of the ideal candidate, job opening 2	discrete	numeric	For each job opening: (f) Is the ideal candidate (1) Male (2) Female (3) Either
V909	q20g2	Ideal candidate recent graduate, job opening 2	discrete	numeric	For each job opening: (g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V910	q20h2	Salary range, job opening 2	discrete	numeric	For each job opening: (h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V911	q20a3_en	Type of position, job opening 3	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V912	q20a3_cd	Type of position - code, job opening 3	discrete	numeric	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V913	q20b3	# of job openings for the position, job opening 3	discrete	numeric	For each job opening: (b) How many of these specific openings do you have?
V914	q20c3	# of weeks the job has been open, job opening 3	contin	numeric	For each job opening: (c) How many weeks has the job been open? Or write 888 if always open
V915	q20d3	Reasons the position is always open, job opening 3	discrete	numeric	For each job opening: (d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.
V916	q20e3	Full time or part-time, job opening 3	discrete	numeric	For each job opening: (e) Is it (1) Full time (2) Part time
V917	q20f3	Gender of the ideal candidate, job opening 3	discrete	numeric	For each job opening: (f) Is the ideal candidate (1) Male (2) Female (3) Either
V918	q20g3	Ideal candidate recent graduate, job opening 3	discrete	numeric	For each job opening: (g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

ID	Name	Label	Type	Format	Question
V919	q20h3	Salary range, job opening 3	discrete	numeric	For each job opening: (h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V920	q20a4	Type of position, job opening 4	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V921	q20a4_en	Type of position, job opening 4	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V922	q20a4_cd	Type of position - code, job opening 4	contin	numeric	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V923	q20b4	# of job openings for the position, job opening 4	discrete	numeric	For each job opening: (b) How many of these specific openings do you have?
V924	q20c4	# of weeks the job has been open, job opening 4	contin	numeric	For each job opening: (c) How many weeks has the job been open? Or write 888 if always open
V925	q20d4	Reasons the position is always open, job opening 4	discrete	numeric	For each job opening: (d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.
V926	q20e4	Full time or part-time, job opening 4	discrete	numeric	For each job opening: (e) Is it (1) Full time (2) Part time
V927	q20f4	Gender of the ideal candidate, job opening 4	discrete	numeric	For each job opening: (f) Is the ideal candidate (1) Male (2) Female (3) Either
V928	q20g4	Ideal candidate recent graduate, job opening 4	discrete	numeric	For each job opening: (g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V929	q20h4	Salary range, job opening 4	discrete	numeric	For each job opening: (h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500
V930	q20a5	Type of position, job opening 5	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V931	q20a5_en	Type of position, job opening 5	discrete	character	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V932	q20a5_cd	Type of position - code, job opening 5	discrete	numeric	For each job opening: (a) What is the opening for (e.g. sales, clerk, engineer)
V933	q20b5	# of job openings for the position, job opening 5	discrete	numeric	For each job opening: (b) How many of these specific openings do you have?
V934	q20c5	# of weeks the job has been open, job opening 5	discrete	numeric	For each job opening: (c) How many weeks has the job been open? Or write 888 if always open
V935	q20d5	Reasons the position is always open, job opening 5	discrete	numeric	For each job opening: (d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.
V936	q20ef	Full time or part-time, job opening 5	discrete	numeric	For each job opening: (e) Is it (1) Full time (2) Part time
V937	q20f5	Gender of the ideal candidate, job opening 5	discrete	numeric	For each job opening: (f) Is the ideal candidate (1) Male (2) Female (3) Either
V938	q20g5	Ideal candidate recent graduate, job opening 5	discrete	numeric	For each job opening: (g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either
V939	q20h5	Salary range, job opening 5	discrete	numeric	For each job opening: (h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

ID	Name	Label	Type	Format	Question
V940	q21	Stopped looking for any position because couldn't fill it	discrete	numeric	In the past month, have you stopped looking for any position because you couldn't fill it?
V941	q22	# of new hires in past month	contin	numeric	A hire is any addition to your payroll, and: - May be a new hire or a previously separate rehire - May be permanent, short-term, or seasonal - May be a recall from layoff
V942	q23	# people who were hired and quit in the same month	contin	numeric	How many people did you hire who also quit in the same month?
V943	q24a1_en	Type of position, new hire 1	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V944	q24a1_cd	Type of position - code, new hire 1	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V945	q24b1	Age, new hire 1	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V946	q24c1	Gender, new hire 1	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V947	q24a2_en	Type of position, new hire 2	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V948	q24ba2_cd	Type of position - code, new hire 2	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V949	q24b2	Age, new hire 2	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V950	q24c2	Gender, new hire 2	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V951	q24a3_en	Type of position, new hire 3	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V952	q24a3_cd	Type of position - code, new hire 3	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V953	q24b3	Age, new hire 3	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V954	q24c3	Gender, new hire 3	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V955	q24a4_en	Type of position, new hire 4	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V956	q24a4_cd	Type of position - code, new hire 4	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V957	q24b4	Age, new hire 4	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V958	q24c4	Gender, new hire 4	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V959	q24a5_en	Type of position, new hire 5	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V960	q24a5_cd	Type of position - code, new hire 5	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V961	q24b5	Age, new hire 5	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V962	q24c5	Gender, new hire 5	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V963	q24a6_en	Type of position, new hire 6	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V964	q24a6_cd	Type of position - code, new hire 6	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V965	q24b6	Age, new hire 6	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V966	q24c6	Gender, new hire 6	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V967	q24a7_en	Type of position, new hire 7	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V968	q24a7_cd	Type of position - code, new hire 7	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)

ID	Name	Label	Type	Format	Question
V969	q24b7	Age, new hire 7	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V970	q24c7	Gender, new hire 7	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V971	q24a8_en	Type of position, new hire 8	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V972	q24a8_cd	Type of position - code, new hire 8	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V973	q24b8	Age, new hire 8	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V974	q24c8	Gender, new hire 8	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V975	q24a9_en	Type of position, new hire 9	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V976	q24a9_cd	Type of position - code, new hire 9	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V977	q24b9	Age, new hire 9	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V978	q24c9	Gender, new hire 9	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V979	q24a10_en	Type of position, new hire 10	discrete	character	For each new hire: type of position (e.g. sales, clerk, engineer)
V980	q24a10_cd	Type of position - code, new hire 10	discrete	numeric	For each new hire: type of position (e.g. sales, clerk, engineer)
V981	q24b10	Age, new hire 10	discrete	numeric	For each new hire: (b) (1) Under 26 (2) Over 26
V982	q24c10	Gender, new hire 10	discrete	numeric	For each new hire: (a) (1) Male (2) Female
V983	q25	# of quits (except retirements) in past month	contin	numeric	# of Quits (except retirements) in past month
V984	q26a1_en	Type of position, quit 1	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V985	q26a1_cd	Type of position - code, quit 1	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V986	q26b1	Age, quit 1	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V987	q26c1	Gender, quit 1	discrete	numeric	For each quit: (a) (1) Male (2) Female
V988	q26a2_en	Type of position, quit 2	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V989	q26a2_cd	Type of position - code, quit 2	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V990	q26b2	Age, quit 2	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V991	q26c2	Gender, quit 2	discrete	numeric	For each quit: (a) (1) Male (2) Female
V992	q26a3_en	Type of position, quit 3	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V993	q26a3_cd	Type of position - code, quit 3	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V994	q26b3	Age, quit 3	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V995	q26c3	Gender, quit 3	discrete	numeric	For each quit: (a) (1) Male (2) Female
V996	q26a4_en	Type of position, quit 4	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V997	q26a4_cd	Type of position - code, quit 4	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V998	q26b4	Age, quit 4	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V999	q26c4	Gender, quit 4	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1000	q26a5_en	Type of position, quit 5	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V1001	q26a5_cd	Type of position - code, quit 5	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V1002	q26b5	Age, quit 5	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V1003	q26c5	Gender, quit 5	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1004	q26a6_en	Type of position, quit 6	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)

ID	Name	Label	Type	Format	Question
V1005	q26a6_cd	Type of position - code, quit 6	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V1006	q26b6	Age, quit 6	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V1007	q26c6	Gender, quit 7	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1008	q26a7_en	Type of position, quit 7	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V1009	q26a7_cd	Type of position - code, quit 7	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V1010	q26b7	Age, quit 7	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V1011	q26c7	Gender, quit 7	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1012	q26a8_en	Type of position, quit 8	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V1013	q26a8_cd	Type of position - code, quit 8	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V1014	q26b8	Age, quit 8	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V1015	q26c8	Gender, quit 8	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1016	q26a9_en	Type of position, quit 9	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V1017	q26a9_cd	Type of position - code, quit 9	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V1018	q26b9	Age, quit 9	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V1019	q26c9	Gender, quit 9	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1020	q26a10_en	Type of position, quit 10	discrete	character	For each quit: type of position (e.g. sales, clerk, engineer)
V1021	q26a10_cd	Type of position - code, quit 10	discrete	numeric	For each quit: type of position (e.g. sales, clerk, engineer)
V1022	q26b10	Age, quit 10	discrete	numeric	For each quit: (b) (1) Under 26 (2) Over 26
V1023	q26c10	Gender, quit 10	discrete	numeric	For each quit: (a) (1) Male (2) Female
V1024	q27	# of layoffs and discharges in past month	discrete	numeric	# of Layoffs and Discharges in past month
V1025	q28a1_en	Type of position, new layoff/discharge 1	discrete	character	For each new layoff/discharge: type of position (e.g. sales, clerk, engineer)
V1026	q28a1_cd	Type of position - code, new layoff/discharge 1	discrete	numeric	For each new layoff/discharge: type of position (e.g. sales, clerk, engineer)
V1027	q28b1	Age, new layoff/discharge 1	discrete	numeric	For each new layoff/discharge: (b) (1) Under 26 (2) Over 26
V1028	q28c1	Gender, new layoff/discharge 1	discrete	numeric	For each new layoff/discharge: (a) (1) Male (2) Female
V1029	q28a2_en	Type of position, new layoff/discharge 2	discrete	character	For each new layoff/discharge: type of position (e.g. sales, clerk, engineer)
V1030	q28a2_cd	Type of position - code, new layoff/discharge 2	discrete	numeric	For each new layoff/discharge: type of position (e.g. sales, clerk, engineer)
V1031	q28b2	Age, new layoff/discharge 2	discrete	numeric	For each new layoff/discharge: (b) (1) Under 26 (2) Over 26
V1032	q28c2	Gender, new layoff/discharge 2	discrete	numeric	For each new layoff/discharge: (a) (1) Male (2) Female
V1033	q28a3_en	Type of position, new layoff/discharge 3	discrete	character	For each new layoff/discharge: type of position (e.g. sales, clerk, engineer)
V1034	q28a3_cd	Type of position - code, new layoff/discharge 3	discrete	numeric	For each new layoff/discharge: type of position (e.g. sales, clerk, engineer)
V1035	q28b3	Age, new layoff/discharge 3	discrete	numeric	For each new layoff/discharge: (b) (1) Under 26 (2) Over 26
V1036	q28c3	Gender, new layoff/discharge 3	discrete	numeric	For each new layoff/discharge: (a) (1) Male (2) Female

ID	Name	Label	Type	Format	Question
V1037	q29	# of other separations in past month	discrete	numeric	Number of other separations in past month
V1038	q30	# interviews completed in the last month for job openings intended for recent graduates	contin	numeric	How many interviews did you complete in the last month for job openings intended for recent graduates (3 years or less)?
V1039	q31	# of interviews completed in the last month for job openings intended for experienced professionals	contin	numeric	How many interviews did you complete in the last month for job openings intended for experienced professionals i.e. not recent graduates (graduated more than 3 years ago)?
V1040	q32a	Qualities of new graduates that firm chooses to hire, group A	discrete	numeric	I'd like to understand how you decide to hire fresh graduate employees. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how choose the appropriate candidate for this job. Please don't tell me which ones matter; only tell me how many reasons are very important. Group A: - Previous work experience - High grades at university - Interview performance
V1041	q32b	Qualities of new graduates that firm chooses to hire, group B	discrete	numeric	I'd like to understand how you decide to hire fresh graduate employees. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how choose the appropriate candidate for this job. Please don't tell me which ones matter; only tell me how many reasons are very important. Group B: - Previous work experience - High grades at university - Wasta (if the candidate is directly or indirectly connected or related to someone at the firm) - Interview performance
V1042	q33	Influence of candidate's previous low prestige job experience on hiring decision	discrete	numeric	If you found that a university educated, young job candidate for a skilled job with your company has been working as a i. [waiter] or ii. [telemarketer] or iii. [outdoor sales] since graduation would this 1 = lower the chance you would want to hire this worker than if the job candidate had been unemployed since graduation 2 = increase the chance you would want to hire this worker than if the job candidate had been unemployed since graduation 3 = have no effect on the chance you would hire this worker than if the job candidate had been unemployed since graduation
V1043	q34a	Reasons Jordanian youth reluctant to take low prestige jobs	discrete	numeric	Relative to youth in other countries, Jordanian youth are more reluctant to take low paid, less skilled jobs like being a waiter, telemarketer, or retail sales worker while waiting to find a job that meets their skills and qualifications. What do you think the main reason for this is? 1 = because in Jordan doing so would negatively affect their employment prospects in better jobs 2 = because in Jordan doing so would have negative impacts on the way them and their family is perceived in terms of prestige 3 = because they can rely on family members to support them and do not need the money 4 = disagree with statement 5 = other (specify)_____
V1044	q34b_en	Reasons Jordanian youth reluctant to take low prestige jobs - other	discrete	character	Relative to youth in other countries, Jordanian youth are more reluctant to take low paid, less skilled jobs like being a waiter, telemarketer, or retail sales worker while waiting to find a job that meets their skills and qualifications. What do you think the main reason for this is?
V1045	q35a	% of graduates would show up on time for a job interview	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: a) would show up on time for a job interview?

ID	Name	Label	Type	Format	Question
V1046	q35b	% of graduates would show up appropriately dressed for a job interview	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: b) Would show up appropriately dressed for a job interview?
V1047	q35c	% of graduates would show up for a job interview prepared	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: c) Would show up for a job interview having prepared themselves by learning about the job and company they are applying for?
V1048	q35d	% of graduates have realistic expectations about typical salary	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: Have realistic expectations about what the typical salary for a fresh graduate is
V1049	q35e	% of graduates prepared to do tasks not directly related to their position	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: e) Are prepared to occasionally do tasks not directly related to their position (such as running errands around the office)?
V1050	q35f	% of graduates prepared to start at the bottom and work their way up the job ladder	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: Are prepared to start at the bottom and work their way up the job ladder?
V1051	q35g	% of graduates would refuse a job with a good salary but low prestige	discrete	numeric	Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities: g) Would refuse a job with a good salary but low prestige even if they couldn't find another job?
V1052	q36a	% of graduates recruited directly from universities	contin	numeric	What percent are recruited (a) Directly from universities
V1053	q36b	% of graduates go through recruiting agencies	contin	numeric	What percent (b) Go through recruiting agencies
V1054	q36c	% of graduates apply directly to the company	contin	numeric	What percent (c) Apply directly to the company
V1055	q36d	% of graduates respond to newspaper advertisements	contin	numeric	What percent (d) Respond to newspaper advertisements
V1056	q36e	% of graduates recruited through website	contin	numeric	What percent (e) Are recruited through the Internet on websites like Akhtaboot, Bayt.com and LinkedIn, etc.
V1057	q36foth_en	% of graduates recruited through other	discrete	character	What percent are recruited Other
V1058	q36f	% of graduates recruited through other	contin	numeric	What percent are recruited Other
V1059	q37	% of graduates are known through the network of the owner of the firm	contin	numeric	What percent are related to and/or friends of and/or known through the network of the owner of this firm
V1060	q38	% of graduates are known through the network of the employees of the firm	contin	numeric	What percent are related to and/or friends of and/or known through the network of the employees of this firm?
V1061	q39a	% of new hires graduates of foreign universities	contin	numeric	What percent of your fresh graduate hires are: (a) Graduates of foreign universities
V1062	q39b	% of new hires graduates of JU, Hashmeh, JUST, GJU, or PSUT universities	contin	numeric	What percent of your fresh graduate hires are: b) Graduates of these five universities: JU, Hashmeh, JUST, GJU, or PSUT

ID	Name	Label	Type	Format	Question
V1063	q39c	% of new hires graduates of other public universities	contin	numeric	What percent of your fresh graduate hires are: c) Graduates of other public universities
V1064	q39d	% of new hires graduates of private universities	contin	numeric	What percent of your fresh graduate hires are: (d) Graduates of private universities
V1065	q40	% of fresh grads stay after a year of working	contin	numeric	What percent of fresh grads stay after a year of working there?
V1066	q41	% of fresh grads stay after 3 years of working	contin	numeric	What percent stay after 3 years?
V1067	q42a1_en	Starting positions for graduates at the firm, position 1	discrete	character	(a) What are typical starting positions for fresh graduates at your firm?
V1068	q42a1_cd	Starting positions for graduates at the firm - code, position 1	discrete	numeric	(a) What are typical starting positions for fresh graduates at your firm?
V1069	q42b1	Starting salary for positions for graduates at the firm	contin	numeric	(b) What is the starting salary of each of these positions?
V1070	q42a2_en	Starting positions for graduates at the firm, position 2	discrete	character	(a) What are typical starting positions for fresh graduates at your firm?
V1071	q42a2_cd	Starting positions for graduates at the firm - code, position 2	discrete	numeric	(a) What are typical starting positions for fresh graduates at your firm?
V1072	q42b2	Starting salary for positions for graduates at the firm	contin	numeric	(b) What is the starting salary of each of these positions?
V1073	q42a3_en	Starting positions for graduates at the firm, position 3	discrete	character	(a) What are typical starting positions for fresh graduates at your firm?
V1074	q42a3_cd	Starting positions for graduates at the firm - code, position 3	discrete	numeric	(a) What are typical starting positions for fresh graduates at your firm?
V1075	q42b3	Starting salary for positions for graduates at the firm	contin	numeric	(b) What is the starting salary of each of these positions?
V1076	q43_en	Person making final employment decision	discrete	character	Who makes the final employment decision?
V1077	q44_en	Interviewer notes	discrete	character	Interviewer Notes

Questionnaire Number (no)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 128-3529

Valid cases: 2001
 Invalid: 0
 Minimum: 128
 Maximum: 3529

Firm ID (id)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 29-209704

Valid cases: 2001
 Invalid: 0
 Minimum: 29
 Maximum: 209704

Hiring new employee in the next year (q3)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 2001
 Invalid: 0

Literal question

Are you considering hiring another employee in the next year?

Likely position of new hire (q4a)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 5
 Invalid: 0

Literal question

What's the most likely position you will try and hire someone for?

Likely position of new hire (q4b)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 22

Valid cases: 44
 Invalid: 0

Literal question

What's the most likely position you will try and hire someone for?

Likely position of new hire (q4c)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 22

Valid cases: 257
 Invalid: 0

Literal question

What's the most likely position you will try and hire someone for?

Likely position of new hire (q4d)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 22

Valid cases: 681
 Invalid: 0

Literal question

What's the most likely position you will try and hire someone for?

Likely position of new hire (q4e)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 36

Valid cases: 2000
 Invalid: 0

Literal question

What's the most likely position you will try and hire someone for?

Number of male employees (q5)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 0-940

Valid cases: 1991
 Invalid: 10
 Minimum: 0
 Maximum: 940

Literal question

How many male employees work at this firm?

Number of female employees (q6)

File: A1_Firm_2011

Overview

Number of female employees (q6)

File: A1_Firm_2011

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-220

Valid cases: 1758
Invalid: 243
Minimum: 0
Maximum: 220

Literal question

How many female employees work at this firm?

Firm Sector (q7)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-18

Valid cases: 2001
Invalid: 0

Literal question

Firm Sector

Willingness to hire a fresh graduate (q8)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

Would you ever consider hiring a fresh graduates from a community college or university?

Willingness to hire a female (q9)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would you ever consider hiring a female employee?

Business classification (q10)

File: A1_Firm_2011

Overview

Business classification (q10)

File: A1_Firm_2011

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1999
Invalid: 2

Literal question

Is this business classified as for profit, not for profit, or government institution?

Willingness to participate in survey (q16)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you agree to participate in a follow up survey for the World Bank program?

Day of Listing (q17date)

File: A1_Firm_2011

Overview

Type: Discrete
Format: character
Width: 9

Valid cases: 2001
Invalid: 0

Literal question

Date of Interview

Day of Listing (q17month)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 9-12

Valid cases: 2001
Invalid: 0

Literal question

Interviewer Code

Firm ID (a1)

File: A1_Firm_2011

Overview

Firm ID (a1)

File: A1_Firm_2011

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 29-209704

Valid cases: 2001
 Invalid: 0
 Minimum: 29
 Maximum: 209704

Date of Interview (a2)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 10

Valid cases: 2001
 Invalid: 0

Start Time (a3)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 2000
 Invalid: 0

Seat Number (a7)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 2001

Governorate (a10)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-10

Valid cases: 2001
 Invalid: 0

Confirmation of Hiring Decision Responsibility (b1)

File: A1_Firm_2011

Overview

Confirmation of Hiring Decision Responsibility (b1)

File: A1_Firm_2011

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Are you in charge of hiring decisions at this firm?

Respondent's Position (b3)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What's your position in this organization

Sex of Respondent (b4)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Sex of respondent:

Age of Respondent (b5)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 19-999

Valid cases: 2001
Invalid: 0

Literal question

Age of respondent:

Any female owners (femaleowners)

File: A1_Firm_2011

Overview

Any female owners (femaleowners)

File: A1_Firm_2011

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Are any of the owners female?

Male Full Time Employees (b8male)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 0-940

Valid cases: 1996
 Invalid: 5
 Minimum: 0
 Maximum: 940

Literal question

How many male/female full-time employees work at this business?

Female Full Time Employees (b8female)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 0-220

Valid cases: 1970
 Invalid: 31
 Minimum: 0
 Maximum: 220

Literal question

How many male/female full-time employees work at this business?

Total Full Time Employees (b8total)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 0-1070

Valid cases: 2001
 Invalid: 0
 Minimum: 0
 Maximum: 1070

Literal question

How many male/female full-time employees work at this business?

Male Part-Time Employees (b9male)

File: A1_Firm_2011

Overview

Male Part-Time Employees (b9male)

File: A1_Firm_2011

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-39

Valid cases: 2001
Invalid: 0
Minimum: 0
Maximum: 39

Literal question

How many male/female part-time employees work at this business?

Female Part-Time Employees (b9female)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-22

Valid cases: 2000
Invalid: 1
Minimum: 0
Maximum: 22

Literal question

How many male/female part-time employees work at this business?

Total Part-Time Employees (b9total)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-60

Valid cases: 2001
Invalid: 0
Minimum: 0
Maximum: 60

Literal question

How many male/female part-time employees work at this business?

Male Unpaid Employees (b10male)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-20

Valid cases: 2001
Invalid: 0

Literal question

How many male/female unpaid employees work at this business?

Female Unpaid Employees (b10female)

File: A1_Firm_2011

Overview

Female Unpaid Employees (b10female)

File: A1_Firm_2011

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 2001
Invalid: 0

Literal question

How many male/female unpaid employees work at this business?

Total Unpaid Employees (b10total)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-23

Valid cases: 2001
Invalid: 0
Minimum: 0
Maximum: 23

Literal question

How many male/female unpaid employees work at this business?

New Employees in 2011 (b11)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-53

Valid cases: 1997
Invalid: 4
Minimum: 0
Maximum: 53

Literal question

In 2011, how many new employees did this firm hire?

Exit Employees in 2011 (b12)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-74

Valid cases: 1998
Invalid: 3
Minimum: 0
Maximum: 74

Literal question

In 2011, how many workers left this firm?

New Employees in 2010 (b13)

File: A1_Firm_2011

Overview

New Employees in 2010 (b13)

File: A1_Firm_2011

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-222

Valid cases: 1998
Invalid: 3
Minimum: 0
Maximum: 222

Literal question

In 2010, how many new employees did this firm hire?

Exit Employees in 2010 (b14)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-222

Valid cases: 1997
Invalid: 4
Minimum: 0
Maximum: 222

Literal question

In 2010, how many workers left this firm?

Likelihood of Hiring New Employee in 6 months (b15)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

How likely is it that you'll hire a new employee in the next 6 months?

Ability to Benefit from Fresh Graduates (b16)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Could your firm benefit from young recent graduates as additional workers?

Difficulty distinguishing between good and bad candidates (b17a)

File: A1_Firm_2011

Overview

Difficulty distinguishing between good and bad candidates (b17a)

File: A1_Firm_2011

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
A. Difficulty distinguishing between good and bad candidates

Difficulty finding a competent graduate who lives nearby (b17b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
B. Difficult finding a competent graduate who lives nearby

Difficulty finding a fresh graduate who understands work culture (b17c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
C. Difficulty finding a fresh graduate who understands work culture

Fresh graduates don't have necessary experience (b17d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
D. All work at this firm requires lots of experience, which fresh graduates don't have

Related to Last Hire (b18)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 2001
Invalid: 0

Literal question

Are you related to this worker by either blood or marriage?

Interviewer instructions

For the following questions, please ask about the last employee hired

Relationship to Last Hire (b19)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 295
Invalid: 1706

Literal question

How are you related to the worker?

Interviewer instructions

For the following questions, please ask about the last employee hired

Pre-employment Knowledge of Last Hire (b20)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 1780
Invalid: 221

Literal question

Did you know this employee before hiring him/her?

Interviewer instructions

For the following questions, please ask about the last employee hired

Months (in addition to years) Known Last Hire (b21month)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 0-777

Valid cases: 1998
Invalid: 3

Literal question

Months (in addition to years) Known Last Hire (b21month)

File: A1_Firm_2011

How long have you known this employee?

Interviewer instructions

For the following questions, please ask about the last employee hired

Years Known Last Hire (b21year)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 0-777

Valid cases: 1998
Invalid: 3

Literal question

How long have you known this employee?

Interviewer instructions

For the following questions, please ask about the last employee hired

Introduction to Last Hire (b22)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 2001
Invalid: 0

Literal question

How did you first meet him/her

Interviewer instructions

For the following questions, please ask about the last employee hired

Previous Work with Last Hire (b23)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 2001
Invalid: 0

Literal question

Had the person previously worked for you in this or a different enterprise?

Interviewer instructions

For the following questions, please ask about the last employee hired

Last Hire Still Working (b24)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 2001
Invalid: 0

Literal question

Is this employee still working for you?

Interviewer instructions

For the following questions, please ask about the last employee hired

Exit Reason of Last Hire (b25)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 206
Invalid: 1795

Literal question

Did you fire the employee or did he/she quit?

Interviewer instructions

For the following questions, please ask about the last employee hired

Explanation of Firing Last Hire (b26)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-777

Valid cases: 116
Invalid: 1885

Literal question

Why did you fire the worker?

Interviewer instructions

For the following questions, please ask about the last employee hired

Referrals from Friends and Family (c1a)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Referrals from Friends and Family (c1a)

File: A1_Firm_2011

How do you find potential job candidates for entry level positions?

Referrals from Business Network (c1b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Newspaper Ads (c1c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Direct Applications from Company Website (c1d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Campus Recruiting (c1e)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Campus Recruiting (c1e)

File: A1_Firm_2011

How do you find potential job candidates for entry level positions?

Employment Office (c1f)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Online Job Search Engine (c1g)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Other Response (c1h)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1993
Invalid: 8

Literal question

How do you find potential job candidates for entry level positions?

Most Common Method (c2)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-8

Valid cases: 2001
Invalid: 0

Literal question

Most Common Method (c2)

File: A1_Firm_2011

What is the most common way you find new employees?

Need Fresh Graduates (c3)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

In general, do you need to hire fresh graduates for your business?

Ever Hired Fresh Graduate (everhiredfresh)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Have you ever hired a fresh graduate?

Training Duration for Fresh Graduates (c5)

File: A1_Firm_2011

Overview

Type: Discrete
Format: character
Width: 11

Valid cases: 1140
Invalid: 0

Literal question

How long in weeks do you train fresh graduates before they start doing real work?

Attitude towards Soft Skills Training (c6)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire a recent graduate if he/she received a month long general soft skills training course?

Accounting Skills (c7a)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Accounting skills

Computer Skills (c7b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Computer skills (Excel, Word, PowerPoint)

IQ (c7c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
IQ test

Personality (c7d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Personality (c7d)

File: A1_Firm_2011

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?

Personality Assessment

Creativity (c7e)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?

Creativity Assessment

Soft Skills (c7f)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?

Soft Skills Assessment

English (c7g)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?

English ability

Trust (c9a)

File: A1_Firm_2011

Trust (c9a)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Hard work (c9b)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Intelligence (c9c)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Creativity (c9d)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Creativity (c9d)

File: A1_Firm_2011

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Ambition (c9e)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Part of a good family (c9f)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Conservative values (c9g)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Outgoing/extroverted personality (c9h)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Gender Majority of Hired Fresh Graduates (c10)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

In terms of fresh graduates, do you mostly hire males, females, or about equal?

Course of Study (c11a)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

A. Course of Study

Grades (c11b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

B. Grades

Previous Work Experience (c11c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
C. Previous work experience

English Proficiency (c11d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
D. English proficiency

Family Connections (c11e)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
E. Family connections (influential family)

Conservative Values (c11f)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

F. Conservative values

Liberal Values (c11g)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
G. Liberal values (open mindedness)

Format of Resume/CV (c11h)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
H. Format of Resume/CV

Confidence (c11i)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
I. Confidence

Where the fresh graduate lives (c11j)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
J. Where the fresh graduate lives

Teamwork Potential (c11k)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
K. Teamwork potential

Leadership Potential (c11l)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
L. Leadership potential

Extracurricular Activities (c11m)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
M. Extracurricular activities

Computer Skills (c11n)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?
N. Computer Skills

Creativity and Confidence vs. Unquestioned Loyalty (c12)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?

Strict efficiency vs. Spontaneous flexibility (c13)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?

Complexity (c14)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who seek intricate solutions to problems or (2) employees who prefer concrete to abstract interpretations?

Breadth of Interest (c15)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who are interested in learning about a diversity of things or (2) employees who have a narrow range of interests?

Innovation (c16)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who are creative and like to improvise or (2) employees who are conservative thinkers and prefer routine activities?

Empathy (c17)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who tend to identify closely with other people and their problems or (2) employees who do not allow emotions to intrude on their decision making?

Anxiety (c18)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who are apprehensive about the future or (2) employees who takes things as they come without worrying?

Cooperativeness (c19)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who tend to modify behavior to be consistent with standards set by others or (2) employees who refuses to go along with the crowd

Socialability (c20)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who are actively social or (2) employees who keep to themselves

Social Confidence (c21)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who possess confidence when dealing with others or (2) employees who prefer to remain unnoticed at social events?

Social Astuteness (c22)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who are skillful at persuading others sometimes by indirect, manipulative means or (2) employees who speak in a straight forward manner?

Risk Taking (c23)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who willingly expose themselves to situations with uncertain outcomes or (2) employees who are cautious about unpredictable situations?

Organization (c24)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who always seem to have a plan or (2) employees who rarely plan before doing things?

Traditional Values (c25)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Do you prefer (1) employees who value traditional customs and beliefs or (2) employees who are critical of tradition?

Prefer to hire people with one or two years of experience to a fresh graduate (d1a)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

A. In terms of young job candidates, I prefer to hire people with one or two years of experience to a fresh graduate

Almost always hire people whom are referred to me by family, friends, or other c (d1b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Almost always hire people whom are referred to me by family, friends, or other c (d1b)

File: A1_Firm_2011

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

B. In terms of young job candidates, I almost always hire people whom are referred to me by family, friends, or other co-workers

Difficult to find qualified employees (d1c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

C. In terms of hiring young job candidates, I find it difficult to find well qualified employees

Risky to hire because it's difficult to figure out if the new employee will be p (d1d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

D. It's risky to hire a young job candidate because it's difficult to figure out if the new employee will be productive

I prefer to hire women (d1e)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

I prefer to hire women (d1e)

File: A1_Firm_2011

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

E. In terms of hiring young job candidates, I prefer to hire women

I would pay a reasonable price to learn more about job candidates for better inf (d1f)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

F. I would pay a reasonable price to learn more about job candidates for better informed hiring decisions

Hiring a game of skill or chance (d2)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 2001
Invalid: 0

Literal question

Do you consider hiring an employee more like a game of chance or a game of skill?

English Level (d3)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

Do you need an employee who is:

1. Fluent in speaking, reading, and writing English
2. Has a good command of English i.e. can make a dialogue and read and write small documents
3. Basic English skills i.e. can make short conversation, answering phone calls, searching internet
4. No English

Computer Level (d4)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

Do you need an employee who

1. Knows how to use write and design computer programs, familiar with many software programs
2. Can use Microsoft Office and internet searches
3. Basic skills like typing and data entry
4. No computer experience

Job voucher (e1)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-2

Valid cases: 2001
Invalid: 0

Literal question

Has an employee or potential employee ever presented you with a job voucher?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Year Hired Job Voucher Employee (e2year)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

When did you first hire this employee?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Month Hired Job Voucher Employee (e2month)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

When did you first hire this employee?

Month Hired Job Voucher Employee (e2month)

File: A1_Firm_2011

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Then Looking to Hire New Employee (e3)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

At that time, were you looking to hire a new employee?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire (e4)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)?

1. She was an extraordinary candidate who we couldn't pass up
2. She was recommended to me by friends or family
3. At a subsidized wage, the business could benefit from an extra employee
4. At a subsidized wage, the business could train and test out this new employee free of risk
5. Charity

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire Other (e4other)

File: A1_Firm_2011

Overview

Type: Discrete
Format: character
Width: 28

Valid cases: 0
Invalid: 0

Literal question

If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)?

Other

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire (e5)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Why did you hire this employee (please choose most important reason)?

1. In terms of skills and experience, she was the best candidate for the job
2. She was recommended to me from friends or family
3. Although she was similar to the other candidates, she was the most cost effective candidate due to the voucher offer
4. Although she was worse than the other candidates, she was the most cost effective candidate due to the voucher offer

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire Other (e5other)

File: A1_Firm_2011

Overview

Type: Discrete
Format: character
Width: 34

Valid cases: 0
Invalid: 0

Literal question

Why did you hire this employee (please choose most important reason)?

Other

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hire if No Voucher (e6)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Would you have hired this employee if she didn't have an employment voucher?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Too expensive (e7a)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Too expensive (e7a)

File: A1_Firm_2011

Why wouldn't you have hired this employee?
Hiring an employee would have been too expensive

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Prefer males (e7b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Why wouldn't you have hired this employee?
I prefer to hire males

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hired someone else (e7c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Why wouldn't you have hired this employee?
I would've hired someone else

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

No need for extra employee (e7d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Why wouldn't you have hired this employee?
I had no need for an extra employee

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Other reasons not to hire this employee (e7e)

File: A1_Firm_2011

Overview

Type: Discrete
Format: character
Width: 58

Valid cases: 0
Invalid: 0

Literal question

Why wouldn't you have hired this employee?
What are the other reasons you wouldn't have hired this employee

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

If voucher was 50JD (e8)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Would you have hired this employee if the voucher was only 50 JD?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hypothetical Hires (e9)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

How many more recent graduates with diplomas would you hire if they all had the same 150 JD vouchers?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Employee replace or add (e10)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

Did this employee replace an employee who recently left or was this employee an addition to the firm?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Employee still work (e11)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 2001

Literal question

Does this employee still work for you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why not (e12)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 2001

Literal question

Why does this employee no longer work with you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why not other (e12other)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 60

Valid cases: 0
 Invalid: 0

Literal question

Why does this employee no longer work with you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

How many more months do you expect this employee to continue working for you (e13)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 2001

Literal question

How many more months do you expect this employee to continue working for you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

How much did you pay employee per month (e14)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

How much do/did you pay this employee per month? (This sum should include all money including the voucher paid to the employee).

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hours per week worked (e15)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

How many hours a week does/did this employee work?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Expect to hire more young women with diplomas in the future (e16)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

After your experience with this employee, do you expect to hire more young women with diplomas in the future?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why (e17)

File: A1_Firm_2011

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

After your experience with this employee, do you expect to hire more young women with diplomas in the future?
Why?

Why (e17)

File: A1_Firm_2011

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Overall experience with Jordan NOW vouchers (e18)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 2001

Literal question

On a scale from one to ten with ten meaning the best, how would you rate your overall experience with your employees who had a voucher from Jordan NOW.

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Prefer men to women (prefermen)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 2001
Invalid: 0

I pay women higher than men for the same amount of work (m1b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
I pay women higher than men for the same amount of work

Young men are more productive than young women (m1c)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Young men are more productive than young women (m1c)

File: A1_Firm_2011

Literal question

Please state the degree to which you agree or disagree with the following statements.
Young men are more productive than young women

Male employees are preferable because they can work longer and more flexible hou (m1d)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
Male employees are preferable to female employees because male employees can work longer and more flexible hours (day/night)

Facilities for women make it too costly to hire women (m1e)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
The extra costs of prayer rooms, bathrooms, maternity leave, and other female necessities make it too costly to hire women

Mixing women and men together at work would be inappropriate (m1f)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
Mixing women and men together at work would be inappropriate

Female employees are only looking for short term work since they don't have care (m1g)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
Female employees are only looking for short term work since they don't have career ambitions

I don't want to hire women because they don't have career ambitions (m1h)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 2001
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
I don't want to hire women because they don't have career ambitions

Weeks of Maternity Leave in Jordan (m2)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 1-999

Valid cases: 2001
Invalid: 0

Literal question

How many weeks are women entitled to paid maternity leave under the Jordanian labor laws?

View towards Maternity leave (m3)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

How do you feel about paid maternity leave in Jordan? Is it too long, just right, or too short?

Weeks of Unpaid Maternity Leave in Jordan (m4)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 0-2222

Valid cases: 2001
Invalid: 0

Literal question

How many weeks are women entitled to unpaid maternity leave under the Jordanian labor laws?

View towards Unpaid Maternity Leave (m5)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

How do you feel about unpaid maternity leave in Jordan? Is it too long, just right, or too short?

Should there be paternity leave (m6)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

How do you feel about paternity leave in Jordan? Should a man have the right to take limited amount of time off of work after the birth of his baby?

Do you consider the potential cost of maternity leave in employment decisions (m7)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

When considering hiring a new employee, do you consider the potential cost of maternity leave?

Would the cost of maternity benefits deter you from hiring women (m8)

File: A1_Firm_2011

Overview

Type: Discrete	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Would the potential cost of maternity benefits deter you from hiring a woman over a man with a similar resume?

Risk Scale (r1)

File: A1_Firm_2011

Overview

Type: Discrete	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 1-10	

Literal question

How would you rate your overall willingness to take risk in terms of hiring a new employee on a scale from 1 to 10 where 1 means absolutely risk averse and 10 means you're willing to take on any risk

Hiring Preference (r2)

File: A1_Firm_2011

Overview

Type: Discrete	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-6	

Literal question

Would you rather hire (1) an untested job candidate who could either be the best employee you've ever had or the worst or (2) a job candidate who is known to be consistent although very mediocre?

Any plans to relocate business (y1)

File: A1_Firm_2011

Overview

Type: Discrete	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Are there any plans to relocate this business in the next year?

Year Business Started (x1a)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 222-2033

Valid cases: 2001
Invalid: 0

Literal question

Since when has this business been operating?

Month Business Started (x1b)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-12

Valid cases: 243
Invalid: 1758

Literal question

Since when has this business been operating?

Export (x2)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 2001
Invalid: 0

Literal question

Does this firm export?

Records (x3)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2001
Invalid: 0

Literal question

How do you keep records of your business?

Social Security (x4)

File: A1_Firm_2011

Social Security (x4)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 2001
 Invalid: 0

Literal question

Do you provide social security insurance for all, some or none of your employees?

Annual cost of labor (x5)

File: A1_Firm_2011

Overview

Type: Continuous
 Format: numeric
 Width: 7
 Decimals: 0
 Range: 999-3000000

Valid cases: 2001
 Invalid: 0
 Minimum: 999
 Maximum: 3000000

Literal question

What is the total annual cost of labor including wages, salaries, bonuses, social security payments, and any other cost of labor?

Business license (x6)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Do you have a business license?

Registered for taxes (x7)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

Literal question

Is your business registered for taxes?

Sales last year (x8)

File: A1_Firm_2011

Sales last year (x8)

File: A1_Firm_2011

Overview

Type: Continuous	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 7	Minimum: 0
Decimals: 0	Maximum: 8000000
Range: 0-8000000	

Literal question

What were the business' sales in the last year?

Profits last year (x9)

File: A1_Firm_2011

Overview

Type: Continuous	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 6	Minimum: -55000
Decimals: 0	Maximum: 500000
Range: -55000-500000	

Literal question

What were the business' profits in the last year?

Profits in last 3 months (x10)

File: A1_Firm_2011

Overview

Type: Continuous	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 6	Minimum: 0
Decimals: 0	Maximum: 300000
Range: 0-300000	

Literal question

What were the business' profits in the last 3 months?

Interviewer Assessment (z1)

File: A1_Firm_2011

Overview

Type: Discrete	Valid cases: 2001
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

Literal question

It is my perception that the responses to the questions regarding opinions and perceptions were

End Time (z3)

File: A1_Firm_2011

End Time (z3)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 2001
 Invalid: 0

(firmtype)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2001
 Invalid: 0

(female_employees)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 2001
 Invalid: 0

(hiredrecently)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 2001
 Invalid: 0

(years)

File: A1_Firm_2011

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 2001
 Invalid: 0

group(firmtype hiredrecently everhiredfresh female_employees
femaleowners) (strata2)

File: A1_Firm_2011

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-58

Valid cases: 2001
Invalid: 0
Minimum: 1
Maximum: 58

(treat)

File: A1_Firm_2011

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 2001
Invalid: 0

Firm ID (id)

File: A2_Firm_2011_Booster

Overview

Type: Continuous	Valid cases: 278
Format: numeric	Invalid: 0
Width: 6	Minimum: 28
Decimals: 0	Maximum: 216169
Range: 28-216169	

(firmtype)

File: A2_Firm_2011_Booster

Overview

Type: Discrete	Valid cases: 278
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

Seat Number (seatno)

File: A2_Firm_2011_Booster

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 12	

Questionnaire Number (qnumber)

File: A2_Firm_2011_Booster

Overview

Type: Continuous	Valid cases: 278
Format: numeric	Invalid: 0
Width: 4	Minimum: 179
Decimals: 0	Maximum: 3813
Range: 179-3813	

Hiring new employee in the next year (newhire)

File: A2_Firm_2011_Booster

Overview

Type: Discrete	Valid cases: 278
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-3	

Number of male employees (l_memployees)

File: A2_Firm_2011_Booster

Number of male employees (l_memployees)

File: A2_Firm_2011_Booster

Overview

Type: Continuous	Valid cases: 278
Format: numeric	Invalid: 0
Width: 4	Minimum: 0
Decimals: 0	Maximum: 1430
Range: 0-1430	

Number of female employees (l_femployees)

File: A2_Firm_2011_Booster

Overview

Type: Continuous	Valid cases: 278
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 170
Range: 0-170	

(l_employees)

File: A2_Firm_2011_Booster

Overview

Type: Continuous	Valid cases: 278
Format: numeric	Invalid: 0
Width: 4	Minimum: 1
Decimals: 0	Maximum: 1600
Range: 1-1600	

Firm Sector (sector)

File: A2_Firm_2011_Booster

Overview

Type: Discrete	Valid cases: 278
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 1-18	

Firm Sector Other (sector_other)

File: A2_Firm_2011_Booster

Overview

Type: Discrete	Valid cases: 56
Format: character	Invalid: 0
Width: 50	

Willingness to hire a fresh graduate (consider_freshgrad)

File: A2_Firm_2011_Booster

Willingness to hire a fresh graduate (consider_freshgrad)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Willingness to hire a female (consider_female)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Business classification (business_type)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 278
Invalid: 0

Willingness to participate in survey (agreetosurvey)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Day of Listing (day_listing)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Day of Listing (month_listing)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-11

Valid cases: 278
 Invalid: 0

Interviewer Code (interviewercode)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 17

Valid cases: 278
 Invalid: 0

Data Entry Code (dataentrycode)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 15

Valid cases: 278
 Invalid: 0

Likely position of new hire (position_newhire_a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 0
 Invalid: 0

Likely position of new hire (position_newhire_b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 17

Valid cases: 1
 Invalid: 0

Likely position of new hire (position_newhire_c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 20

Valid cases: 26
 Invalid: 0

Likely position of new hire (position_newhire_d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 21

Valid cases: 120
 Invalid: 0

Likely position of new hire (position_newhire_e)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 36

Valid cases: 278
 Invalid: 0

Firm ID (a1)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 28-216169

Valid cases: 278
 Invalid: 0
 Minimum: 28
 Maximum: 216169

Date of Interview (a2)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 278
 Invalid: 0

Start Time (a3)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 278
 Invalid: 0

Interviewer Code (a4)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 16

Valid cases: 278
 Invalid: 0

Governorate (a10)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 192
 Invalid: 86

Confirmation of Hiring Decision Responsibility (b1)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Are you in charge of hiring decisions at this firm?

Respondent's Position (b3)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 278
 Invalid: 0

Literal question

What's your position in this organization

Respondent's Position Other (b3other)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 27

Valid cases: 21
 Invalid: 0

(b3other_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 38

Valid cases: 21
 Invalid: 0

Sex of Respondent (b4)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Sex of respondent:

Age of Respondent (b5)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 20-80

Valid cases: 278
Invalid: 0
Minimum: 20
Maximum: 80

Literal question

Age of respondent:

Any female owners (femaleowners)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Are any of the owners female?

Detailed business description (b7)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: character
Width: 144

Valid cases: 277

Male Full Time Employees (b8male)

File: A2_Firm_2011_Booster

Overview

Male Full Time Employees (b8male)

File: A2_Firm_2011_Booster

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-1430

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 1430

Literal question

How many male/female full-time employees work at this business?

Female Full Time Employees (b8female)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-170

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 170

Literal question

How many male/female full-time employees work at this business?

Total Full Time Employees (b8total)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-1600

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 1600

Literal question

How many male/female full-time employees work at this business?

Male Part-Time Employees (b9male)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-20

Valid cases: 278
Invalid: 0

Literal question

How many male/female part-time employees work at this business?

Female Part-Time Employees (b9female)

File: A2_Firm_2011_Booster

Overview

Female Part-Time Employees (b9female)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

How many male/female part-time employees work at this business?

Total Part-Time Employees (b9total)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-20

Valid cases: 278
Invalid: 0

Literal question

How many male/female part-time employees work at this business?

Male Unpaid Employees (b10male)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-20

Valid cases: 278
Invalid: 0

Literal question

How many male/female unpaid employees work at this business?

Female Unpaid Employees (b10female)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How many male/female unpaid employees work at this business?

Total Unpaid Employees (b10total)

File: A2_Firm_2011_Booster

Overview

Total Unpaid Employees (b10total)

File: A2_Firm_2011_Booster

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-23

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 23

Literal question

How many male/female unpaid employees work at this business?

New Employees in 2011 (b11)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-27

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 27

Literal question

In 2011, how many new employees did this firm hire?

Exit Employees in 2011 (b12)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-71

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 71

Literal question

In 2011, how many workers left this firm?

New Employees in 2010 (b13)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-20

Valid cases: 278
Invalid: 0

Literal question

In 2010, how many new employees did this firm hire?

Exit Employees in 2010 (b14)

File: A2_Firm_2011_Booster

Overview

Exit Employees in 2010 (b14)

File: A2_Firm_2011_Booster

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-15

Valid cases: 278
 Invalid: 0

Literal question

In 2010, how many workers left this firm?

Likelihood of Hiring New Employee in 6 months (b15)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 278
 Invalid: 0

Literal question

How likely is it that you'll hire a new employee in the next 6 months?

Ability to Benefit from Fresh Graduates (b16)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Could your firm benefit from young recent graduates as additional workers?

Difficulty distinguishing between good and bad candidates (b17a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
 A. Difficulty distinguishing between good and bad candidates

Difficulty finding a competent graduate who lives nearby (b17b)

File: A2_Firm_2011_Booster

Overview

Difficulty finding a competent graduate who lives nearby (b17b)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
B. Difficult finding a competent graduate who lives nearby

Difficulty finding a fresh graduate who understands work culture (b17c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
C. Difficulty finding a fresh graduate who understands work culture

Fresh graduates don't have necessary experience (b17d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

What makes it difficult to find fresh graduates who would be good candidates for new hires?
D. All work at this firm requires lots of experience, which fresh graduates don't have

Related to Last Hire (b18)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Are you related to this worker by either blood or marriage?

Interviewer instructions

For the following questions, please ask about the last employee hired

Relationship to Last Hire (b19)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-12

Valid cases: 10
Invalid: 268

Literal question

How are you related to the worker?

Interviewer instructions

For the following questions, please ask about the last employee hired

Pre-employment Knowledge of Last Hire (b20)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 268
Invalid: 10

Literal question

Did you know this employee before hiring him/her?

Interviewer instructions

For the following questions, please ask about the last employee hired

Months (in addition to years) Known Last Hire (b21month)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-222

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 222

Literal question

How long have you known this employee?

Interviewer instructions

For the following questions, please ask about the last employee hired

Years Known Last Hire (b21year)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-222

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 222

Literal question

Years Known Last Hire (b21year)

File: A2_Firm_2011_Booster

How long have you known this employee?

Interviewer instructions

For the following questions, please ask about the last employee hired

Introduction to Last Hire (b22)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

How did you first meet him/her

Interviewer instructions

For the following questions, please ask about the last employee hired

Previous Work with Last Hire (b23)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Had the person previously worked for you in this or a different enterprise?

Interviewer instructions

For the following questions, please ask about the last employee hired

Last Hire Still Working (b24)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Is this employee still working for you?

Interviewer instructions

For the following questions, please ask about the last employee hired

Exit Reason of Last Hire (b25)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 17
 Invalid: 261

Literal question

Did you fire the employee or did he/she quit?

Interviewer instructions

For the following questions, please ask about the last employee hired

Explanation of Firing Last Hire (b26)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 0
 Invalid: 278

Literal question

Why did you fire the worker?

Interviewer instructions

For the following questions, please ask about the last employee hired

b26-other (b26other)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 41

Valid cases: 0
 Invalid: 0

b26-other_ar (b26other_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 90

Valid cases: 0
 Invalid: 0

Referrals from Friends and Family (c1a)

File: A2_Firm_2011_Booster

Overview

Referrals from Friends and Family (c1a)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Referrals from Business Network (c1b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Newspaper Ads (c1c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Direct Applications from Company Website (c1d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Campus Recruiting (c1e)

File: A2_Firm_2011_Booster

Overview

Campus Recruiting (c1e)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Employment Office (c1f)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Online Job Search Engine (c1g)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Other Response (c1h)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you find potential job candidates for entry level positions?

Other Type (c1other)

File: A2_Firm_2011_Booster

Overview

Other Type (c1other)

File: A2_Firm_2011_Booster

Type: Discrete
 Format: character
 Width: 33

Valid cases: 9
 Invalid: 0

c1-other_ar (c1other_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 36

Valid cases: 9
 Invalid: 0

Most Common Method (c2)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-8

Valid cases: 278
 Invalid: 0

Literal question

What is the most common way you find new employees?

Most Common Method Other (c2other)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 33

Valid cases: 5
 Invalid: 0

c2-other_ar (c2other_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 36

Valid cases: 5
 Invalid: 0

Need Fresh Graduates (c3)

File: A2_Firm_2011_Booster

Overview

Need Fresh Graduates (c3)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

In general, do you need to hire fresh graduates for your business?

Ever Hired Fresh Graduate (everhiredfresh)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Have you ever hired a fresh graduate?

Training Duration for Fresh Graduates (c5)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-222

Valid cases: 200
Invalid: 78
Minimum: 0
Maximum: 222

Literal question

How long in weeks do you train fresh graduates before they start doing real work?

Attitude towards Soft Skills Training (c6)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire a recent graduate if he/she received a month long general soft skills training course?

Accounting Skills (c7a)

File: A2_Firm_2011_Booster

Overview

Accounting Skills (c7a)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Accounting skills

Computer Skills (c7b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Computer skills (Excel, Word, PowerPoint)

IQ (c7c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
IQ test

Personality (c7d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Personality Assessment

Creativity (c7e)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Creativity Assessment

Soft Skills (c7f)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
Soft Skills Assessment

English (c7g)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would your firm be more inclined to hire or consider a recent graduate if he/she passed a pre-employment screening process with regards to?
English ability

Most Important Personal Traits (c8)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: character
Width: 66

Valid cases: 278

c8 (v105)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 88

Valid cases: 278

Trust (c9a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Hard work (c9b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Intelligence (c9c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Creativity (c9d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Ambition (c9e)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Part of a good family (c9f)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Conservative values (c9g)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 278
 Invalid: 0

Literal question

Conservative values (c9g)

File: A2_Firm_2011_Booster

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Outgoing/extroverted personality (c9h)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Did these qualities include:

Interviewer instructions

INTERVIEWER DO NOT READ

Gender Majority of Hired Fresh Graduates (c10)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 278
Invalid: 0

Literal question

In terms of fresh graduates, do you mostly hire males, females, or about equal?

Course of Study (c11a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

A. Course of Study

Grades (c11b)

File: A2_Firm_2011_Booster

Grades (c11b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

B. Grades

Previous Work Experience (c11c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

C. Previous work experience

English Proficiency (c11d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

D. English proficiency

Family Connections (c11e)

File: A2_Firm_2011_Booster

Overview

Family Connections (c11e)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

E. Family connections (influential family)

Conservative Values (c11f)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

F. Conservative values

Liberal Values (c11g)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

G. Liberal values (open mindedness)

Format of Resume/CV (c11h)

File: A2_Firm_2011_Booster

Overview

Format of Resume/CV (c11h)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

H. Format of Resume/CV

Confidence (c11i)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

I. Confidence

Where the fresh graduate lives (c11j)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

J. Where the fresh graduate lives

Teamwork Potential (c11k)

File: A2_Firm_2011_Booster

Overview

Teamwork Potential (c11k)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

K. Teamwork potential

Leadership Potential (c11l)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

L. Leadership potential

Extracurricular Activities (c11m)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

M. Extracurricular activities

Computer Skills (c11n)

File: A2_Firm_2011_Booster

Overview

Computer Skills (c11n)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

What are the important qualities you consider when you hire a new graduate?

1 Very Important, 2 Slightly Important, 3 Hardly Important, 4 Not Important

N. Computer Skills

Creativity and Confidence vs. Unquestioned Loyalty (c12)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?

Strict efficiency vs. Spontaneous flexibility (c13)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who show initiative and who will speak up if they think you are incorrect or (2) employees who just do what they are told without questioning?

Complexity (c14)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who seek intricate solutions to problems or (2) employees who prefer concrete to abstract interpretations?

Breadth of Interest (c15)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who are interested in learning about a diversity of things or (2) employees who have a narrow range of interests?

Innovation (c16)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who are creative and like to improvise or (2) employees who are conservative thinkers and prefer routine activities?

Empathy (c17)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who tend to identify closely with other people and their problems or (2) employees who do not allow emotions to intrude on their decision making?

Anxiety (c18)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who are apprehensive about the future or (2) employees who takes things as they come without worrying?

Cooperativeness (c19)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who tend to modify behavior to be consistent with standards set by others or (2) employees who refuses to go along with the crowd

Socialability (c20)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who are actively social or (2) employees who keep to themselves

Social Confidence (c21)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who possess confidence when dealing with others or (2) employees who prefer to remain unnoticed at social events?

Social Astuteness (c22)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who are skillful at persuading others sometimes by indirect, manipulative means or (2) employees who speak in a straight forward manner?

Risking Taking (c23)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who willingly expose themselves to situations with uncertain outcomes or (2) employees who are cautious about unpredictable situations?

Organization (c24)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who always seem to have a plan or (2) employees who rarely plan before doing things?

Traditional Values (c25)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Literal question

Do you prefer (1) employees who value traditional customs and beliefs or (2) employees who are critical of tradition?

Prefer to hire people with one or two years of experience to a fresh graduate (d1a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

A. In terms of young job candidates, I prefer to hire people with one or two years of experience to a fresh graduate

Almost always hire people whom are reffered to me by family, friends, or other c (d1b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

B. In terms of young job candidates, I almost always hire people whom are referred to me by family, friends, or other co-workers

Difficult to find qualified employees (d1c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

C. In terms of hiring young job candidates, I find it difficult to find well qualified employees

Risky to hire because it's difficult to figure out if the new employee will be p (d1d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

D. It's risky to hire a young job candidate because it's difficult to figure out if the new employee will be productive

I prefer to hire women (d1e)

File: A2_Firm_2011_Booster

Overview

I prefer to hire women (d1e)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

E. In terms of hiring young job candidates, I prefer to hire women

I would pay a reasonable price to learn more about job candidates for better inf (d1f)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

1 Strongly Disagree, 2 Disagree, 3 Neither Agree nor Disagree, 4 Agree, 5 Strongly Agree

F. I would pay a reasonable price to learn more about job candidates for better informed hiring decisions

Hiring a game of skill or chance (d2)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 278
Invalid: 0

Literal question

Do you consider hiring an employee more like a game of chance or a game of skill?

English Level (d3)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

English Level (d3)

File: A2_Firm_2011_Booster

Do you need an employee who is:

1. Fluent in speaking, reading, and writing English
2. Has a good command of English i.e. can make a dialogue and read and write small documents
3. Basic English skills i.e. can make short conversation, answering phone calls, searching internet
4. No English

Computer Level (d4)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

Do you need an employee who

1. Knows how to use write and design computer programs, familiar with many software programs
2. Can use Microsoft Office and internet searches
3. Basic skills like typing and data entry
4. No computer experience

Job voucher (e1)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Has an employee or potential employee ever presented you with a job voucher?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Year Hired Job Voucher Employee (e2year)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

When did you first hire this employee?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Month Hired Job Voucher Employee (e2month)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

When did you first hire this employee?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Then Looking to Hire New Employee (e3)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Literal question

At that time, were you looking to hire a new employee?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire (e4)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-6

Valid cases: 0
Invalid: 278

Literal question

If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)?

1. She was an extraordinary candidate who we couldn't pass up
2. She was recommended to me by friends or family
3. At a subsidized wage, the business could benefit from an extra employee
4. At a subsidized wage, the business could train and test out this new employee free of risk
5. Charity

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire Other (e4other)

File: A2_Firm_2011_Booster

Overview

Why Hire Other (e4other)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

If you weren't looking to hire a new employee, why did you hire this employee at this time (please choose most important reason)?

Other

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire (e5)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 0
Invalid: 278

Literal question

Why did you hire this employee (please choose most important reason)?

1. In terms of skills and experience, she was the best candidate for the job
2. She was recommended to me from friends or family
3. Although she was similar to the other candidates, she was the most cost effective candidate due to the voucher offer
4. Although she was worse than the other candidates, she was the most cost effective candidate due to the voucher offer

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why Hire Other (e5other)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 0
Invalid: 0

Literal question

Why did you hire this employee (please choose most important reason)?

Other

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hire if No Voucher (e6)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Hire if No Voucher (e6)

File: A2_Firm_2011_Booster

Literal question

Would you have hired this employee if she didn't have an employment voucher?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Too expensive (e7a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Literal question

Why wouldn't you have hired this employee?
Hiring an employee would have been too expensive

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Prefer males (e7b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Literal question

Why wouldn't you have hired this employee?
I prefer to hire males

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hired someone else (e7c)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Literal question

Why wouldn't you have hired this employee?
I would've hired someone else

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

No need for extra employee (e7d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 0
 Invalid: 278

Literal question

Why wouldn't you have hired this employee?
 I had no need for an extra employee

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Other reasons not to hire this employee (e7e)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 44

Valid cases: 0
 Invalid: 0

Literal question

Why wouldn't you have hired this employee?
 What are the other reasons you wouldn't have hired this employee

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

e7-e_ar (e7e_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 58

Valid cases: 0
 Invalid: 0

If voucher was 50JD (e8)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-3

Valid cases: 0
 Invalid: 278

Literal question

Would you have hired this employee if the voucher was only 50 JD?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hypothetical Hires (e9)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

How many more recent graduates with diplomas would you hire if they all had the same 150 JD vouchers?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Employee replace or add (e10)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

Did this employee replace an employee who recently left or was this employee an addition to the firm?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Employee still work (e11)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Literal question

Does this employee still work for you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why not (e12)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-6

Valid cases: 0
Invalid: 278

Literal question

Why does this employee no longer work with you?

Interviewer instructions

Why not (e12)

File: A2_Firm_2011_Booster

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why not other (e12other)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: character
Width: 40

Valid cases: 0
Invalid: 0

Literal question

Why does this employee no longer work with you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

e12-other_ar (e12other_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: character
Width: 34

Valid cases: 0
Invalid: 0

How many more months do you expect this employee to continue working for you (e13)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

How many more months do you expect this employee to continue working for you?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

How much did you pay employee per month (e14)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

How much do/did you pay this employee per month? (This sum should include all money including the voucher paid to the employee).

How much did you pay employee per month (e14)

File: A2_Firm_2011_Booster

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Hours per week worked (e15)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 278

Literal question

How many hours a week does/did this employee work?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Expect to hire more young women with diplomas in the future (e16)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 0
Invalid: 278

Literal question

After your experience with this employee, do you expect to hire more young women with diplomas in the future?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Why (e17)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

After your experience with this employee, do you expect to hire more young women with diplomas in the future?
Why?

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

(e17_ar)

File: A2_Firm_2011_Booster

(e17_ar)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Overall experience with Jordan NOW vouchers (e18)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 278

Literal question

On a scale from one to ten with ten meaning the best, how would you rate your overall experience with your employees who had a voucher from Jordan NOW.

Interviewer instructions

Voucher effects *** please note this is only for firms who hired women who participated in the voucher program

Prefer men to women (prefermen)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-5

Valid cases: 278
 Invalid: 0

I pay women higher than men for the same amount of work (m1b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-5

Valid cases: 278
 Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
 I pay women higher than men for the same amount of work

Young men are more productive than young women (m1c)

File: A2_Firm_2011_Booster

Overview

Young men are more productive than young women (m1c)

File: A2_Firm_2011_Booster

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
Young men are more productive than young women

Male employees are preferable because they can work longer and more flexible hou (m1d)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
Male employees are preferable to female employees because male employees can work longer and more flexible hours (day/night)

Facilities for women make it too costly to hire women (m1e)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.
The extra costs of prayer rooms, bathrooms, maternity leave, and other female necessities make it too costly to hire women

Mixing women and men together at work would be inappropriate (m1f)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Mixing women and men together at work would be inappropriate (m1f)

File: A2_Firm_2011_Booster

Please state the degree to which you agree or disagree with the following statements.

Mixing women and men together at work would be inappropriate

Female employees are only looking for short term work since they don't have care (m1g)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

Female employees are only looking for short term work since they don't have career ambitions

I don't want to hire women because they don't have career ambitions (m1h)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 278
Invalid: 0

Literal question

Please state the degree to which you agree or disagree with the following statements.

I don't want to hire women because they don't have career ambitions

Weeks of Maternity Leave in Jordan (m2)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-222

Valid cases: 278
Invalid: 0
Minimum: 1
Maximum: 222

Literal question

How many weeks are women entitled to paid maternity leave under the Jordanian labor laws?

View towards Maternity leave (m3)

File: A2_Firm_2011_Booster

View towards Maternity leave (m3)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

How do you feel about paid maternity leave in Jordan? Is it too long, just right, or too short?

Weeks of Unpaid Maternity Leave in Jordan (m4)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-2222

Valid cases: 278
Invalid: 0
Minimum: 0
Maximum: 2222

Literal question

How many weeks are women entitled to unpaid maternity leave under the Jordanian labor laws?

View towards Unpaid Maternity Leave (m5)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 278
Invalid: 0

Literal question

How do you feel about unpaid maternity leave in Jordan? Is it too long, just right, or too short?

Should there be paternity leave (m6)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

How do you feel about paternity leave in Jordan? Should a man have the right to take limited amount of time off of work after the birth of his baby?

Do you consider the potential cost of maternity leave in employment decisions (m7)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

When considering hiring a new employee, do you consider the potential cost of maternity leave?

Would the cost of maternity benefits deter you from hiring women (m8)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 278
Invalid: 0

Literal question

Would the potential cost of maternity benefits deter you from hiring a woman over a man with a similar resume?

Risk Scale (r1)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-10

Valid cases: 278
Invalid: 0

Literal question

How would you rate your overall willingness to take risk in terms of hiring a new employee on a scale from 1 to 10 where 1 means absolutely risk averse and 10 means you're willing to take on any risk

Hiring Preference (r2)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 278
Invalid: 0

Literal question

Would you rather hire (1) an untested job candidate who could either be the best employee you've ever had or the worst or (2) a job candidate who is known to be consistent although very mediocre?

Any plans to relocate business (y1)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 278
Invalid: 0

Literal question

Are there any plans to relocate this business in the next year?

Year Business Started (x1a)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 1933-2011

Valid cases: 277
Invalid: 1

Literal question

Since when has this business been operating?

Month Business Started (x1b)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-12

Valid cases: 41
Invalid: 237

Literal question

Since when has this business been operating?

Export (x2)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 278
Invalid: 0

Literal question

Does this firm export?

Records (x3)

File: A2_Firm_2011_Booster

Records (x3)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 278
 Invalid: 0

Literal question

How do you keep records of your business?

Social Security (x4)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 278
 Invalid: 0

Literal question

Do you provide social security insurance for all, some or none of your employees?

Annual cost of labor (x5)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
 Format: numeric
 Width: 7
 Decimals: 0
 Range: 999-1200000

Valid cases: 278
 Invalid: 0
 Minimum: 999
 Maximum: 1200000

Literal question

What is the total annual cost of labor including wages, salaries, bonuses, social security payments, and any other cost of labor?

Business license (x6)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 278
 Invalid: 0

Literal question

Do you have a business license?

Registered for taxes (x7)

File: A2_Firm_2011_Booster

Registered for taxes (x7)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 278
Invalid: 0

Literal question

Is your business registered for taxes?

Sales last year (x8)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 8
Decimals: 0
Range: 1-23000000

Valid cases: 278
Invalid: 0
Minimum: 1
Maximum: 23000000

Literal question

What were the business' sales in the last year?

Profits last year (x9)

File: A2_Firm_2011_Booster

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 999-5000

Valid cases: 278
Invalid: 0
Minimum: 999
Maximum: 5000

Literal question

What were the business' profits in the last year?

Profits in last 3 months (x10)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 999-1000

Valid cases: 278
Invalid: 0

Literal question

What were the business' profits in the last 3 months?

(treat)

File: A2_Firm_2011_Booster

(treat)

File: A2_Firm_2011_Booster

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 278
Invalid: 0

Questionnaire Number (questionnairenumber)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 124
Format: numeric	Invalid: 2
Width: 3	Minimum: 1
Decimals: 0	Maximum: 131
Range: 1-131	

Firm ID (a1)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 124
Format: numeric	Invalid: 2
Width: 4	Minimum: 1001
Decimals: 0	Maximum: 1199
Range: 1001-1199	

Number of Attempts to Call (a5)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 124
Format: numeric	Invalid: 2
Width: 1	
Decimals: 0	
Range: 1-5	

Date of Interview - Day (a6day)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 124
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 3-23	

Date of Interview - Month (a6month)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 124
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 2-12	

Interview Location (a9)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 124
Invalid: 2

Interview Location Other (a9other)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Knows about Jordan NOW (b1)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 124
Invalid: 2

Literal question

Do es your firm know about BDC's matchmaking services called "Jordan NOW?"

In charge of hiring decisions (b2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 124
Invalid: 2

Literal question

Are you in charge of hiring decisions at this firm?

Month learn about BDC's employment matching service (b4month)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-97

Valid cases: 107
Invalid: 19
Minimum: 1
Maximum: 97

Month learn about BDC's employment matching service (b4month)

File: B_FirmMidline_2012

Literal question

When did you first learn about BDC's employment matching service?

Year learn about BDC's employment matching service (b4year)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 107
Format: numeric	Invalid: 19
Width: 4	Minimum: 97
Decimals: 0	Maximum: 2012
Range: 97-2012	

Literal question

When did you first learn about BDC's employment matching service?

How learn about BDC's employment matching service (b5)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 107
Format: numeric	Invalid: 19
Width: 1	
Decimals: 0	
Range: 2-5	

Literal question

How did you learn about BDC's employment matching service?

How learn about BDC's employment matching service - Other (b5other)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 45
Format: character	Invalid: 0
Width: 38	

How learn about BDC's employment matching service -Other/English (b5otherenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 45
Format: character	Invalid: 0
Width: 16	

Literal question

How did you learn about BDC's employment matching service?

Number BDC matchmakers spoke with (b6)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 107
Format: numeric	Invalid: 19
Width: 2	Minimum: 1
Decimals: 0	Maximum: 97
Range: 1-97	

Literal question

How many different BDC matchmakers did you speak with?

Interviewer instructions

If 0, please ask to speak to individual in charge of hiring who has spoken with BDC

Requested potential matches from BDC (b8)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 107
Format: numeric	Invalid: 19
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Did you ever request potential matches from BDC?

Positions requested matches for (b9a)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 76
Format: character	Invalid: 0
Width: 23	

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9aenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 76
Format: character	Invalid: 0
Width: 24	

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9b)

File: B_FirmMidline_2012

Overview

Positions requested matches for (b9b)

File: B_FirmMidline_2012

Type: Discrete
 Format: character
 Width: 19

Valid cases: 36
 Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9benglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 14

Valid cases: 36
 Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 13

Valid cases: 15
 Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9cenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 15

Valid cases: 15
 Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 9

Valid cases: 5
 Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9denglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 14

Valid cases: 5

Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9e)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 9

Valid cases: 1

Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Positions requested matches for (b9eenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 9

Valid cases: 1

Invalid: 0

Literal question

What position/s did you request a match for? (Please list all positions)

Position in outdoor sales (b10outdoorsales)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 75

Invalid: 51

Literal question

Did any of these positions potentially include any of the following duties:

Position in indoor sales (b10indoorsales)

File: B_FirmMidline_2012

Overview

Position in indoor sales (b10indoorsales)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 75
 Invalid: 51

Literal question

Did any of these positions potentially include any of the following duties:

Position in telemarketing (b10telemarketing)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 75
 Invalid: 51

Literal question

Did any of these positions potentially include any of the following duties:

Position includes data entry (b10dataentry)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 75
 Invalid: 51

Literal question

Did any of these positions potentially include any of the following duties:

Position includes some office cleaning (b10someofficecleaning)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 75
 Invalid: 51

Literal question

Did any of these positions potentially include any of the following duties:

Jordan NOW screens in mental abilities (b11mentalabilities)

File: B_FirmMidline_2012

Overview

Jordan NOW screens in mental abilities (b11mentalabilities)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in personality characteristics (b11personalitycharacteristics)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in soft skills (b11softskills)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in career aspirations (b11careeraspirations)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in english proficiency (b11englishproficiency)

File: B_FirmMidline_2012

Jordan NOW screens in english proficiency (b11englishproficiency)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in excel computer (b11excelcomputer)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in university (b11university)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in academic specialization (b1academicspecialization)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in location (b11location)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 75
Invalid: 51

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Jordan NOW screens in gender (b11gender)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 74
Invalid: 52

Literal question

Did you know that you the Jordan NOW matching service allows you to screen candidates on the following?

Number of days took BCD to provide a match (b12)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-98

Valid cases: 76
Invalid: 50
Minimum: 1
Maximum: 98

Literal question

On average, how many days did it take for BDC to provide you a match?

CVs informative and easy to understand (b13)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 69
Invalid: 57

Literal question

Did you find the CVs informative and easy to understand?

BDC provided analysis of choice of CVs (b14)

File: B_FirmMidline_2012

BDC provided analysis of choice of CVs (b14)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 69
Invalid: 57

Literal question

Did BDC provide you detailed analysis as to why these CVs were chosen from the pool of over 1000 candidates?

Ways to find candidates - employee recommendations (b15employeerecommendations)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 68
Invalid: 58

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Ways to find candidates - contacts through family (b15contactsthroughfamily)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 68
Invalid: 58

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Ways to find candidates - online advertisement (b15onlineadvertisement)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 68
Invalid: 58

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Ways to find candidates - newspaper advertisement (b15newspaperadvertisement)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 68
Invalid: 58

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Ways to find candidates - other(specify) (b15otherspecify)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 66
Invalid: 60

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Ways to find candidates - other (b15other)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: character
Width: 26

Valid cases: 13
Invalid: 0

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Ways to find candidates - other English (b15otherenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: character
Width: 18

Valid cases: 13
Invalid: 0

Literal question

Which of the following other ways did you also use to obtain potential candidates for these jobs?

Quality of BDC's matches compared to other candidates (b16)

File: B_FirmMidline_2012

Overview

Quality of BDC's matches compared to other candidates (b16)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-6

Valid cases: 69
Invalid: 57

Literal question

How would you rate the quality of BDC's matches relative to other people whom you considered for the job?

Trust BCD assessments (b17)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 68
Invalid: 58

Literal question

Do you trust the information about IQ, personality types, and soft skills assessments provided by BDC?

Number of people BCD referred - Position 1 (b18a)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-97

Valid cases: 68
Invalid: 58
Minimum: 0
Maximum: 97

Literal question

How many people did BDC refer to you through giving you CVs or their contact information?

Interviewer instructions

Please refer to B9 to confirm how many different positions the firm sought employment for.

Number of people BCD referred - Position 2 (b18b)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-97

Valid cases: 36
Invalid: 90
Minimum: 0
Maximum: 97

Literal question

How many people did BDC refer to you through giving you CVs or their contact information?

Interviewer instructions

Please refer to B9 to confirm how many different positions the firm sought employment for.

Number of people BCD referred - Position 3 (b18c)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 16
Format: numeric	Invalid: 110
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people did BDC refer to you through giving you CVs or their contact information?

Interviewer instructions

Please refer to B9 to confirm how many different positions the firm sought employment for.

Number of people BCD referred - Position 4 (b18d)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 6
Format: numeric	Invalid: 120
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people did BDC refer to you through giving you CVs or their contact information?

Interviewer instructions

Please refer to B9 to confirm how many different positions the firm sought employment for.

Number of people BCD referred - Position 5 (b18e)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 124
Width: 1	
Decimals: 0	
Range: 0-6	

Literal question

How many people did BDC refer to you through giving you CVs or their contact information?

Interviewer instructions

Please refer to B9 to confirm how many different positions the firm sought employment for.

Number of people interviewed - Position 1 (b19a)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 68
Format: numeric	Invalid: 58
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

Number of people interviewed - Position 1 (b19a)

File: B_FirmMidline_2012

How many people referred by BDC did you interview for these positions?

Number of people interviewed - Position 2 (b19b)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 33
Format: numeric	Invalid: 93
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people referred by BDC did you interview for these positions?

Number of people interviewed - Position 3 (b19c)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 14
Format: numeric	Invalid: 112
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people referred by BDC did you interview for these positions?

Number of people interviewed - Position 4 (b19d)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 6
Format: numeric	Invalid: 120
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people referred by BDC did you interview for these positions?

Number of people interviewed - Position 5 (b19e)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 2
Format: numeric	Invalid: 124
Width: 2	Minimum: 6
Decimals: 0	Maximum: 97
Range: 6-97	

Literal question

Number of people interviewed - Position 5 (b19e)

File: B_FirmMidline_2012

How many people referred by BDC did you interview for these positions?

Reason didn't interview BCD candidates (b20)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-6

Valid cases: 40
Invalid: 86

Literal question

If B19 equals zero, what was the main reason you decided not to interview these people BDC provided you with details of:

Reason didn't interview BCD candidates - other (b20other)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: character
Width: 26

Valid cases: 14
Invalid: 0

Literal question

If B19 equals zero, what was the main reason you decided not to interview these people BDC provided you with details of:

Reason didn't interview BCD candidates - other English (b20otherenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 14
Invalid: 0

Literal question

If B19 equals zero, what was the main reason you decided not to interview these people BDC provided you with details of:

Number of people didn't show up for interview (b21)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-97

Valid cases: 68
Invalid: 58
Minimum: 0
Maximum: 97

Literal question

How many people who were scheduled to interview did not show up?

Number of candidates didn't know what the firm does (b22)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 68
Format: numeric	Invalid: 58
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people showed up and did not have any idea about what your firm actually does?

Interviewed (name a) (b23a)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 27
Format: numeric	Invalid: 99
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

According to our BDC's records, you interviewed (name) is this correct?

Interviewed (name b) (b23b)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 14
Format: numeric	Invalid: 112
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

According to our BDC's records, you interviewed (name) is this correct?

Interviewed (name c) (b23c)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 11
Format: numeric	Invalid: 115
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

According to our BDC's records, you interviewed (name) is this correct?

Interviewed (name d) (b23d)

File: B_FirmMidline_2012

Interviewed (name d) (b23d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 120

Literal question

According to our BDC's records, you interviewed (name) is this correct?

Interviewed (name e) (b23e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 4
 Invalid: 122

Literal question

According to our BDC's records, you interviewed (name) is this correct?

(v74)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Interviewed (name f) (b23f)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

According to our BDC's records, you interviewed (name) is this correct?

Position interviewed (name a) for (b24a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 12

Valid cases: 12
 Invalid: 0

Position interviewed (name a) for (b24a)

File: B_FirmMidline_2012

Literal question

Which position did you interview (name) for?

Position interviewed (name a) for (b24aenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 12

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name b) for (b24b)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 12

Valid cases: 6

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name b) for (b24benglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 6

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name c) for (b24c)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 2

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name c) for (b24cenglish)

File: B_FirmMidline_2012

Position interviewed (name c) for (b24cenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 2

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name d) for (b24d)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 1

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name d) for (b24denglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 1

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name e) for (b24e)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 1

Invalid: 0

Literal question

Which position did you interview (name) for?

Position interviewed (name e) for (b24eenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 1

Invalid: 0

Literal question

Which position did you interview (name) for?

B25a type of work (b25atypeofwork)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 11
 Invalid: 115

Literal question

Did this candidate meet your requirements in the following areas:

B25b type of work (b25btypeofwork)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 7
 Invalid: 119

Literal question

Did this candidate meet your requirements in the following areas:

B25c type of work (b25ctypeofwork)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-4

Valid cases: 3
 Invalid: 123

Literal question

Did this candidate meet your requirements in the following areas:

B25d type of work (b25dtypeofwork)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 4-4

Valid cases: 1
 Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:

B25e type of work (b25etypeofwork)

File: B_FirmMidline_2012

B25e type of work (b25etypeofwork)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 4-4

Valid cases: 1
 Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:

Candidate (a) met requirements in educational background

(b25aeducationalbackground)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 11
 Invalid: 115

Literal question

Did this candidate meet your requirements in the following areas:

Educational background

Candidate (b) met requirements in educational background

(b25beducationalbackground)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 6
 Invalid: 120

Literal question

Did this candidate meet your requirements in the following areas:

Educational background

Candidate (c) met requirements in educational background

(b25ceducationalbackground)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 2
 Invalid: 124

Literal question

Candidate (c) met requirements in educational background (b25ceducationalbackground)

File: B_FirmMidline_2012

Did this candidate meet your requirements in the following areas:
Educational background

Candidate (d) met requirements in educational background (b25deducationalbackground)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Educational background

Candidate (e) met requirements in educational background (b25eeducationalbackground)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Educational background

Candidate (a) met requirements in personality (b25apersonality)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 11
Invalid: 115

Literal question

Did this candidate meet your requirements in the following areas:
Personality

Candidate (b) met requirements in personality (b25bpersonality)

File: B_FirmMidline_2012

Candidate (b) met requirements in personality (b25bpersonality)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 5
Invalid: 121

Literal question

Did this candidate meet your requirements in the following areas:
Personality

Candidate (c) met requirements in personality (b25cpersonality)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2
Invalid: 124

Literal question

Did this candidate meet your requirements in the following areas:
Personality

Candidate (d) met requirements in personality (b25dpersonality)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Personality

Candidate (e) met requirements in personality (b25epersonality)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Personality

Candidate (a) met requirements in intelligence (b25aintelligence)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 11
Invalid: 115

Literal question

Did this candidate meet your requirements in the following areas:
Intelligence

Candidate (b) met requirements in intelligence (b25bintelligence)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 6
Invalid: 120

Literal question

Did this candidate meet your requirements in the following areas:
Intelligence

Candidate (c) met requirements in intelligence (b25cintelligence)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2
Invalid: 124

Literal question

Did this candidate meet your requirements in the following areas:
Intelligence

Candidate (d) met requirements in intelligence (b25dintelligence)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Intelligence

Candidate (e) met requirements in intelligence (b25eintelligence)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Intelligence

Candidate (a) met requirements in persentability (b25apersentability)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 11
Invalid: 115

Literal question

Did this candidate meet your requirements in the following areas:
Presentability

Candidate (b) met requirements in persentability (b25bpersentability)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 6
Invalid: 120

Literal question

Did this candidate meet your requirements in the following areas:
Presentability

Candidate (c) met requirements in persentability (b25cpersentability)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 2
Invalid: 124

Literal question

Candidate (c) met requirements in persentability (b25cpersentability)

File: B_FirmMidline_2012

Did this candidate meet your requirements in the following areas:

Persentability

Candidate (d) met requirements in persentability (b25dpersentability)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:

Persentability

Candidate (e) met requirements in persentability (b25epersentability)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:

Persentability

Candidate (a) met requirements in enthusiam for the job (b25aenthusiamforthejob)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 10
Invalid: 116

Literal question

Did this candidate meet your requirements in the following areas:

Enthusiasm for the job

Candidate (b) met requirements in enthusiasm for the job
 (b25benthusiamforthejob)
 File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 6
Format: numeric	Invalid: 120
Width: 1	
Decimals: 0	
Range: 1-4	

Literal question

Did this candidate meet your requirements in the following areas:
 Enthusiasm for the job

Candidate (c) met requirements in enthusiasm for the job
 (b25centhusiamforthejob)
 File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 124
Width: 1	
Decimals: 0	
Range: 1-4	

Literal question

Did this candidate meet your requirements in the following areas:
 Enthusiasm for the job

Candidate (d) met requirements in enthusiasm for the job
 (b25denthusiamforthejob)
 File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 125
Width: 1	
Decimals: 0	
Range: 4-4	

Literal question

Did this candidate meet your requirements in the following areas:
 Enthusiasm for the job

Candidate (e) met requirements in enthusiasm for the job
 (b25eenthusiamforthejob)
 File: B_FirmMidline_2012

Overview

Candidate (e) met requirements in enthusiasm for the job (b25eenthusiamforthejob)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Enthusiasm for the job

Candidate (a) met requirements in wasta (b25awasta)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 10
Invalid: 116

Literal question

Did this candidate meet your requirements in the following areas:
Wasta/connections

Candidate (b) met requirements in wasta (b25bwasta)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-4

Valid cases: 6
Invalid: 120

Literal question

Did this candidate meet your requirements in the following areas:
Wasta/connections

Candidate (c) met requirements in wasta (b25cwasta)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 3-4

Valid cases: 2
Invalid: 124

Literal question

Did this candidate meet your requirements in the following areas:
Wasta/connections

Candidate (d) met requirements in wasta (b25dwasta)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 4-4

Valid cases: 1
 Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
 Wasta/connections

Candidate (e) met requirements in wasta (b25ewasta)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 4-4

Valid cases: 1
 Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
 Wasta/connections

Candidate (a) met requirements in english (b25aenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 10
 Invalid: 116

Literal question

Did this candidate meet your requirements in the following areas:
 English

Candidate (b) met requirements in english (b25benglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 6
 Invalid: 120

Literal question

Did this candidate meet your requirements in the following areas:
 English

Candidate (c) met requirements in english (b25cenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 3-4

Valid cases: 2
 Invalid: 124

Literal question

Did this candidate meet your requirements in the following areas:
 English

Candidate (d) met requirements in english (b25denglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 4-4

Valid cases: 1
 Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
 English

Candidate (e) met requirements in english (b25eenglish)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 4-4

Valid cases: 1
 Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
 English

Candidate (a) met requirements in computer skills
(b25acomputerskills)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 9
 Invalid: 117

Literal question

Did this candidate meet your requirements in the following areas:
 Computer skills

Candidate (b) met requirements in computer skills (b25bcomputerskills)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 5
Invalid: 121

Literal question

Did this candidate meet your requirements in the following areas:
Computer skills

Candidate (c) met requirements in computer skills (b25ccomputerskills)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 3-4

Valid cases: 2
Invalid: 124

Literal question

Did this candidate meet your requirements in the following areas:
Computer skills

Candidate (d) met requirements in computer skills (b25dcomputerskills)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Computer skills

Candidate (e) met requirements in computer skills (b25ecomputerskills)

File: B_FirmMidline_2012

Overview

Candidate (e) met requirements in computer skills (b25ecomputerskills)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-4

Valid cases: 1
Invalid: 125

Literal question

Did this candidate meet your requirements in the following areas:
Computer skills

Offered candidate (a) a job (b26a)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 9
Invalid: 117

Literal question

Did you offer this candidate a job?

Offered candidate (b) a job (b26b)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 5
Invalid: 121

Literal question

Did you offer this candidate a job?

Offered candidate (c) a job (b26c)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 3
Invalid: 123

Literal question

Did you offer this candidate a job?

Offered candidate (d) a job (b26d)

File: B_FirmMidline_2012

Offered candidate (d) a job (b26d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 1
 Invalid: 125

Literal question

Did you offer this candidate a job?

Offered candidate (e) a job (b26e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 1
 Invalid: 125

Literal question

Did you offer this candidate a job?

Reason didn't offer candidate (a) a job (b27a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 4
 Invalid: 122

Literal question

Did you offer this candidate a job? Why not? (main reason)

Reason didn't offer candidate (b) a job (b27b)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 1
 Invalid: 125

Literal question

Did you offer this candidate a job? Why not? (main reason)

Reason didn't offer candidate (c) a job (b27c)

File: B_FirmMidline_2012

Reason didn't offer candidate (c) a job (b27c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 1
 Invalid: 125

Literal question

Did you offer this candidate a job? Why not? (main reason)

Reason didn't offer candidate (d) a job (b27d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 1
 Invalid: 125

Literal question

Did you offer this candidate a job? Why not? (main reason)

Reason didn't offer candidate (e) a job (b27e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 1
 Invalid: 125

Literal question

Did you offer this candidate a job? Why not? (main reason)

Candidate (a) accepted the job (b28a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 120

Literal question

Did you offer this candidate a job? Did the candidate accept?

Candidate (b) accepted the job (b28b)

File: B_FirmMidline_2012

Candidate (b) accepted the job (b28b)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 4
 Invalid: 122

Literal question

Did you offer this candidate a job? Did the candidate accept?

Candidate (c) accepted the job (b28c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 2
 Invalid: 124

Literal question

Did you offer this candidate a job? Did the candidate accept?

Candidate (d) accepted the job (b28d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did you offer this candidate a job? Did the candidate accept?

Candidate (e) accepted the job (b28e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did you offer this candidate a job? Did the candidate accept?

Reason candidate (a) didn't accept the job (b29a)

File: B_FirmMidline_2012

Overview

Reason candidate (a) didn't accept the job (b29a)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 3-3

Valid cases: 2
 Invalid: 124

Literal question

Did the candidate accept? Why not?

Reason candidate (a) didn't accept the job - other (b29aother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 16

Valid cases: 2
 Invalid: 0

Literal question

Did the candidate accept? Why not?

Reason candidate (b) didn't accept the job (b29b)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 3-3

Valid cases: 1
 Invalid: 125

Literal question

Did the candidate accept? Why not?

Reason candidate (b) didn't accept the job - other (b29bother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did the candidate accept? Why not?

Reason candidate (c) didn't accept the job (b29c)

File: B_FirmMidline_2012

Overview

Reason candidate (c) didn't accept the job (b29c)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2
 Invalid: 124

Literal question

Did the candidate accept? Why not?

Reason candidate (c) didn't accept the job - other (b29cother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did the candidate accept? Why not?

Reason candidate (d) didn't accept the job (b29d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did the candidate accept? Why not?

Reason candidate (d) didn't accept the job - other (b29dothor)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did the candidate accept? Why not?

Reason candidate (e) didn't accept the job (b29e)

File: B_FirmMidline_2012

Overview

Reason candidate (e) didn't accept the job (b29e)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did the candidate accept? Why not?

Reason candidate (e) didn't accept the job - other (b29eother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did the candidate accept? Why not?

Filled position with someone else, candidate (a) (b30a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 72
 Invalid: 54

Literal question

Did you fill this position with someone else?

Filled position with someone else, candidate (b) (b30b)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 33
 Invalid: 93

Literal question

Did you fill this position with someone else?

Filled position with someone else, candidate (c) (b30c)

File: B_FirmMidline_2012

Overview

Filled position with someone else, candidate (c) (b30c)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 13
 Invalid: 113

Literal question

Did you fill this position with someone else?

Filled position with someone else, candidate (d) (b30d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 4
 Invalid: 122

Literal question

Did you fill this position with someone else?

Filled position with someone else, candidate (e) (b30e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Did you fill this position with someone else?

Candidate (a) who received the job, gender (b31a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 41
 Invalid: 85

Literal question

Can you tell me a little about the person you gave this job to? What is his/her gender?

Candidate (b) who received the job, gender (b31b)

File: B_FirmMidline_2012

Overview

Candidate (b) who received the job, gender (b31b)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 12
 Invalid: 114

Literal question

Can you tell me a little about the person you gave this job to? What is his/her gender?

Candidate (c) who received the job, gender (b31c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 4
 Invalid: 122

Literal question

Can you tell me a little about the person you gave this job to? What is his/her gender?

Candidate (d) who received the job, gender (b31d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? What is his/her gender?

Candidate (e) who received the job, gender (b31e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? What is his/her gender?

Candidate (a) who received the job, age (b31aage)

File: B_FirmMidline_2012

Overview

Candidate (a) who received the job, age (b31aage)

File: B_FirmMidline_2012

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 22-97

Valid cases: 41
 Invalid: 85
 Minimum: 22
 Maximum: 97

Literal question

Can you tell me a little about the person you gave this job to? What is his/her age?

Candidate (b) who received the job, age (b31bage)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 23-30

Valid cases: 12
 Invalid: 114

Literal question

Can you tell me a little about the person you gave this job to? What is his/her age?

Candidate (c) who received the job, age (b31cage)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 25-30

Valid cases: 4
 Invalid: 122

Literal question

Can you tell me a little about the person you gave this job to? What is his/her age?

Candidate (d) who received the job, age (b31dage)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? What is his/her age?

Candidate (e) who received the job, age (b31eage)

File: B_FirmMidline_2012

Overview

Candidate (e) who received the job, age (b31eage)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? What is his/her age?

Candidate (a) who received the job, salary (b31asalary)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 97-400

Valid cases: 24
 Invalid: 102
 Minimum: 97
 Maximum: 400

Literal question

Can you tell me a little about the person you gave this job to? What salary did you offer him/her?

Candidate (b) who received the job, salary (b31bsalary)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 97-450

Valid cases: 12
 Invalid: 114
 Minimum: 97
 Maximum: 450

Literal question

Can you tell me a little about the person you gave this job to? What salary did you offer him/her?

Candidate (c) who received the job, salary (b31csalary)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 97-400

Valid cases: 3
 Invalid: 123
 Minimum: 97
 Maximum: 400

Literal question

Can you tell me a little about the person you gave this job to? What salary did you offer him/her?

Candidate (d) who received the job, salary (b31dsalary)

File: B_FirmMidline_2012

Overview

Candidate (d) who received the job, salary (b31dsalary)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? What salary did you offer him/her?

Candidate (e) who received the job, salary (b31esalary)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? What salary did you offer him/her?

Candidate (a) who received the job, find him (b31afindhim)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 41
 Invalid: 85

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (a) who received the job, find him other (b31afindhimother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 12
 Invalid: 0

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (b) who received the job, find him (b31bfindhim)

File: B_FirmMidline_2012

Overview

Candidate (b) who received the job, find him (b31bfindhim)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-3

Valid cases: 6
Invalid: 120

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (b) who received the job, find him other
(b31bfindhimother)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: character
Width: 3

Valid cases: 2
Invalid: 0

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (c) who received the job, find him (b31cfindhim)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (c) who received the job, find him other
(b31cfindhimother)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (d) who received the job, find him (b31dfindhim)

File: B_FirmMidline_2012

Overview

Candidate (d) who received the job, find him (b31dfindhim)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (d) who received the job, find him other
(b31dfindhimother)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (e) who received the job, find him (b31efindhim)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (e) who received the job, find him other
(b31efindhimother)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? How did you find this person?

Candidate (a) who received the job, relation (b31arelacion)

File: B_FirmMidline_2012

Overview

Candidate (a) who received the job, relation (b31arelacion)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 40
 Invalid: 86

Literal question

Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?

Candidate (b) who received the job, relation (b31brelacion)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 11
 Invalid: 115

Literal question

Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?

Candidate (c) who received the job, relation (b31crelacion)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 4
 Invalid: 122

Literal question

Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?

Candidate (d) who received the job, relation (b31drelacion)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?

Candidate (e) who received the job, relation (b31erelacion)

File: B_FirmMidline_2012

Overview

Candidate (e) who received the job, relation (b31erelation)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Can you tell me a little about the person you gave this job to? Is this person related to anyone in the company?

Candidate (a) still working for the firm (b32a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 11
 Invalid: 115

Literal question

Is this person still working for your firm?

Candidate (b) still working for the firm (b32b)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 4
 Invalid: 122

Literal question

Is this person still working for your firm?

Candidate (c) still working for the firm (b32c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 2-2

Valid cases: 1
 Invalid: 125

Literal question

Is this person still working for your firm?

Candidate (d) still working for the firm (b32d)

File: B_FirmMidline_2012

Overview

Candidate (d) still working for the firm (b32d)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Is this person still working for your firm?

Candidate (e) still working for the firm (b32e)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Is this person still working for your firm?

Reason candidate (a) no longer working for the firm (b33a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 3
 Invalid: 123

Literal question

Why is he no longer working for you?

Reason candidate (a) no longer working for the firm, other (b33aother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 14

Valid cases: 1
 Invalid: 0

Literal question

Why is he no longer working for you?

Reason candidate (b) no longer working for the firm (b33b)

File: B_FirmMidline_2012

Overview

Reason candidate (b) no longer working for the firm (b33b)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 2
 Invalid: 124

Literal question

Why is he no longer working for you?

Reason candidate (b) no longer working for the firm, other (b33bother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Why is he no longer working for you?

Reason candidate (c) no longer working for the firm (b33c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 1
 Invalid: 125

Literal question

Why is he no longer working for you?

Reason candidate (c) no longer working for the firm, other (b33cother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0

Valid cases: 0
 Invalid: 126

Literal question

Why is he no longer working for you?

Reason candidate (d) no longer working for the firm (b33d)

File: B_FirmMidline_2012

Reason candidate (d) no longer working for the firm (b33d)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Why is he no longer working for you?

Reason candidate (d) no longer working for the firm, other (b33dother)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Why is he no longer working for you?

Reason candidate (e) no longer working for the firm (b33e)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Why is he no longer working for you?

Reason candidate (e) no longer working for the firm, other (b33eother)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 126

Literal question

Why is he no longer working for you?

Reason didn't try BDC's matching services for free (b34)

File: B_FirmMidline_2012

Reason didn't try BDC's matching services for free (b34)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 30
Invalid: 96

Literal question

Why did you not try BDC's matching services out for free?

Reason didn't try BDC's matching services for free, other (b34other)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: character
Width: 21

Valid cases: 1
Invalid: 0

Literal question

Why did you not try BDC's matching services out for free?

Rating of overall experience with BDC (b35)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 75
Invalid: 51

Pre question

Enumerator: Please read, For the next set of questions (B35-B39), I will ask you to rate BDC's matching service on the following scale from 1 to 5 where 1 means very poor and 5 means excellent. If the respondent really doesn't know, the record 8.

Literal question

How would you rate your overall experience with BDC?

Rating ability of BDC to provide with the right candidates for positions (b36)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 75
Invalid: 51

Pre question

Rating ability of BDC to provide with the right candidates for positions (b36)

File: B_FirmMidline_2012

Enumerator: Please read, For the next set of questions (B35-B39), I will ask you to rate BDC's matching service on the following scale from 1 to 5 where 1 means very poor and 5 means excellent. If the respondent really doesn't know, the record 8.

Literal question

How would you rate the ability of BDC to provide you with the right candidates for your positions?

Rating of BDC responsiveness (b37)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 75
Invalid: 51

Pre question

Enumerator: Please read, For the next set of questions (B35-B39), I will ask you to rate BDC's matching service on the following scale from 1 to 5 where 1 means very poor and 5 means excellent. If the respondent really doesn't know, the record 8.

Literal question

How would you rate the responsiveness of the BDC matchmakers to your questions, concerns, and deadlines?

Rating of professionalism of BDC matchmakers (b38)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-6

Valid cases: 75
Invalid: 51

Pre question

Enumerator: Please read, For the next set of questions (B35-B39), I will ask you to rate BDC's matching service on the following scale from 1 to 5 where 1 means very poor and 5 means excellent. If the respondent really doesn't know, the record 8.

Literal question

How would you rate the professionalism of BDC matchmakers?

Rating of quality of data presented in BDC's matchmaking CVs (b39)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 75
Invalid: 51

Rating of quality of data presented in BDC's matchmaking CVs (b39)

File: B_FirmMidline_2012

Pre question

Enumerator: Please read, For the next set of questions (B35-B39), I will ask you to rate BDC's matching service on the following scale from 1 to 5 where 1 means very poor and 5 means excellent. If the respondent really doesn't know, the record 8.

Literal question

How would you rate the quality of data presented in BDC's matchmaking CVs?

Number of times spoke to BDC about matching services (b40)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 74
Format: numeric	Invalid: 52
Width: 2	Minimum: 0
Decimals: 0	Maximum: 40
Range: 0-40	

Literal question

In total, how many times have you spoken to BDC about matching since you first heard of BDC's matching services?

Interviewer instructions

Don't just answer "Don't Know", please estimate.

Had difficult time getting into contact with BDC (b41)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 65
Format: numeric	Invalid: 61
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Did you ever have a difficult time getting into contact with BDC?

Currently working with BDC to find candidates for an open position (b42)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 65
Format: numeric	Invalid: 61
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Are you currently working with BDC to find candidates for an open position?

Number of weeks to fill a position for a fresh graduate (b43)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 69
Format: numeric	Invalid: 57
Width: 2	Minimum: 0
Decimals: 0	Maximum: 21
Range: 0-21	

Literal question

How many weeks does it usually take you to fill a position for a fresh graduate (from when you decided you wanted a new employee to when you offer the job)?

Number of full time employees (c1)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 124
Format: numeric	Invalid: 2
Width: 3	Minimum: 1
Decimals: 0	Maximum: 800
Range: 1-800	

Literal question

How many full time employees work at this firm?

Number of part-time employees (c2)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 122
Format: numeric	Invalid: 4
Width: 4	Minimum: 0
Decimals: 0	Maximum: 5000
Range: 0-5000	

Literal question

How many part time employees work at this firm?

Number of full time employees under age 26 (c3)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 122
Format: numeric	Invalid: 4
Width: 3	Minimum: 0
Decimals: 0	Maximum: 200
Range: 0-200	

Literal question

How many full time employees under age 26 work at this firm?

Number of part-time employees under age 26 (c4)

File: B_FirmMidline_2012

Number of part-time employees under age 26 (c4)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-200

Valid cases: 122
Invalid: 4
Minimum: 0
Maximum: 200

Literal question

How many part time employees under age 26 work at this firm?

Number of job openings the firm had on the last day of October (c5oct)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-97

Valid cases: 117
Invalid: 9
Minimum: 0
Maximum: 97

Literal question

How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?

Number of job openings the firm had on the last day of September (c5sep)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-97

Valid cases: 117
Invalid: 9
Minimum: 0
Maximum: 97

Literal question

How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?

Number of job openings the firm had on the last day of August (c5aug)

File: B_FirmMidline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-97

Valid cases: 118
Invalid: 8
Minimum: 0
Maximum: 97

Literal question

How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?

Number of job openings the firm had on the last day of July (c5jul)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many job openings (positions that you were looking to fill) did you have on the last day of each of the following months?

Number of people the firm hired in October (c6oct)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 116
Format: numeric	Invalid: 10
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people did you hire in the following months?

Number of people the firm hired in September (c6sep)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 116
Format: numeric	Invalid: 10
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people did you hire in the following months?

Number of people the firm hired in August (c6aug)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 118
Format: numeric	Invalid: 8
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people did you hire in the following months?

Number of people the firm hired in July (c6jul)

File: B_FirmMidline_2012

Number of people the firm hired in July (c6jul)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people did you hire in the following months?

Number of people left the firm in October (c7oct)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 116
Format: numeric	Invalid: 10
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

How many people quit, got laid off, or discharged in the following months?

Number of people left the firm in September (c7sep)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 98
Range: 0-98	

Literal question

How many people quit, got laid off, or discharged in the following months?

Number of people left the firm in August (c7aug)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 98
Range: 0-98	

Literal question

How many people quit, got laid off, or discharged in the following months?

Number of people left the firm in July (c7jul)

File: B_FirmMidline_2012

Number of people left the firm in July (c7jul)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 116
Format: numeric	Invalid: 10
Width: 2	Minimum: 0
Decimals: 0	Maximum: 98
Range: 0-98	

Literal question

How many people quit, got laid off, or discharged in the following months?

In 2012 number of new employees the firm hired (c8a)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

Literal question

In 2012, how many new employees did this firm hire?

In 2012 number of new employees under 26 the firm hired (c8b)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 98
Range: 0-98	

Literal question

In 2012, how many new employees under the age of 26 did this firm hire?

In 2012 number of new employees from BDC's maharat program (c8c)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

In 2012, how many new employees from BDC's maharat program?

In 2012 number of new employees that no one in your firm knew previously (c8d)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 97
Range: 0-97	

Literal question

In 2012, how many new employees that no one in your firm knew previously?

In 2012 number of employees left the firm (c8e)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 98
Range: 0-98	

Literal question

In 2012, how many how many employees left this firm?

In 2012 number of employees under 26 left the firm (c8f)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 9
Width: 2	Minimum: 0
Decimals: 0	Maximum: 98
Range: 0-98	

Literal question

In 2012, how many how many employees under the age of 26 left this firm?

Candidate 1 has experience/technical skills that matches job position (c9a1)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 102
Format: numeric	Invalid: 24
Width: 1	
Decimals: 0	
Range: 1-3	

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has experience/technical skills that matches job position

Candidate 2 has experience/technical skills that matches job position (c9a2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 94
Invalid: 32

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has experience/technical skills that matches job position

Candidate 3 has experience/technical skills that matches job position (c9a3)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 85
Invalid: 41

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has experience/technical skills that matches job position

Candidate 4 has experience/technical skills that matches job position (c9a4)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 82
Invalid: 44

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has experience/technical skills that matches job position

Candidate 1 has high communication and soft skills (c9b1)

File: B_FirmMidline_2012

Candidate 1 has high communication and soft skills (c9b1)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 106
 Invalid: 20

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Has high communication and soft skills

Candidate 2 has high communication and soft skills (c9b2)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 97
 Invalid: 29

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Has high communication and soft skills

Candidate 3 has high communication and soft skills (c9b3)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 89
 Invalid: 37

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Has high communication and soft skills

Candidate 4 has high communication and soft skills (c9b4)

File: B_FirmMidline_2012

Overview

Candidate 4 has high communication and soft skills (c9b4)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 86
Invalid: 40

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has high communication and soft skills

Candidate 1 graduated from prestigious university (c9c1)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 104
Invalid: 22

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Graduated from prestigious university

Candidate 2 graduated from prestigious university (c9c2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 95
Invalid: 31

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Graduated from prestigious university

Candidate 3 graduated from prestigious university (c9c3)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 87
Invalid: 39

Candidate 3 graduated from prestigious university (c9c3)

File: B_FirmMidline_2012

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Graduated from prestigious university

Candidate 4 graduated from prestigious university (c9c4)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 84
Invalid: 42

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Graduated from prestigious university

Candidate 1 is a relative of someone in management (c9d1)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 102
Invalid: 24

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a relative of someone in management

Candidate 2 is a relative of someone in management (c9d2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 93
Invalid: 33

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a relative of someone in management

Candidate 3 is a relative of someone in management (c9d3)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 85
 Invalid: 41

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Is a relative of someone in management

Candidate 4 is a relative of someone in management (c9d4)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 82
 Invalid: 44

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Is a relative of someone in management

Candidate 1 is a friend of a relative of someone in management (c9e1)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 102
 Invalid: 24

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Is a friend of a relative of someone in management

Candidate 2 is a friend of a relative of someone in management (c9e2)

File: B_FirmMidline_2012

Overview

Candidate 2 is a friend of a relative of someone in management
(c9e2)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 93
Invalid: 33

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a friend of a relative of someone in management

Candidate 3 is a friend of a relative of someone in management
(c9e3)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 85
Invalid: 41

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a friend of a relative of someone in management

Candidate 4 is a friend of a relative of someone in management
(c9e4)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 82
Invalid: 44

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a friend of a relative of someone in management

Candidate 1 is a relative of a friend of someone in management
(c9f1)

File: B_FirmMidline_2012

Candidate 1 is a relative of a friend of someone in management
(c9f1)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 103
Invalid: 23

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a relative of a friend of someone in management

Candidate 2 is a relative of a friend of someone in management
(c9f2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 94
Invalid: 32

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a relative of a friend of someone in management

Candidate 3 is a relative of a friend of someone in management
(c9f3)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 86
Invalid: 40

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a relative of a friend of someone in management

Candidate 4 is a relative of a friend of someone in management (c9f4)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 83
Invalid: 43

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Is a relative of a friend of someone in management

Candidate 1 has strong wasta (c9g1)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 100
Invalid: 26

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has strong wasta

Candidate 2 has strong wasta (c9g2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 92
Invalid: 34

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
Has strong wasta

Candidate 3 has strong wasta (c9g3)

File: B_FirmMidline_2012

Overview

Candidate 3 has strong wasta (c9g3)

File: B_FirmMidline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 84
 Invalid: 42

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Has strong wasta

Candidate 4 has strong wasta (c9g4)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 81
 Invalid: 45

Pre question

Enumerator: Please say, Let's talk about the last 4 recent graduates whom you've hired.

Literal question

Please indicate yes or no whether this describes the person who you decided to hire:
 Has strong wasta

Reason the firm decided to hire candidate 1 (c10a)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-8

Valid cases: 103
 Invalid: 23

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 1 , other (c10aother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 30

Valid cases: 14
 Invalid: 0

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 2 (c10b)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-8

Valid cases: 93
 Invalid: 33

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 2 , other (c10bother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 120

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 3 (c10c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-8

Valid cases: 83
 Invalid: 43

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 3, other (c10cother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 120

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 4 (c10d)

File: B_FirmMidline_2012

Reason the firm decided to hire candidate 4 (c10d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-8

Valid cases: 78
 Invalid: 48

Literal question

Please indicate the most important reason why you decided to hire this person

Reason the firm decided to hire candidate 4, other (c10dother)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 120

Literal question

Please indicate the most important reason why you decided to hire this person

Month candidate 1 was hired (c11amonth)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-97

Valid cases: 87
 Invalid: 39
 Minimum: 0
 Maximum: 97

Literal question

When did you hire this employee?

Year candidate 1 was hired (c11ayear)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 97-2013

Valid cases: 79
 Invalid: 47
 Minimum: 97
 Maximum: 2013

Literal question

When did you hire this employee?

Month candidate 2 was hired (c11bmonth)

File: B_FirmMidline_2012

Month candidate 2 was hired (c11bmonth)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 69
Format: numeric	Invalid: 57
Width: 2	Minimum: 1
Decimals: 0	Maximum: 97
Range: 1-97	

Literal question

When did you hire this employee?

Year candidate 2 was hired (c11byear)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 63
Format: numeric	Invalid: 63
Width: 5	Minimum: 97
Decimals: 0	Maximum: 20123
Range: 97-20123	

Literal question

When did you hire this employee?

Month candidate 3 was hired (c11cmonth)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 55
Format: numeric	Invalid: 71
Width: 2	Minimum: 1
Decimals: 0	Maximum: 97
Range: 1-97	

Literal question

When did you hire this employee?

Year candidate 3 was hired (c11cyear)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 48
Format: numeric	Invalid: 78
Width: 4	Minimum: 97
Decimals: 0	Maximum: 2012
Range: 97-2012	

Literal question

When did you hire this employee?

Month candidate 4 was hired (c11dmonth)

File: B_FirmMidline_2012

Month candidate 4 was hired (c11dmonth)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 49
Format: numeric	Invalid: 77
Width: 2	Minimum: 1
Decimals: 0	Maximum: 97
Range: 1-97	

Literal question

When did you hire this employee?

Year candidate 4 was hired (c11dyear)

File: B_FirmMidline_2012

Overview

Type: Continuous	Valid cases: 42
Format: numeric	Invalid: 84
Width: 4	Minimum: 97
Decimals: 0	Maximum: 2012
Range: 97-2012	

Literal question

When did you hire this employee?

Referral incentive program for employees, candidate 1 (c12a)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 73
Format: numeric	Invalid: 53
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Do you have a referral incentive program for employees?

Referral incentive program for employees, candidate 2 (c12b)

File: B_FirmMidline_2012

Overview

Type: Discrete	Valid cases: 22
Format: numeric	Invalid: 104
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Do you have a referral incentive program for employees?

Referral incentive program for employees, candidate 3 (c12c)

File: B_FirmMidline_2012

Referral incentive program for employees, candidate 3 (c12c)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 20
 Invalid: 106

Literal question

Do you have a referral incentive program for employees?

Referral incentive program for employees, candidate 4 (c12d)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 20
 Invalid: 106

Literal question

Do you have a referral incentive program for employees?

Sex of respondent (d1)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 124
 Invalid: 2

Age of respondent (d2)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 23-60

Valid cases: 124
 Invalid: 2
 Minimum: 23
 Maximum: 60

Position in the firm (d3)

File: B_FirmMidline_2012

Overview

Position in the firm (d3)

File: B_FirmMidline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 123
Invalid: 3

Literal question

What is your position in this firm?

Female owners of the business (d4)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 123
Invalid: 3

Literal question

Are there any female owners of this business?

Export goods/services (d5)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 122
Invalid: 4

Literal question

Do you export any goods or services?

Branches outside of the Middle East and North Africa (d6)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 122
Invalid: 4

Literal question

Do you have any branches outside of the Middle East and North Africa?

Sector of the business (d7)

File: B_FirmMidline_2012

Overview

Sector of the business (d7)

File: B_FirmMidline_2012

Type: Discrete
 Format: character
 Width: 36

Valid cases: 123
 Invalid: 0

Literal question

In what specific sector would you classify your business?

Sector of the business, English (d7english)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 22

Valid cases: 123
 Invalid: 0

Literal question

In what specific sector would you classify your business?

Description of the business (d8)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 105

Valid cases: 123

Literal question

What does this business do? Please give me a one to two sentence description.

Description of the business, English (d8english)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: character
 Width: 22

Valid cases: 123
 Invalid: 0

Literal question

What does this business do? Please give me a one to two sentence description.

Month the firm began operations (d9month)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-97

Valid cases: 121
 Invalid: 5

Literal question

When did this firm begin its operations?
 Month (if it started in 2011 or later)

Year the firm began operations (d9year)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 97-2012

Valid cases: 123
 Invalid: 3

Literal question

When did this firm begin its operations?

Firm provides social security to employees (d10)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 124
 Invalid: 2

Literal question

Do you provide social security for all, some or none of your employees?

Firm's profits last year (d11)

File: B_FirmMidline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-98

Valid cases: 121
 Invalid: 5
 Minimum: 1
 Maximum: 98

Literal question

What were the firm's profits last year?

Responses to the question (z1)

File: B_FirmMidline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-3

Valid cases: 123
 Invalid: 3

Literal question

It is my perception that the responses to the questions were

Work environment (z2)

File: B_FirmMidline_2012

Work environment (z2)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-10

Valid cases: 123
Invalid: 3

Literal question

What is the work environment?

Clean and friendly work environment (z3)

File: B_FirmMidline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 123
Invalid: 3

Literal question

Is it a clean and friendly work environment?

Unique ID (id)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1569
Format: numeric	Invalid: 0
Width: 4	Minimum: 2
Decimals: 0	Maximum: 1632
Range: 2-1632	

Male Dummy (male)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 1	
Decimals: 0	
Range: 0-1	

Treatment Assignment (treat)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 1	
Decimals: 0	
Range: 0-1	

College Major (major)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1556
Format: character	Invalid: 0
Width: 30	

College Major--Aggregated (major_code)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1556
Format: numeric	Invalid: 13
Width: 2	Minimum: 1
Decimals: 0	Maximum: 47
Range: 1-47	

(uni_code)

File: G1_EndlineAndPsychometrics

(uni_code)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1555
Format: numeric	Invalid: 14
Width: 2	Minimum: 1
Decimals: 0	Maximum: 99
Range: 1-99	

Date of Assessment (date_assessment)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: character	Invalid: 0
Width: 8	

location code (locationcode)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1539
Format: character	Invalid: 0
Width: 29	

Verbal (verbal)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

Numeric (quantitative)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

Spatial (spatial)

File: G1_EndlineAndPsychometrics

Overview

Spatial (spatial)

File: G1_EndlineAndPsychometrics

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 0-100

Valid cases: 1567
 Invalid: 2
 Minimum: 0
 Maximum: 100

English (english)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous
 Format: numeric
 Width: 17
 Decimals: 0
 Range: -2.92654323577881-2.0982072353363

Valid cases: 1567
 Invalid: 2
 Minimum: -2.9
 Maximum: 2.1

Excel (excel)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous
 Format: numeric
 Width: 17
 Decimals: 0
 Range: -3.44086909294128-1.75796568393707

Valid cases: 1567
 Invalid: 2
 Minimum: -3.4
 Maximum: 1.8

Complexity (p_complexity)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-80

Valid cases: 1567
 Invalid: 2
 Minimum: 0
 Maximum: 80

Breadth of Interest (p_breadthofinterest)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-76

Valid cases: 1567
 Invalid: 2
 Minimum: 0
 Maximum: 76

Innovation (p_innovation)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 75
Range: 0-75	

Tolerance (p_tolerance)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 78
Range: 0-78	

Energy Level (p_energylevel)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 79
Range: 0-79	

Anxiety (p_anxiety)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 74
Range: 0-74	

Cooperativeness (p_cooperativeness)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 80
Range: 0-80	

Sociability (p_sociability)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 75
Range: 0-75	

Social Confidence (p_socialconfidence)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 76
Range: 0-76	

Opportunistic (p_opportunistic)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 79
Range: 0-79	

Social Astuteness (p_socialastuteness)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 79
Range: 0-79	

Risk (p_risk)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 78
Range: 0-78	

Organization (p_organization)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 76
Range: 0-76	

Traditional Values (p_traditionalvalues)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 74
Range: 0-74	

Responsibility (p_responsibility)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: 0
Decimals: 0	Maximum: 85
Range: 0-85	

Big Five -- Analytical (b1_analytical)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: -1
Decimals: 0	Maximum: 18
Range: -1-18	

Big Five -- Emotional (b2_emotional)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 17	Minimum: -10.7
Decimals: 0	Maximum: 12.7
Range: -10.6666669845581-12.6666669845581	

Big Five -- Extroverted (b3_extroverted)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 17	Minimum: -5.3
Decimals: 0	Maximum: 12.7
Range: -5.33333349227905-12.6666669845581	

Big Five -- Opportunistic (b4_opportunistic)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	Minimum: -8
Decimals: 0	Maximum: 18
Range: -8-18	

Big Five -- Dependable (b5_dependable)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 17	Minimum: -5.3
Decimals: 0	Maximum: 14
Range: -5.33333349227905-14	

Service Orientation (v_serviceorientation)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 0-10	

Team Orientation (v_teamorientation)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 0-10	

Influence (v_influence)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 0-10	

Creativity (v_creativity)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 1	
Decimals: 0	
Range: 0-9	

Independence (v_independence)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 0-10	

Excitement (v_excitement)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 2	
Decimals: 0	
Range: 0-11	

Career Development (v_careerdevelopment)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 1	
Decimals: 0	
Range: 0-9	

Financialreward (v_financialreward)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-9

Valid cases: 1567
 Invalid: 2

Security (v_security)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-9

Valid cases: 1567
 Invalid: 2

Prestige (v_prestige)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-10

Valid cases: 1567
 Invalid: 2

Listening (s_listening)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-10

Valid cases: 1567
 Invalid: 2

Responsiveness (s_responsiveness)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-10

Valid cases: 1567
 Invalid: 2

Presentation (s_presentation)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Self Confidence (s_selfconfidence)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Supportiveness (s_supportiveness)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Influence (s_influence)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Leadership (s_leadership)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Organization (s_organization)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Initiative (s_initiative)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1567
Invalid: 2

Teamwork (s_teamwork)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 1292
Invalid: 277

Employed at Midline (employed_f12)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 985
Invalid: 584

Labor Force Participation at Midline (lfp1_f12)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 985
Invalid: 584

Salary Unconditional at Midline (salary_uncond_f12)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 985
Format: numeric	Invalid: 584
Width: 4	Minimum: 0
Decimals: 0	Maximum: 2000
Range: 0-2000	

Ever previously employed at Midline (everemployed_f12)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 985
Format: numeric	Invalid: 584
Width: 1	
Decimals: 0	
Range: 0-1	

Questionnaire Number (q1)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 4	Minimum: 1
Decimals: 0	Maximum: 1380
Range: 1-1380	

Enumerator ID (q3)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 1	
Decimals: 0	
Range: 1-4	

Day of Survey (q4dat)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 2	
Decimals: 0	
Range: 1-19	

Month of Survey (q4month)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 1	
Decimals: 0	
Range: 5-5	

Year of Survey (q4year)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 4	
Decimals: 0	
Range: 2013-2013	

Number of Call Attempts to reach participant (q5)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 2	
Decimals: 0	
Range: 1-10	

Willing to complete survey (q6)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 1	
Decimals: 0	
Range: 1-4	

Q6other(english) (q6otherenglish)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 90
Format: character	Invalid: 0
Width: 9	

Method of Interview (q7)

File: G1_EndlineAndPsychometrics

Method of Interview (q7)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1380
Format: numeric	Invalid: 189
Width: 1	
Decimals: 0	
Range: 1-1	

Are you currently employed? Are you currently working? (q14)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1291
Format: numeric	Invalid: 278
Width: 1	
Decimals: 0	
Range: 0-1	

Are you currently looking for a job/work? (q15)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 569
Format: numeric	Invalid: 1000
Width: 1	
Decimals: 0	
Range: 0-1	

Why are you not looking for a job? Q18 (q16)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 70
Format: numeric	Invalid: 1499
Width: 2	
Decimals: 0	
Range: 1-10	

How many hours a week do you spend looking for a job? (q17)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 499
Format: numeric	Invalid: 1070
Width: 2	Minimum: 1
Decimals: 0	Maximum: 70
Range: 1-70	

What is your ideal job? (q18english)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: character
Width: 23

Valid cases: 572
Invalid: 0

What is your minimum acceptable salary? (q19)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 150-700

Valid cases: 569
Invalid: 1000
Minimum: 150
Maximum: 700

Q20accountant (q20accountant)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20telemarketing (q20telemarketing)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20outdoor sales (q20outdoorsales)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Q20outdoor sales (q20outdoorsales)

File: G1_EndlineAndPsychometrics

Literal question

Would you be willing to work in any of the following jobs?

Q20Administrative Assistant (q20administrativeassistant)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20teacher (q20teacher)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20customer service (q20customerservice)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Nurse (q20nurse)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Q20Nurse (q20nurse)

File: G1_EndlineAndPsychometrics

Literal question

Would you be willing to work in any of the following jobs?

Q20Bank Teller (q20bankteller)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20pharmacist (q20pharmacist)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Research Assistant (q20researchassistant)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Human Resource Management
(q20humanresourcemanagement)

File: G1_EndlineAndPsychometrics

Overview

Q20Human Resource Management (q20humanresourcemanagement)

File: G1_EndlineAndPsychometrics

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20indoor sales (q20indoorsales)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Data Analyst (q20dataanalyst)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Data Entry (q20dataentry)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 569
Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Waiter (q20waiter)

File: G1_EndlineAndPsychometrics

Q20Waiter (q20waiter)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Copy Editor (q20copyeditor)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Engineer (q20engineer)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20 IT Technician (q20ittechnician)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Programmer (q20programmer)

File: G1_EndlineAndPsychometrics

Q20Programmer (q20programmer)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20sales man (q20salesman)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Employee Health and Wellness
(q20employeehealthandwellness)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20Public sector employees (q20publicsectoremployees)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20journalist (q20journalist)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20marketing officer (q20marketingofficer)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20designer (q20designer)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

Q20legislative (q20legislative)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 569
 Invalid: 1000

Literal question

Would you be willing to work in any of the following jobs?

What is your current position? (q21)

File: G1_EndlineAndPsychometrics

What is your current position? (q21)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: character
Width: 49

Valid cases: 722
Invalid: 0

What is your monthly salary? (q22)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 60-2500

Valid cases: 702
Invalid: 867
Minimum: 60
Maximum: 2500

Final Matching Status (classification)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-7

Valid cases: 1224
Invalid: 345

Employed at Endline (employed)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 1291
Invalid: 278

Interaction of Male and Treatment (treat_male)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 1567
Invalid: 2

Labor Force Participation (lfp)

File: G1_EndlineAndPsychometrics

Labor Force Participation (lfp)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1291
Format: numeric	Invalid: 278
Width: 1	
Decimals: 0	
Range: 0-1	

PCA -- IQ (iq)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 17	Minimum: -2.6
Decimals: 0	Maximum: 2.2
Range: -2.56329774856567-2.15518641471863	

PCA -- Softskills (soft)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 17	Minimum: -5.5
Decimals: 0	Maximum: 2.5
Range: -5.51213359832764-2.54324817657471	

Salary -- Unconditional on Employment (salary_unconditional)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1271
Format: numeric	Invalid: 298
Width: 3	Minimum: 0
Decimals: 0	Maximum: 800
Range: 0-800	

Salary -- Conditional on Employment (salary_conditional)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 702
Format: numeric	Invalid: 867
Width: 3	Minimum: 60
Decimals: 0	Maximum: 800
Range: 60-800	

Reservation Wage -- Unconditional on Employment (reservation_wage_unconditional) File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1271
Format: numeric	Invalid: 298
Width: 3	Minimum: 60
Decimals: 0	Maximum: 800
Range: 60-800	

Reservation Wage -- Conditional on Employment (reservation_wage_conditional) File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 702
Format: numeric	Invalid: 867
Width: 3	Minimum: 60
Decimals: 0	Maximum: 800
Range: 60-800	

Dummy for Match (match) File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1569
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Interaction of Match and Male (match_male) File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1567
Format: numeric	Invalid: 2
Width: 1	
Decimals: 0	
Range: 0-1	

Attrition Endline (att13) File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1569
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Attrition Midline (att12)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1068
Format: numeric	Invalid: 501
Width: 1	
Decimals: 0	
Range: 0-1	

Dummy for University (vs. Community College) (uni_dummy)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1555
Format: numeric	Invalid: 14
Width: 1	
Decimals: 0	
Range: 0-1	

Year of Birth ~ Self Reported (birthyear)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1520
Format: numeric	Invalid: 49
Width: 4	Minimum: 1971
Decimals: 0	Maximum: 1998
Range: 1971-1998	

Marital Status ~ Self Reported (maritalstatus_english)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1547
Format: character	Invalid: 0
Width: 13	

Tawjihi Score ~ Self Reported (tawjihi)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1538
Format: numeric	Invalid: 31
Width: 2	Minimum: 25
Decimals: 0	Maximum: 99
Range: 25-99	

Year of Graduation ~ Self Reported (gradyear)

File: G1_EndlineAndPsychometrics

Year of Graduation ~ Self Reported (gradyear)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1553
Format: numeric	Invalid: 16
Width: 4	
Decimals: 0	
Range: 1999-2013	

Ever previously employed ~ Sel Reported (ever_worked)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1512
Format: numeric	Invalid: 57
Width: 1	
Decimals: 0	
Range: 0-1	

Has internet at home ~ Sel Reported (internetathome)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1522
Format: numeric	Invalid: 47
Width: 1	
Decimals: 0	
Range: 0-1	

Dummy for Never Married (single)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete	Valid cases: 1547
Format: numeric	Invalid: 22
Width: 1	
Decimals: 0	
Range: 0-1	

Age (age)

File: G1_EndlineAndPsychometrics

Overview

Type: Continuous	Valid cases: 1520
Format: numeric	Invalid: 49
Width: 2	Minimum: 14
Decimals: 0	Maximum: 41
Range: 14-41	

Years Since Graduation (yearssincegrad)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: -1-13

Valid cases: 1553
 Invalid: 16

Majored in Account/Business (accountingbus)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 1569
 Invalid: 0

Majored in Engineering (engineering)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 1569
 Invalid: 0

Majored in Computers (computers)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 1569
 Invalid: 0

Treatment Excluding December 2013 Participants (treatnew)

File: G1_EndlineAndPsychometrics

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 0-1

Valid cases: 1354
 Invalid: 215

(id)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 1069
Format: numeric	Invalid: 0
Width: 4	Minimum: 2
Decimals: 0	Maximum: 1112
Range: 2-1112	

(treat)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 1069
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

(female)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 1069
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Questionnaire No (questionnaireno)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 982
Format: numeric	Invalid: 87
Width: 3	Minimum: 1
Decimals: 0	Maximum: 982
Range: 1-982	

Group (a3)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 982
Format: numeric	Invalid: 87
Width: 1	
Decimals: 0	
Range: 1-2	

BDC match (a4)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Number of attempts to call (a5)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-18

Valid cases: 982
Invalid: 87

Interviewer instructions

Please tally call attempts so we know how many phone calls you made to speak with the participant

Date of interview - day (a6day)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-31

Valid cases: 982
Invalid: 87

Date of interview - month (a6month)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 10-11

Valid cases: 982
Invalid: 87

Worked to earn cash or income in kind in the last month (b1)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

Worked to earn cash or income in kind in the last month (b1)

File: E_Midline_2012

Did you work to earn cash or income in kind in the last month? (As a regular employee, casual employee, employer, self-employed or family worker)?

Was employed since graduation (b2)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 554
Invalid: 515

Literal question

Have you ever been employed since graduation?

Sort of employment respondent had (b3)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 631
Invalid: 438

Literal question

What sort of employment do/did you have?

Interviewer instructions

Answer this for current job. If no current job ask for previous job. If more than one previous job, answer this and the next questions for the job in which the respondent worked the most hours

Sort of employment respondent had - other (b3other)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0

Valid cases: 0
Invalid: 1069

Literal question

What sort of employment do/did you have?

Duration of previous employment - weeks (b4weeks)

File: E_Midline_2012

Overview

Duration of previous employment - weeks (b4weeks)

File: E_Midline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 631
 Invalid: 438

Literal question

How much time do/did you spend working in this job last month?

Duration of previous employment - days (b4days)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-7

Valid cases: 631
 Invalid: 438

Literal question

How much time do/did you spend working in this job last month?

Duration of previous employment - hours (b4hour)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 3-16

Valid cases: 631
 Invalid: 438

Literal question

How much time do/did you spend working in this job last month?

Type of the employer (b6)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 631
 Invalid: 438

Literal question

Who was the employer?

The job involved being outdoors (b7)

File: E_Midline_2012

Overview

The job involved being outdoors (b7)

File: E_Midline_2012

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 631
 Invalid: 438

Literal question

Does/did any of your work in this job involve being outdoors?

Job in a sector related to the university degree (b8)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 631
 Invalid: 438

Literal question

Is/was this job in a sector related to the major you did your degree or diploma in?

Registered with social security in this job (b9)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 631
 Invalid: 438

Literal question

Are/were you registered with social security in this job?

Started working in this job - month (b10month)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-12

Valid cases: 631
 Invalid: 438

Literal question

When did you start working in this job?

Started working in this job - year (b10year)

File: E_Midline_2012

Overview

Started working in this job - year (b10year)

File: E_Midline_2012

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 2003-2012

Valid cases: 631
Invalid: 438

Literal question

When did you start working in this job?

How found out about the job (b11)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 630
Invalid: 439

Literal question

How did you find out about this job?

Reasons explaining why the respondent was hired, group A (b12a)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-3

Valid cases: 321
Invalid: 748

Literal question

I'd like to understand how you found this job that you're currently working in. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how you got this job. Please don't tell me which ones matter; only tell me how many reasons were very important.

Group A:

- Previous work experience
- High grades at university
- Great soft skills or interview performance

Reasons explaining why the respondent was hired, group B (b12b)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-4

Valid cases: 309
Invalid: 760

Literal question

Reasons explaining why the respondent was hired, group B (b12b)

File: E_Midline_2012

I'd like to understand how you found this job that you're currently working in. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how you got this job. Please don't tell me which ones matter; only tell me how many reasons were very important.

Group B:

- Previous work experience
- High grades at university
- Wasta
- Great soft skills or interview performance

Monthly salary (b13)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 631
Format: numeric	Invalid: 438
Width: 4	Minimum: 50
Decimals: 0	Maximum: 2000
Range: 50-2000	

Literal question

What is/was your monthly salary?

Still employed in this job (b14)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 630
Format: numeric	Invalid: 439
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Are you still employed in this job?

Currently looking for a job (b15)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 982
Format: numeric	Invalid: 87
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Are you currently looking for a job?

Time started looking for work - month (b16month)

File: E_Midline_2012

Overview

Time started looking for work - month (b16month)

File: E_Midline_2012

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-12

Valid cases: 734
 Invalid: 335

Literal question

When did you start looking for work?

Time started looking for work - year (b16year)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 2008-2012

Valid cases: 734
 Invalid: 335

Literal question

When did you start looking for work?

hours spent searching for a job last week (b17)

File: E_Midline_2012

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-50

Valid cases: 734
 Invalid: 335
 Minimum: 0
 Maximum: 50

Literal question

How many hours did you spend searching for a job last week?

Willing to work in low prestige jobs while searching for a job (b18)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 734
 Invalid: 335

Literal question

Would you be willing to work in a job outside your field that is not very prestigious while you search for a job?

Matters more to you about a job: salary or type of work (b19)

File: E_Midline_2012

Overview

Matters more to you about a job: salary or type of work (b19)

File: E_Midline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 734
Invalid: 335

Literal question

What matters more to you about a job: salary or type of work?

Lowest salary would accept in a new job (b20)

File: E_Midline_2012

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 2-2000

Valid cases: 982
Invalid: 87
Minimum: 2
Maximum: 2000

Literal question

What is the lowest salary you would accept in a new job?

Willing to work as administrative assistant until finding ideal full time job (b21adminassi)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Administrative assistant

Willing to work in data entry until finding ideal full time job (b21dataentry)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Data entry

Willing to work as waiter until finding ideal full time job (b21waiter)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Waiter

Willing to work as accountant until finding ideal full time job (b21accountant)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Accountant

Willing to work as telemarketer until finding ideal full time job (b21telemarketer)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Telemarketer

Willing to work in indoor sales until finding ideal full time job (b21indoorsales)

File: E_Midline_2012

Overview

Willing to work in indoor sales until finding ideal full time job (b21indoorsales)

File: E_Midline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Indoor sales

Willing to work in outdoor sales until finding ideal full time job (b21outdoorsales)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Outdoor sales

Willing to work as teacher until finding ideal full time job (b21teacher)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Teacher

Willing to work as engineer until finding ideal full time job (b21engineer)

File: E_Midline_2012

Overview

Willing to work as engineer until finding ideal full time job (b21engineer)

File: E_Midline_2012

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

What type of work would you be willing to do as a full time job or a temporary full time job until you find your ideal full time job? Please be honest since this will help us match you to firms.

Engineer

firms has BDC contacted about a potential job opportunity (b22)

File: E_Midline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-35

Valid cases: 467
Invalid: 602
Minimum: 1
Maximum: 35

Literal question

How many firms has BDC contacted you about a potential job opportunity?

firms that BDC contacted you about would you be interested in working with (b23)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 467
Invalid: 602

Literal question

How many of the firms that BDC contacted you about would you be interested in working with?

firms that BDC contacted you about did you speak with or send your CV to (b24)

File: E_Midline_2012

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-35

Valid cases: 467
Invalid: 602
Minimum: 0
Maximum: 35

Literal question

How many of the firms that BDC contacted you about did you speak with or send your CV to?

firms that BDC contacted you about have you had a formal phone interview or in person interview with (b25)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 467
Format: numeric	Invalid: 602
Width: 2	Minimum: 0
Decimals: 0	Maximum: 35
Range: 0-35	

Literal question

How many of the firms that BDC contacted you about have you had a formal phone interview or in person interview with?

Knew what the job was before showing up for the interview (b26)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 467
Format: numeric	Invalid: 602
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Did you know what the job was and what it entailed before showing up for the interview?

Rejected a job offer of a firm that BDC set you up with (b27)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 467
Format: numeric	Invalid: 602
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Have you ever rejected a job offer of a firm that BDC set you up with?

Reasons rejected a job offer of a firm that BDC set you up with (b28)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 239
Format: numeric	Invalid: 830
Width: 1	
Decimals: 0	
Range: 1-4	

Literal question

Why did you reject the job offer?

jobs have you personally applied to in the past 6 months (b29)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 982
Format: numeric	Invalid: 87
Width: 4	Minimum: 0
Decimals: 0	Maximum: 2450
Range: 0-2450	

Literal question

How many jobs have you personally applied to in the past 6 months? Take your best guess, don't just answer don't know

Main source of information about new job openings (b30)

File: E_Midline_2012

Overview

Type: Discrete	Valid cases: 982
Format: numeric	Invalid: 87
Width: 1	
Decimals: 0	
Range: 1-5	

Literal question

What is your main source of information about new job openings?

interviews have you had for jobs in the past 6 months (b31)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 982
Format: numeric	Invalid: 87
Width: 2	Minimum: 0
Decimals: 0	Maximum: 80
Range: 0-80	

Literal question

How many interviews have you had for jobs in the past 6 months?

job offers have you received in the past 6 months that you have turned down (b32)

File: E_Midline_2012

Overview

Type: Continuous	Valid cases: 982
Format: numeric	Invalid: 87
Width: 2	Minimum: 0
Decimals: 0	Maximum: 42
Range: 0-42	

Literal question

How many job offers have you received in the past 6 months that you have turned down?

Main reason for turning a job offer down (b33)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 543
 Invalid: 526

Literal question

If you have turned down a job offer, what was the main reason for turning it down?

Was employed and worked for a wage in a job that you no longer have (b34)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 982
 Invalid: 87

Literal question

Since you graduated, have you ever been employed and worked for a wage in a job that you no longer have?

Reasons left the job (b35)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 361
 Invalid: 708

Literal question

Why did you leave this job?

Was employed and worked for a wage in a second job that you no longer have (b36)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 361
 Invalid: 708

Literal question

Since you graduated, have you ever been employed and worked for a wage in a second job that you no longer have?

Reasons left the second job (b37)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 98
 Invalid: 971

Literal question

Why did you leave this job?

Used a wasta to get a job (b38)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 982
 Invalid: 87

Literal question

Have you ever used a wasta to get a job?

OK to expand the job matching service (b39)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 982
 Invalid: 87

Literal question

We would like to expand the job matching service to allow firms to browse through the data developed in the assessment?
 Is this ok with you?

Age (b40)

File: E_Midline_2012

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 20-35

Valid cases: 982
 Invalid: 87

Literal question

To confirm our records, what's your current age?

Marital status (b41)

File: E_Midline_2012

Marital status (b41)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 982
Invalid: 87

Literal question

What's your marital status?

Enrolled in training course, diploma, degree or other form of studies (b42)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

Are you currently enrolled in any training course, diploma, degree or other form of studies?

Training course, diploma, degree or other form of studies enrolled in (b43)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-6

Valid cases: 97
Invalid: 972

Literal question

Are you currently enrolled in any training course, diploma, degree or other form of studies? If yes, where are you enrolled?

Rating of BDC's job matching service in helping you find a job (b44)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 982
Invalid: 87

Literal question

Overall, how would you rate BDC's job matching service in helping you find a job? Please be honest - we are simply trying to evaluate the program.

Attended Maharat (b46)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

Have you attended Maharat?

Heard of Akhtaboot (b47)

File: E_Midline_2012

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 982
Invalid: 87

Literal question

Have you heard of Akhtaboot?

Participant ID (id)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 1143
Format: numeric	Invalid: 0
Width: 4	Minimum: 4
Decimals: 0	Maximum: 1347
Range: 4-1347	

Firm ID (firm_id)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 1143
Format: numeric	Invalid: 0
Width: 5	Minimum: 1
Decimals: 0	Maximum: 11161
Range: 1-11161	

Admin Matching Status (status)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 1143
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: 1-987	

Is Male (male)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 1142
Format: numeric	Invalid: 1
Width: 1	
Decimals: 0	
Range: 0-1	

Individual Matched (matched)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 1143
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-8	

Individual Unable to Contact (unabletocontact)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 82
Format: numeric	Invalid: 1061
Width: 1	
Decimals: 0	
Range: 1-7	

Job Candidate Not Interested in Match (jcnotinterested)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 319
Format: numeric	Invalid: 824
Width: 1	
Decimals: 0	
Range: 1-8	

Firm Not Interested in Match (fnotinterested)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 627
Format: numeric	Invalid: 516
Width: 1	
Decimals: 0	
Range: 1-8	

Individual Interviewed (interview)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 115
Format: numeric	Invalid: 1028
Width: 1	
Decimals: 0	
Range: 1-6	

Individual Refused Interview (refuse)

File: G2_MatchResults

Overview

Type: Discrete	Valid cases: 30
Format: numeric	Invalid: 1113
Width: 1	
Decimals: 0	
Range: 1-5	

No Job Offer (nooffer)

File: G2_MatchResults

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-6

Valid cases: 58
Invalid: 1085

ID (id)

File: H_AdminFirm

Overview

Type: Discrete	Valid cases: 141
Format: numeric	Invalid: 0
Width: 4	Minimum: 1002
Decimals: 0	Maximum: 1218
Range: 1002-1218	

Interested in hiring how many females (n_female)

File: H_AdminFirm

Overview

Type: Discrete	Valid cases: 132
Format: numeric	Invalid: 9
Width: 2	
Decimals: 0	
Range: 0-20	

Interest in hiring how many males (n_male)

File: H_AdminFirm

Overview

Type: Discrete	Valid cases: 133
Format: numeric	Invalid: 8
Width: 2	
Decimals: 0	
Range: 0-20	

Number of participants interviewed with firm (n_interviews)

File: H_AdminFirm

Overview

Type: Continuous	Valid cases: 82
Format: numeric	Invalid: 59
Width: 2	Minimum: 1
Decimals: 0	Maximum: 29
Range: 1-29	

Number of participants hired at firm (n_hire)

File: H_AdminFirm

Overview

Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 124
Width: 1	
Decimals: 0	
Range: 1-7	

Sector (sector)

File: H_AdminFirm

Overview

Type: Discrete
 Format: character
 Width: 34

Valid cases: 141
 Invalid: 0

Location (location)

File: H_AdminFirm

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-29

Valid cases: 140
 Invalid: 1

Available Position at Firm (pos1)

File: H_AdminFirm

Overview

Type: Discrete
 Format: character
 Width: 24

Valid cases: 139
 Invalid: 0

Available Position at Firm (pos2)

File: H_AdminFirm

Overview

Type: Discrete
 Format: character
 Width: 20

Valid cases: 41
 Invalid: 0

Available Position at Firm (pos3)

File: H_AdminFirm

Overview

Type: Discrete
 Format: character
 Width: 20

Valid cases: 14
 Invalid: 0

Available Position at Firm (pos4)

File: H_AdminFirm

Overview

Type: Discrete
 Format: character
 Width: 17

Valid cases: 4
 Invalid: 0

Firm ID (id)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 6

Valid cases: 1170
 Invalid: 0

(questionnaireno)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1170
 Invalid: 0

(round)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 1520
 Invalid: 0

Enumerator ID (q2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1170
 Invalid: 0

Date (q3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 9

Valid cases: 1506
 Invalid: 0

Willing to complete survey (q4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1170
 Invalid: 0

Method of Interview (q5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1170
 Invalid: 0

(q11a_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1170
 Invalid: 0

(q11b_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1170
 Invalid: 0

Respondent Position (q13)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

(q13other)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 34

Valid cases: 451
 Invalid: 0

of Employees (q15)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 4

Valid cases: 1520
 Invalid: 0

Literal question

of full time and part time employees who worked or received pay in the previous month

of Youth Employees (q16)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

of full time and part time employees under age 26 who worked or received pay in the previous month

of Male Employees (q17)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 4

Valid cases: 1520

Invalid: 0

Literal question

of full time and part time male employees who worked or received pay in the previous month

of Job Openings (q18)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

A job is open if it meets three conditions:

1. A specific position exists
2. Work could start within 30 days
3. You are actively seeking workers from outside this firm to fill

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 26

Valid cases: 420

Invalid: 0

Literal question

For each job opening:

What is the opening for (e.g. sales, clerk, engineer)

(q19a1_code)

File: C_FirmJOLTS_2013

Overview

(q19a1_code)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 4

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e1)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e1)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f1)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g1)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a2)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 26

Valid cases: 161
Invalid: 0

Literal question

For each job opening:
What is the opening for (e.g. sales, clerk, engineer)

(q19a2_code)
File: C_FirmJOLTS_2013

Overview

(q19a2_code)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e2)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e2)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f2)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g2)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a3)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 18

Valid cases: 61
Invalid: 0

Literal question

For each job opening:
What is the opening for (e.g. sales, clerk, engineer)

(q19a3_code)
File: C_FirmJOLTS_2013

Overview

(q19a3_code)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e3)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e3)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f3)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g3)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a4)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 29

Valid cases: 34
Invalid: 0

Literal question

For each job opening:
What is the opening for (e.g. sales, clerk, engineer)

(q19a4_code)
File: C_FirmJOLTS_2013

Overview

(q19a4_code)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e4)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e4)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f4)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g4)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a5)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 20

Valid cases: 15
Invalid: 0

Literal question

For each job opening:
What is the opening for (e.g. sales, clerk, engineer)

(q19a5_code)
File: C_FirmJOLTS_2013

Overview

(q19a5_code)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e5)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e5)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f5)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g5)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a6)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 20

Valid cases: 8
Invalid: 0

Literal question

For each job opening:
What is the opening for (e.g. sales, clerk, engineer)

(q19a6_code)
File: C_FirmJOLTS_2013

Overview

(q19a6_code)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each job opening:
 (c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e6)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e6)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f6)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g6)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a7)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b7)
File: C_FirmJOLTS_2013

Overview

(b) How many of these specific openings do you have? (q19b7)

File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:

(b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:

(c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:

(c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:

Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f7)

File: C_FirmJOLTS_2013

Overview

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f7)

File: C_FirmJOLTS_2013

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c8)

File: C_FirmJOLTS_2013

(c) How many weeks has the job been open? Or write 888 if always open (q19c8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d9)

File: C_FirmJOLTS_2013

(c) Is it (1) Full time (2) Part time (q19d9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a10)

File: C_FirmJOLTS_2013

(a) What is the opening for (e.g. sales, clerk, engineer) (q19a10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

What is the opening for (e.g. sales, clerk, engineer)

(b) How many of these specific openings do you have? (q19b10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(b) How many of these specific openings do you have?

(c) How many weeks has the job been open? Or write 888 if always open (q19c10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(c) How many weeks has the job been open?

(c) Is it (1) Full time (2) Part time (q19d10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each job opening:

(c) Is it (1) Full time (2) Part-time?

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e10)

File: C_FirmJOLTS_2013

Overview

(d) Is the ideal candidate (1) Male (2) Female (3) Either (q19e10)
File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Male (2) Female (3) Either

(e) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either (q19f10)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 25 (q19g10)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each job opening:
(f) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

In the past month, have you stopped looking for any position because you couldn't (q20)
File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

In the past month, have you stopped looking for any position because you couldn't fill it?

of New Hires in past month (q21)
File: C_FirmJOLTS_2013

of New Hires in past month (q21)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

A hire is any addition to your payroll, and:

- May be a new hire or a previously separate rehire
- May be permanent, short-term, or seasonal
- May be a recall from layoff

How many people did you hire who also quit in the same month?
(q22)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

How many people did you hire who also quit in the same month?

Type of position (e.g. sales, clerk, engineer) (q23a1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 24

Valid cases: 247

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a1_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b1)

File: C_FirmJOLTS_2013

Overview

(b) (1) Under 26 (2) Over 26 (q23b1)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 (b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 (1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 26

Valid cases: 178
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a2_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1170
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

(b) (1) Under 26 (2) Over 26 (q23b2)

File: C_FirmJOLTS_2013

For each new hire:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 19

Valid cases: 97

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a3_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 23

Valid cases: 73

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a4_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c4)

File: C_FirmJOLTS_2013

Overview

(1) Male (2) Female (q23c4)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 (1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 19

Valid cases: 44
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a5_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 (b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

(1) Male (2) Female (q23c5)

File: C_FirmJOLTS_2013

For each new hire:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 24

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a6_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 18

Valid cases: 17

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a7_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a8)

File: C_FirmJOLTS_2013

Overview

Type of position (e.g. sales, clerk, engineer) (q23a8)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 21

Valid cases: 15
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a8_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 (b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each new hire:
 (1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 16

Valid cases: 12
 Invalid: 0

Literal question

Type of position (e.g. sales, clerk, engineer) (q23a9)

File: C_FirmJOLTS_2013

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a9_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new hire:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q23a10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 14

Valid cases: 10

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q23a10_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 3	

Literal question

For each new hire:
type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q23b10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

For each new hire:
(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q23c10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

For each new hire:
(1) Male (2) Female

of quits (except retirements) in past month (q24)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

of Quits (except retirements) in past month

Type of position (e.g. sales, clerk, engineer) (q25a1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 209
Format: character	Invalid: 0
Width: 27	

Type of position (e.g. sales, clerk, engineer) (q25a1)

File: C_FirmJOLTS_2013

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a1_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 20

Valid cases: 96

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a2_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 3	

Literal question

For each quit:
Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

For each quit:
(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

For each quit:
(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 47
Format: character	Invalid: 0
Width: 18	

Literal question

For each quit:
Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a3_code)

File: C_FirmJOLTS_2013

Overview

Type of position (e.g. sales, clerk, engineer) - code (q25a3_code)

File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 3

Valid cases: 1170
Invalid: 0

Literal question

For each quit:
Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each quit:
(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each quit:
(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 17

Valid cases: 20
Invalid: 0

Literal question

For each quit:
Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a4_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 3

Valid cases: 1520
Invalid: 0

Literal question

Type of position (e.g. sales, clerk, engineer) - code (q25a4_code)

File: C_FirmJOLTS_2013

For each quit:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c4)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 22

Valid cases: 16

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a5_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c5)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 17

Valid cases: 10

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a6_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b6)

File: C_FirmJOLTS_2013

Overview

(b) (1) Under 26 (2) Over 26 (q25b6)

File: C_FirmJOLTS_2013

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each quit:
 (b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c6)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

For each quit:
 (1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 16

Valid cases: 6
 Invalid: 0

Literal question

For each quit:
 Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a7_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 3

Valid cases: 1520
 Invalid: 0

Literal question

For each quit:
 Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
 Format: character
 Width: 2

Valid cases: 1520
 Invalid: 0

Literal question

(b) (1) Under 26 (2) Over 26 (q25b7)

File: C_FirmJOLTS_2013

For each quit:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c7)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 19

Valid cases: 3

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q25a8_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c8)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 18

Valid cases: 1171

Invalid: 0

Literal question

For each quit:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c9)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each quit:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q25a10)

File: C_FirmJOLTS_2013

Overview

Type of position (e.g. sales, clerk, engineer) (q25a10)

File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 16

Valid cases: 1171
Invalid: 0

Literal question

For each quit:
Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q25b10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each quit:
(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q25c10)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each quit:
(1) Male (2) Female

of Layoffs and Discharges in past month (q26)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

of layoffs and discharges in past month

Type of position (e.g. sales, clerk, engineer) (q27a1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 17

Valid cases: 26
Invalid: 0

Literal question

Type of position (e.g. sales, clerk, engineer) (q27a1)

File: C_FirmJOLTS_2013

For each new layoff/discharge:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q27a1_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 1520

Invalid: 0

Literal question

For each new layoff/discharge:

Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q27b1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new layoff/discharge:

(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q27c1)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 2

Valid cases: 1520

Invalid: 0

Literal question

For each new layoff/discharge:

(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q27a2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete

Format: character

Width: 27

Valid cases: 7

Invalid: 0

Literal question

For each new layoff/discharge:

Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q27a2_code)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1170
Format: character	Invalid: 0
Width: 3	

Literal question

For each new layoff/discharge:
Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q27b2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

For each new layoff/discharge:
(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q27c2)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 1520
Format: character	Invalid: 0
Width: 2	

Literal question

For each new layoff/discharge:
(1) Male (2) Female

Type of position (e.g. sales, clerk, engineer) (q27a3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete	Valid cases: 5
Format: character	Invalid: 0
Width: 17	

Literal question

For each new layoff/discharge:
Type of position (e.g. sales, clerk, engineer)

Type of position (e.g. sales, clerk, engineer) - code (q27a3_code)

File: C_FirmJOLTS_2013

Overview

Type of position (e.g. sales, clerk, engineer) - code (q27a3_code)

File: C_FirmJOLTS_2013

Type: Discrete
Format: character
Width: 3

Valid cases: 1520
Invalid: 0

Literal question

For each new layoff/discharge:
Type of position (e.g. sales, clerk, engineer)

(b) (1) Under 26 (2) Over 26 (q27b3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each new layoff/discharge:
(b) (1) Under 26 (2) Over 26

(1) Male (2) Female (q27c3)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

For each new layoff/discharge:
(1) Male (2) Female

of Other separations in past month (q28)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 2

Valid cases: 1520
Invalid: 0

Literal question

of other separations in past month

How many interviews did you complete in the last month for job openings intended (q29)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 3

Valid cases: 1520
Invalid: 0

How many interviews did you complete in the last month for job openings intended (q29)

File: C_FirmJOLTS_2013

Literal question

How many interviews did you complete in the last month for job openings intended for recent graduates?

How many interviews did you complete in the last month for job openings for inte (q30)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 3

Valid cases: 1520
Invalid: 0

Literal question

How many interviews did you complete in the last month for job openings for intended for experienced professionals i.e. not recent graduates?

Interviewer Notes (q31)

File: C_FirmJOLTS_2013

Overview

Type: Discrete
Format: character
Width: 124

Valid cases: 710

Interviewer instructions

Add any notes needed to explain unusual answers

Survey Number (survey_no)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 1-1668

Valid cases: 1668
 Invalid: 0
 Minimum: 1
 Maximum: 1668

Surveyor ID (surveyor_id)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 5
 Decimals: 0
 Range: 41412-41451

Valid cases: 1668
 Invalid: 0

Nationality (nationality)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Other Nationality (nationality_other)

File: F_Screening_2013

Overview

Type: Discrete
 Format: character
 Width: 11

Valid cases: 115
 Invalid: 0

University (university)

File: F_Screening_2013

Overview

Type: Discrete
 Format: character
 Width: 49

Valid cases: 1668
 Invalid: 0

Major (major)

File: F_Screening_2013

Overview

Major (major)

File: F_Screening_2013

Type: Discrete
 Format: character
 Width: 43

Valid cases: 1668
 Invalid: 0

Major Categorized (major_cat)

File: F_Screening_2013

Overview

Type: Discrete
 Format: character
 Width: 25

Valid cases: 1668
 Invalid: 0

1 is Male (gender)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Age (age)

File: F_Screening_2013

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 19-56

Valid cases: 1658
 Invalid: 10
 Minimum: 19
 Maximum: 56

Graduation Year (gr_yr)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 2013-2013

Valid cases: 1668
 Invalid: 0

Graduation Month (gr_month)

File: F_Screening_2013

Overview

Graduation Month (gr_month)

File: F_Screening_2013

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-12

Valid cases: 1668
 Invalid: 0

Graduation Day (gr_day)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-12

Valid cases: 1668
 Invalid: 0

Resides in Amman (amman_res1)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Ever Participate in Soft Skill Training (skill_training1)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Did you ever participate in any soft skills or life skills training?

Ever Intern (intern1)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Did you ever participate in internship program during study?

Plan on Working Post Graduation (workjo1)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Do you plan on working in Jordan after graduation?

Have job lined up post graduation (guarantee_job1)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Do you already have a contract or specific plans to work?

How long will it take to get a job post graduation (months2find_job)

File: F_Screening_2013

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-24

Valid cases: 1668
Invalid: 0
Minimum: 1
Maximum: 24

Literal question

If not, how long do you expect it to take you to find your first job after graduation?

Ever Work (worked_before1)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Have you ever worked for cash before? Part-time or full time

What was your position in a prior job (previous_exp)

File: F_Screening_2013

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 1055
Invalid: 0

Literal question

What was your position?

Previous Position Category (p_exp_cat)

File: F_Screening_2013

Overview

Type: Discrete
Format: character
Width: 33

Valid cases: 1053
Invalid: 0

Literal question

What was your position?

Previous Position Code (p_exp_code)

File: F_Screening_2013

Overview

Type: Discrete
Format: character
Width: 3

Valid cases: 1072
Invalid: 0

Literal question

What was your position?

Ideal Job (ideal_job)

File: F_Screening_2013

Overview

Type: Discrete
Format: character
Width: 38

Valid cases: 1668
Invalid: 0

Literal question

What is your ideal job?

Ideal Job Category (ideal_job_cat)

File: F_Screening_2013

Overview

Type: Discrete
Format: character
Width: 33

Valid cases: 1668
Invalid: 0

Literal question

What is your ideal job?

Ideal Job Code (ideal_job_code)

File: F_Screening_2013

Overview

Type: Continuous	Valid cases: 1668
Format: numeric	Invalid: 0
Width: 3	Minimum: 11
Decimals: 0	Maximum: 153
Range: 11-153	

Literal question

What is your ideal job?

Reservation Wage (lowest_wage)

File: F_Screening_2013

Overview

Type: Continuous	Valid cases: 1668
Format: numeric	Invalid: 0
Width: 4	Minimum: 100
Decimals: 0	Maximum: 1000
Range: 100-1000	

Literal question

What is your minimum acceptable salary?

Willing to work as accountant (accountant)

File: F_Screening_2013

Overview

Type: Discrete	Valid cases: 1668
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as telemarketing (telemarketing)

File: F_Screening_2013

Overview

Type: Discrete	Valid cases: 1668
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as outdoor_sales (outdoor_sales)

File: F_Screening_2013

Willing to work as outdoor_sales (outdoor_sales)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as admin_assist (admin_assist)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as teacher (teacher)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as customer_care (customer_care)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as nurse (nurse)

File: F_Screening_2013

Willing to work as nurse (nurse)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as bank_teller (bank_teller)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as pharmacist (pharmacist)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as researcher (researcher)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as hr_mgmt (hr_mgmt)

File: F_Screening_2013

Willing to work as hr_mgmt (hr_mgmt)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as indoor_sales (indoor_sales)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as graphic_design (graphic_design)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as data_analyst (data_analyst)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as data_entry (data_entry)

File: F_Screening_2013

Willing to work as data_entry (data_entry)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as waiter (waiter)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as copy_editor (copy_editor)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as engineer (engineer)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as it_spec (it_spec)

File: F_Screening_2013

Willing to work as it_spec (it_spec)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as computer_prog (computer_prog)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as retail (retail)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as medical_serv (medical_serv)

File: F_Screening_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 1668
 Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as public_sector (public_sector)

File: F_Screening_2013

Willing to work as public_sector (public_sector)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as journalist (journalist)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as marketing (marketing)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Willing to work as legal_serv (legal_serv)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be willing to work in any of the following jobs?

Interested in Getting Matched to Job in Your Field (int_ur_field)

File: F_Screening_2013

Interested in Getting Matched to Job in Your Field (int_ur_field)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be interested in a matching service that would help notify you of jobs in your field of interest?

Interest in Getting Matching to Any Job (int_gen_job)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be interested in a matching service that would help notify you of jobs for university graduates in general?

Can we contact you by phone (phone)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?

Can we contact you by sms (sms)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?

Can we contact you by email (email)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?

Can we contact you by Facebook (fb)

File: F_Screening_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 1668
Invalid: 0

Literal question

Would you be interested in receiving (a) phone calls (b) text messages (c) e-mails (d) Facebook messages from Yalla Watheefa to alert you to jobs that you're interested in?

ID (id)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-51

Valid cases: 51
 Invalid: 0

Enumerator ID (q2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 51
 Invalid: 0

Date (q3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 10

Valid cases: 51
 Invalid: 0

Willing to complete survey (q4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 51
 Invalid: 0

Method of Interview (q5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 51
 Invalid: 0

Firm Main Product/Service (q7_en)

File: D_LargeFirmSurvey_2013

Firm Main Product/Service (q7_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 18

Valid cases: 51
 Invalid: 0

Firm ID (q8)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 10
 Decimals: 0
 Range: 22135-2000006021

Valid cases: 6
 Invalid: 45

Firm Location (q11a_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 14-185

Valid cases: 25
 Invalid: 26

Year the firm was established (q12)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 1949-2010

Valid cases: 51
 Invalid: 0

Respondent Position (q14)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 51
 Invalid: 0

Respondent Position - other (q14oth_en)

File: D_LargeFirmSurvey_2013

Respondent Position - other (q14oth_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 19

Valid cases: 11
Invalid: 0

of Employees (q16)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 4-4500

Valid cases: 51
Invalid: 0
Minimum: 4
Maximum: 4500

Literal question

of full time and part time employees who worked or received pay in the previous month

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of Youth Employees (q17)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-7000

Valid cases: 50
Invalid: 1
Minimum: 0
Maximum: 7000

Literal question

of full time and part time employees under age 26 who worked or received pay in the previous month

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of Male Employees (q18)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 4-3050

Valid cases: 51
Invalid: 0
Minimum: 4
Maximum: 3050

Literal question

of full time and part time male employees who worked or received pay in the previous month

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of Job Openings (q19)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 312
Range: 0-312	

Literal question

A job is open if it meets three conditions:

1. A specific position exists
2. Work could start within 30 days
3. You are actively seeking workers from outside this firm to fill the position

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 1 (q20a1_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 33
Format: character	Invalid: 0
Width: 21	

Literal question

For each job opening:

- (a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, job opening 1 (q20a1_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 33
Format: numeric	Invalid: 18
Width: 3	
Decimals: 0	
Range: 11-159	

Literal question

For each job opening:

- (a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of job openings for the position, job opening 1 (q20b1)

File: D_LargeFirmSurvey_2013

Overview

of job openings for the position, job opening 1 (q20b1)

File: D_LargeFirmSurvey_2013

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 1-200

Valid cases: 33
 Invalid: 18
 Minimum: 1
 Maximum: 200

Literal question

For each job opening:

(b) How many of these specific openings do you have?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of weeks the job has been open, job opening 1 (q20c1)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 1-888

Valid cases: 33
 Invalid: 18
 Minimum: 1
 Maximum: 888

Literal question

For each job opening:

(c) How many weeks has the job been open? Or write 888 if always open

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Reasons the position is always open, job opening 1 (q20d1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 33
 Invalid: 18

Literal question

For each job opening:

(d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Full time or part-time, job opening 1 (q20e1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 33
 Invalid: 18

Full time or part-time, job opening 1 (q20e1)

File: D_LargeFirmSurvey_2013

Literal question

For each job opening:

(e) Is it (1) Full time (2) Part time

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender of the ideal candidate, job opening 1 (q20f1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-3

Valid cases: 33

Invalid: 18

Literal question

For each job opening:

(f) Is the ideal candidate (1) Male (2) Female (3) Either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Ideal candidate recent graduate, job opening 1 (q20g1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-3

Valid cases: 33

Invalid: 18

Literal question

For each job opening:

(g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Salary range, job opening 1 (q20h1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 3-6

Valid cases: 33

Invalid: 18

Literal question

For each job opening:

(h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

Interviewer instructions

Salary range, job opening 1 (q20h1)

File: D_LargeFirmSurvey_2013

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 2 (q20a2_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 21

Valid cases: 19
Invalid: 0

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, job opening 2 (q20a2_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 22-157

Valid cases: 19
Invalid: 32

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of job openings for the position, job opening 2 (q20b2)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-100

Valid cases: 19
Invalid: 32
Minimum: 1
Maximum: 100

Literal question

For each job opening:

(b) How many of these specific openings do you have?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of weeks the job has been open, job opening 2 (q20c2)

File: D_LargeFirmSurvey_2013

of weeks the job has been open, job opening 2 (q20c2)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 2-888

Valid cases: 19
 Invalid: 32
 Minimum: 2
 Maximum: 888

Literal question

For each job opening:

(c) How many weeks has the job been open? Or write 888 if always open

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Reasons the position is always open, job opening 2 (q20d2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-4

Valid cases: 19
 Invalid: 32

Literal question

For each job opening:

(d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Full time or part-time, job opening 2 (q20e2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 19
 Invalid: 32

Literal question

For each job opening:

(e) Is it (1) Full time (2) Part time

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender of the ideal candidate, job opening 2 (q20f2)

File: D_LargeFirmSurvey_2013

Overview

Gender of the ideal candidate, job opening 2 (q20f2)

File: D_LargeFirmSurvey_2013

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 19
Invalid: 32

Literal question

For each job opening:

(f) Is the ideal candidate (1) Male (2) Female (3) Either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Ideal candidate recent graduate, job opening 2 (q20g2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 19
Invalid: 32

Literal question

For each job opening:

(g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Salary range, job opening 2 (q20h2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 3-6

Valid cases: 19
Invalid: 32

Literal question

For each job opening:

(h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 3 (q20a3_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 34

Valid cases: 16
Invalid: 0

Literal question

Type of position, job opening 3 (q20a3_en)

File: D_LargeFirmSurvey_2013

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, job opening 3 (q20a3_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 32-151

Valid cases: 9
 Invalid: 42

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of job openings for the position, job opening 3 (q20b3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-15

Valid cases: 16
 Invalid: 35

Literal question

For each job opening:

(b) How many of these specific openings do you have?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of weeks the job has been open, job opening 3 (q20c3)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 2-888

Valid cases: 16
 Invalid: 35
 Minimum: 2
 Maximum: 888

Literal question

For each job opening:

(c) How many weeks has the job been open? Or write 888 if always open

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Reasons the position is always open, job opening 3 (q20d3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 16
Invalid: 35

Literal question

For each job opening:

(d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Full time or part-time, job opening 3 (q20e3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 16
Invalid: 35

Literal question

For each job opening:

(e) Is it (1) Full time (2) Part time

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender of the ideal candidate, job opening 3 (q20f3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 16
Invalid: 35

Literal question

For each job opening:

(f) Is the ideal candidate (1) Male (2) Female (3) Either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Ideal candidate recent graduate, job opening 3 (q20g3)

File: D_LargeFirmSurvey_2013

Overview

Ideal candidate recent graduate, job opening 3 (q20g3)

File: D_LargeFirmSurvey_2013

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 16
Invalid: 35

Literal question

For each job opening:

(g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Salary range, job opening 3 (q20h3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 3-6

Valid cases: 16
Invalid: 35

Literal question

For each job opening:

(h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 4 (q20a4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 27

Valid cases: 6
Invalid: 0

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 4 (q20a4_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 27

Valid cases: 6
Invalid: 0

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Type of position, job opening 4 (q20a4_en)

File: D_LargeFirmSurvey_2013

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, job opening 4 (q20a4_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 5
Format: numeric	Invalid: 46
Width: 3	Minimum: 11
Decimals: 0	Maximum: 152
Range: 11-152	

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of job openings for the position, job opening 4 (q20b4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 5
Format: numeric	Invalid: 46
Width: 2	
Decimals: 0	
Range: 1-10	

Literal question

For each job opening:

(b) How many of these specific openings do you have?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of weeks the job has been open, job opening 4 (q20c4)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 5
Format: numeric	Invalid: 46
Width: 3	Minimum: 2
Decimals: 0	Maximum: 888
Range: 2-888	

Literal question

For each job opening:

(c) How many weeks has the job been open? Or write 888 if always open

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Reasons the position is always open, job opening 4 (q20d4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 5
Invalid: 46

Literal question

For each job opening:

(d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Full time or part-time, job opening 4 (q20e4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 5
Invalid: 46

Literal question

For each job opening:

(e) Is it (1) Full time (2) Part time

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender of the ideal candidate, job opening 4 (q20f4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 5
Invalid: 46

Literal question

For each job opening:

(f) Is the ideal candidate (1) Male (2) Female (3) Either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Ideal candidate recent graduate, job opening 4 (q20g4)

File: D_LargeFirmSurvey_2013

Overview

Ideal candidate recent graduate, job opening 4 (q20g4)

File: D_LargeFirmSurvey_2013

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 5
Invalid: 46

Literal question

For each job opening:

(g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Salary range, job opening 4 (q20h4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 4-6

Valid cases: 5
Invalid: 46

Literal question

For each job opening:

(h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 5 (q20a5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 16

Valid cases: 1
Invalid: 0

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, job opening 5 (q20a5_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 11

Valid cases: 1
Invalid: 0

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Type of position, job opening 5 (q20a5_en)

File: D_LargeFirmSurvey_2013

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, job opening 5 (q20a5_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 12-12

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(a) What is the opening for (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of job openings for the position, job opening 5 (q20b5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(b) How many of these specific openings do you have?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of weeks the job has been open, job opening 5 (q20c5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 3-3

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(c) How many weeks has the job been open? Or write 888 if always open

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Reasons the position is always open, job opening 5 (q20d5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-2

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(d) If position is always open, is it because (1) there is high turnover for this position (2) candidates with the proper skill set are so rare and we need this (3) this is a low prestige job that not many are willing to do (4) Other If other, please specify.

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Full time or part-time, job opening 5 (q20ef)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(e) Is it (1) Full time (2) Part time

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender of the ideal candidate, job opening 5 (q20f5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(f) Is the ideal candidate (1) Male (2) Female (3) Either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Ideal candidate recent graduate, job opening 5 (q20g5)

File: D_LargeFirmSurvey_2013

Overview

Ideal candidate recent graduate, job opening 5 (q20g5)

File: D_LargeFirmSurvey_2013

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-1

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(g) Is the ideal candidate (1) Recent Graduate (2) Not Recent Graduate (3) either

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Salary range, job opening 5 (q20h5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 5-5

Valid cases: 1
Invalid: 50

Literal question

For each job opening:

(h) Salary range: (1) Less than 190 JD (2) 190 JD (3) More than 190 less than 250 (4) More than 250 less than 350 (5) More than 350 less than 500 (6) More than 500

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Stopped looking for any position because couldn't fill it (q21)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 51
Invalid: 0

Literal question

In the past month, have you stopped looking for any position because you couldn't fill it?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of new hires in past month (q22)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-120

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 120

of new hires in past month (q22)

File: D_LargeFirmSurvey_2013

Literal question

A hire is any addition to your payroll, and:

- May be a new hire or a previously separate rehire
- May be permanent, short-term, or seasonal
- May be a recall from layoff

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

people who were hired and quit in the same month (q23)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 0-25

Valid cases: 51
 Invalid: 0
 Minimum: 0
 Maximum: 25

Literal question

How many people did you hire who also quit in the same month?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 1 (q24a1_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 21

Valid cases: 38
 Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 1 (q24a1_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 11-159

Valid cases: 38
 Invalid: 13

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 1 (q24b1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 38
Invalid: 13

Literal question

For each new hire:
(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 1 (q24c1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 38
Invalid: 13

Literal question

For each new hire:
(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 2 (q24a2_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 21

Valid cases: 35
Invalid: 0

Literal question

For each new hire:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 2 (q24ba2_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 11-159

Valid cases: 35
Invalid: 16

Type of position - code, new hire 2 (q24ba2_cd)

File: D_LargeFirmSurvey_2013

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 2 (q24b2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 35

Invalid: 16

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 2 (q24c2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 35

Invalid: 16

Literal question

For each new hire:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 3 (q24a3_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 19

Valid cases: 28

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 3 (q24a3_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 11-160

Valid cases: 28
 Invalid: 23

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 3 (q24b3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 28
 Invalid: 23

Literal question

For each new hire:
 (b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 3 (q24c3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 28
 Invalid: 23

Literal question

For each new hire:
 (a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 4 (q24a4_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 18

Valid cases: 20
 Invalid: 0

Type of position, new hire 4 (q24a4_en)

File: D_LargeFirmSurvey_2013

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 4 (q24a4_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 32-159

Valid cases: 20

Invalid: 31

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 4 (q24b4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 20

Invalid: 31

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 4 (q24c4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 20

Invalid: 31

Literal question

For each new hire:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 5 (q24a5_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 21

Valid cases: 18
 Invalid: 0

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 5 (q24a5_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 12-159

Valid cases: 18
 Invalid: 33

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 5 (q24b5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 18
 Invalid: 33

Literal question

For each new hire:
 (b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 5 (q24c5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 18
 Invalid: 33

Gender, new hire 5 (q24c5)

File: D_LargeFirmSurvey_2013

Literal question

For each new hire:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 6 (q24a6_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 19

Valid cases: 13

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 6 (q24a6_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 57-159

Valid cases: 13

Invalid: 38

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 6 (q24b6)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 13

Invalid: 38

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 6 (q24c6)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 13
Invalid: 38

Literal question

For each new hire:
(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 7 (q24a7_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 21

Valid cases: 13
Invalid: 0

Literal question

For each new hire:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 7 (q24a7_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 57-159

Valid cases: 13
Invalid: 38

Literal question

For each new hire:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 7 (q24b7)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 13
Invalid: 38

Age, new hire 7 (q24b7)

File: D_LargeFirmSurvey_2013

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 7 (q24c7)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 13

Invalid: 38

Literal question

For each new hire:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 8 (q24a8_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 12

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 8 (q24a8_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 63-159

Valid cases: 12

Invalid: 39

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 8 (q24b8)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 12
Invalid: 39

Literal question

For each new hire:
(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 8 (q24c8)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 12
Invalid: 39

Literal question

For each new hire:
(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 9 (q24a9_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 16

Valid cases: 12
Invalid: 0

Literal question

For each new hire:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 9 (q24a9_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 14-159

Valid cases: 12
Invalid: 39

Type of position - code, new hire 9 (q24a9_cd)

File: D_LargeFirmSurvey_2013

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 9 (q24b9)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 12

Invalid: 39

Literal question

For each new hire:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 9 (q24c9)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 12

Invalid: 39

Literal question

For each new hire:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new hire 10 (q24a10_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 12

Invalid: 0

Literal question

For each new hire:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new hire 10 (q24a10_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 62-159

Valid cases: 12
 Invalid: 39

Literal question

For each new hire:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new hire 10 (q24b10)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 12
 Invalid: 39

Literal question

For each new hire:
 (b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new hire 10 (q24c10)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 12
 Invalid: 39

Literal question

For each new hire:
 (a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of quits (except retirements) in past month (q25)

File: D_LargeFirmSurvey_2013

Overview

of quits (except retirements) in past month (q25)

File: D_LargeFirmSurvey_2013

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 0-140

Valid cases: 51
 Invalid: 0
 Minimum: 0
 Maximum: 140

Literal question

of Quits (except retirements) in past month

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 1 (q26a1_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 25

Valid cases: 29
 Invalid: 0

Literal question

For each quit:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 1 (q26a1_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 11-161

Valid cases: 29
 Invalid: 22
 Minimum: 11
 Maximum: 161

Literal question

For each quit:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 1 (q26b1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 29
 Invalid: 22

Literal question

For each quit:
 (b) (1) Under 26 (2) Over 26

Age, quit 1 (q26b1)

File: D_LargeFirmSurvey_2013

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 1 (q26c1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 29
Invalid: 22

Literal question

For each quit:
(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 2 (q26a2_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 18

Valid cases: 20
Invalid: 0

Literal question

For each quit:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 2 (q26a2_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 13-160

Valid cases: 20
Invalid: 31

Literal question

For each quit:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 2 (q26b2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 21
 Invalid: 30

Literal question

For each quit:
 (b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 2 (q26c2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 21
 Invalid: 30

Literal question

For each quit:
 (a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 3 (q26a3_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 26

Valid cases: 17
 Invalid: 0

Literal question

For each quit:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 3 (q26a3_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 11-160

Valid cases: 17
 Invalid: 34

Type of position - code, quit 3 (q26a3_cd)

File: D_LargeFirmSurvey_2013

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 3 (q26b3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 17

Invalid: 34

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 3 (q26c3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 17

Invalid: 34

Literal question

For each quit:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 4 (q26a4_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 14

Invalid: 0

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 4 (q26a4_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 13-158

Valid cases: 14
 Invalid: 37

Literal question

For each quit:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 4 (q26b4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 14
 Invalid: 37

Literal question

For each quit:
 (b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 4 (q26c4)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 14
 Invalid: 37

Literal question

For each quit:
 (a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 5 (q26a5_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 20

Valid cases: 10
 Invalid: 0

Type of position, quit 5 (q26a5_en)

File: D_LargeFirmSurvey_2013

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 5 (q26a5_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 57-162

Valid cases: 9

Invalid: 42

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 5 (q26b5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 10

Invalid: 41

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 5 (q26c5)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 10

Invalid: 41

Literal question

For each quit:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 6 (q26a6_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 17

Valid cases: 9
Invalid: 0

Literal question

For each quit:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 6 (q26a6_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 14-158

Valid cases: 9
Invalid: 42

Literal question

For each quit:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 6 (q26b6)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 9
Invalid: 42

Literal question

For each quit:
(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 7 (q26c6)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 9
Invalid: 42

Gender, quit 7 (q26c6)

File: D_LargeFirmSurvey_2013

Literal question

For each quit:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 7 (q26a7_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 8

Invalid: 0

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 7 (q26a7_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 63-158

Valid cases: 8

Invalid: 43

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 7 (q26b7)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 8

Invalid: 43

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 7 (q26c7)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 8
Format: numeric	Invalid: 43
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

For each quit:
(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 8 (q26a8_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 7
Format: character	Invalid: 0
Width: 16	

Literal question

For each quit:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 8 (q26a8_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 7
Format: numeric	Invalid: 44
Width: 3	
Decimals: 0	
Range: 63-158	

Literal question

For each quit:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 8 (q26b8)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 7
Format: numeric	Invalid: 44
Width: 1	
Decimals: 0	
Range: 1-2	

Age, quit 8 (q26b8)

File: D_LargeFirmSurvey_2013

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 8 (q26c8)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 7

Invalid: 44

Literal question

For each quit:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 9 (q26a9_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 16

Valid cases: 6

Invalid: 0

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 9 (q26a9_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 63-158

Valid cases: 6

Invalid: 45

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 9 (q26b9)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 45

Literal question

For each quit:
 (b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 9 (q26c9)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 6
 Invalid: 45

Literal question

For each quit:
 (a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, quit 10 (q26a10_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 16

Valid cases: 5
 Invalid: 0

Literal question

For each quit:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, quit 10 (q26a10_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 82-158

Valid cases: 5
 Invalid: 46

Type of position - code, quit 10 (q26a10_cd)

File: D_LargeFirmSurvey_2013

Literal question

For each quit:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, quit 10 (q26b10)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 5

Invalid: 46

Literal question

For each quit:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, quit 10 (q26c10)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 5

Invalid: 46

Literal question

For each quit:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of layoffs and discharges in past month (q27)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-4

Valid cases: 3

Invalid: 48

Literal question

of Layoffs and Discharges in past month

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new layoff/discharge 1 (q28a1_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 3
Format: character	Invalid: 0
Width: 19	

Literal question

For each new layoff/discharge:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new layoff/discharge 1 (q28a1_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 48
Width: 3	
Decimals: 0	
Range: 54-158	

Literal question

For each new layoff/discharge:
type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new layoff/discharge 1 (q28b1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 49
Width: 1	
Decimals: 0	
Range: 1-1	

Literal question

For each new layoff/discharge:
(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new layoff/discharge 1 (q28c1)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 49
Width: 1	
Decimals: 0	
Range: 1-2	

Gender, new layoff/discharge 1 (q28c1)

File: D_LargeFirmSurvey_2013

Literal question

For each new layoff/discharge:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new layoff/discharge 2 (q28a2_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: character

Width: 19

Valid cases: 2

Invalid: 0

Literal question

For each new layoff/discharge:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new layoff/discharge 2 (q28a2_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 54-158

Valid cases: 2

Invalid: 49

Literal question

For each new layoff/discharge:

type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new layoff/discharge 2 (q28b2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-1

Valid cases: 2

Invalid: 49

Literal question

For each new layoff/discharge:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new layoff/discharge 2 (q28c2)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-2

Valid cases: 2
 Invalid: 49

Literal question

For each new layoff/discharge:
 (a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position, new layoff/discharge 3 (q28a3_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: character
 Width: 19

Valid cases: 2
 Invalid: 0

Literal question

For each new layoff/discharge:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Type of position - code, new layoff/discharge 3 (q28a3_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 54-158

Valid cases: 2
 Invalid: 49

Literal question

For each new layoff/discharge:
 type of position (e.g. sales, clerk, engineer)

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Age, new layoff/discharge 3 (q28b3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-1

Valid cases: 2
 Invalid: 49

Age, new layoff/discharge 3 (q28b3)

File: D_LargeFirmSurvey_2013

Literal question

For each new layoff/discharge:

(b) (1) Under 26 (2) Over 26

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Gender, new layoff/discharge 3 (q28c3)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 2

Invalid: 49

Literal question

For each new layoff/discharge:

(a) (1) Male (2) Female

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of other separations in past month (q29)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: 0-18

Valid cases: 51

Invalid: 0

Literal question

Number of other separations in past month

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

interviews completed in the last month for job openings intended for recent graduates (q30)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: 0-240

Valid cases: 51

Invalid: 0

Minimum: 0

Maximum: 240

Literal question

How many interviews did you complete in the last month for job openings intended for recent graduates (3 years or less)?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

of interviews completed in the last month for job openings intended for experienced professionals (q31)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 95
Range: 0-95	

Literal question

How many interviews did you complete in the last month for job openings intended for experienced professionals i.e. not recent graduates (graduated more than 3 years ago)?

Interviewer instructions

The following questions refer to the last calendar month i.e. April or May or June or July or August

Qualities of new graduates that firm chooses to hire, group A (q32a)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 21
Format: numeric	Invalid: 30
Width: 1	
Decimals: 0	
Range: 1-3	

Literal question

I'd like to understand how you decide to hire fresh graduate employees. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how choose the appropriate candidate for this job. Please don't tell me which ones matter; only tell me how many reasons are very important.

Group A:

- Previous work experience
- High grades at university
- Interview performance

Qualities of new graduates that firm chooses to hire, group B (q32b)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 30
Format: numeric	Invalid: 21
Width: 1	
Decimals: 0	
Range: 1-4	

Literal question

I'd like to understand how you decide to hire fresh graduate employees. I am going to read a list of reasons to you. After I read the entire list, I'd like you to tell me how many of the reasons really explain how choose the appropriate candidate for this job. Please don't tell me which ones matter; only tell me how many reasons are very important.

Group B:

- Previous work experience
- High grades at university
- Wasta (if the candidate is directly or indirectly connected or related to someone at the firm)
- Interview performance

Influence of candidate's previous low prestige job experience on hiring decision (q33)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 51
Invalid: 0

Literal question

If you found that a university educated, young job candidate for a skilled job with your company has been working as a i. [waiter] or ii. [telemarketer] or iii. [outdoor sales] since graduation would this
1 = lower the chance you would want to hire this worker than if the job candidate had been unemployed since graduation
2 = increase the chance you would want to hire this worker than if the job candidate had been unemployed since graduation
3 = have no effect on the chance you would hire this worker than if the job candidate had been unemployed since graduation

Reasons Jordanian youth reluctant to take low prestige jobs (q34a)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 51
Invalid: 0

Literal question

Relative to youth in other countries, Jordanian youth are more reluctant to take low paid, less skilled jobs like being a waiter, telemarketer, or retail sales worker while waiting to find a job that meets their skills and qualifications.

What do you think the main reason for this is?

- 1 = because in Jordan doing so would negatively affect their employment prospects in better jobs
- 2 = because in Jordan doing so would have negative impacts on the way them and their family is perceived in terms of prestige
- 3 = because they can rely on family members to support them and do not need the money
- 4 = disagree with statement
- 5 = other (specify) _____

Reasons Jordanian youth reluctant to take low prestige jobs - other (q34b_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 106

Valid cases: 17

Literal question

Relative to youth in other countries, Jordanian youth are more reluctant to take low paid, less skilled jobs like being a waiter, telemarketer, or retail sales worker while waiting to find a job that meets their skills and qualifications. What do you think the main reason for this is?

% of graduates would show up on time for a job interview (q35a)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:

a) would show up on time for a job interview?

% of graduates would show up appropriately dressed for a job interview (q35b)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-9

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:

b) Would show up appropriately dressed for a job interview?

% of graduates would show up for a job interview prepared (q35c)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 0-10

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:

c) Would show up for a job interview having prepared themselves by learning about the job and company they are applying for?

% of graduates have realistic expectations about typical salary (q35d)

File: D_LargeFirmSurvey_2013

Overview

% of graduates have realistic expectations about typical salary (q35d)

File: D_LargeFirmSurvey_2013

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 2-10

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:
Have realistic expectations about what the typical salary for a fresh graduate is

% of graduates prepared to do tasks not directly related to their position (q35e)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 2-10

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:
e) Are prepared to occasionally do tasks not directly related to their position (such as running errands around the office)?

% of graduates prepared to start at the bottom and work their way up the job ladder (q35f)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-10

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:
Are prepared to start at the bottom and work their way up the job ladder?

% of graduates would refuse a job with a good salary but low prestige (q35g)

File: D_LargeFirmSurvey_2013

Overview

% of graduates would refuse a job with a good salary but low prestige (q35g)

File: D_LargeFirmSurvey_2013

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-9

Valid cases: 51
Invalid: 0

Literal question

Now I would like to ask you something about your experiences with Jordanian university graduates. In your opinion, what percent of graduates from Jordanian Universities:

g) Would refuse a job with a good salary but low prestige even if they couldn't find another job?

% of graduates recruited directly from universities (q36a)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-50

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 50

Literal question

What percent are recruited (a) Directly from universities

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates go through recruiting agencies (q36b)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-35

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 35

Literal question

What percent (b) Go through recruiting agencies

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates apply directly to the company (q36c)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-100

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 100

Literal question

What percent (c) Apply directly to the company

% of graduates apply directly to the company (q36c)

File: D_LargeFirmSurvey_2013

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates respond to newspaper advertisements (q36d)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 80
Range: 0-80	

Literal question

What percent (d) Respond to newspaper advertisements

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates recruited through website (q36e)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 50
Range: 0-50	

Literal question

What percent (e) Are recruited through the Internet on websites like Akhtaboot, Bayt.com and LinkedIn, etc.

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates recruited through other (q36foth_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 11
Format: character	Invalid: 0
Width: 64	

Literal question

What percent are recruited
Other

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates recruited through other (q36f)

File: D_LargeFirmSurvey_2013

% of graduates recruited through other (q36f)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 35
Range: 0-35	

Literal question

What percent are recruited
Other

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates are known through the network of the owner of the firm (q37)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 50
Range: 0-50	

Literal question

What percent are related to and/or friends of and/or known through the network of the owner of this firm

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of graduates are known through the network of the employees of the firm (q38)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 51
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 96
Range: 0-96	

Literal question

What percent are related to and/or friends of and/or known through the network of the employees of this firm?

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of new hires graduates of foreign universities (q39a)

File: D_LargeFirmSurvey_2013

Overview

% of new hires graduates of foreign universities (q39a)

File: D_LargeFirmSurvey_2013

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-40

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 40

Literal question

What percent of your fresh graduate hires are:
(a) Graduates of foreign universities

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of new hires graduates of JU, Hashmeyeh, JUST, GJU, or PSUT universities (q39b)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-95

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 95

Literal question

What percent of your fresh graduate hires are:
b) Graduates of these five universities: JU, Hashmeyeh, JUST, GJU, or PSUT

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of new hires graduates of other public universities (q39c)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-80

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 80

Literal question

What percent of your fresh graduate hires are:
c) Graduates of other public universities

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of new hires graduates of private universities (q39d)

File: D_LargeFirmSurvey_2013

Overview

% of new hires graduates of private universities (q39d)

File: D_LargeFirmSurvey_2013

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-65

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 65

Literal question

What percent of your fresh graduate hires are:
(d) Graduates of private universities

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of fresh grads stay after a year of working (q40)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-100

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 100

Literal question

What percent of fresh grads stay after a year of working there?

Interviewer instructions

The following questions are specific to freshly graduated new hires

% of fresh grads stay after 3 years of working (q41)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-100

Valid cases: 51
Invalid: 0
Minimum: 0
Maximum: 100

Literal question

What percent stay after 3 years?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting positions for graduates at the firm, position 1 (q42a1_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 32

Valid cases: 51
Invalid: 0

Literal question

(a) What are typical starting positions for fresh graduates at your firm?

Interviewer instructions

Starting positions for graduates at the firm, position 1 (q42a1_en)

File: D_LargeFirmSurvey_2013

The following questions are specific to freshly graduated new hires

Starting positions for graduates at the firm - code, position 1 (q42a1_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 22-159

Valid cases: 30
Invalid: 21

Literal question

(a) What are typical starting positions for fresh graduates at your firm?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting salary for positions for graduates at the firm (q42b1)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 245-1000

Valid cases: 51
Invalid: 0
Minimum: 245
Maximum: 1000

Literal question

(b) What is the starting salary of each of these positions?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting positions for graduates at the firm, position 2 (q42a2_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 27

Valid cases: 18
Invalid: 0

Literal question

(a) What are typical starting positions for fresh graduates at your firm?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting positions for graduates at the firm - code, position 2 (q42a2_cd)

File: D_LargeFirmSurvey_2013

Starting positions for graduates at the firm - code, position 2 (q42a2_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 34
Width: 3	
Decimals: 0	
Range: 13-157	

Literal question

(a) What are typical starting positions for fresh graduates at your firm?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting salary for positions for graduates at the firm (q42b2)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous	Valid cases: 18
Format: numeric	Invalid: 33
Width: 3	Minimum: 250
Decimals: 0	Maximum: 600
Range: 250-600	

Literal question

(b) What is the starting salary of each of these positions?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting positions for graduates at the firm, position 3 (q42a3_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 5
Format: character	Invalid: 0
Width: 14	

Literal question

(a) What are typical starting positions for fresh graduates at your firm?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting positions for graduates at the firm - code, position 3 (q42a3_cd)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete	Valid cases: 5
Format: numeric	Invalid: 46
Width: 3	
Decimals: 0	
Range: 11-114	

Starting positions for graduates at the firm - code, position 3 (q42a3_cd)

File: D_LargeFirmSurvey_2013

Literal question

(a) What are typical starting positions for fresh graduates at your firm?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Starting salary for positions for graduates at the firm (q42b3)

File: D_LargeFirmSurvey_2013

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 275-450

Valid cases: 6
Invalid: 45
Minimum: 275
Maximum: 450

Literal question

(b) What is the starting salary of each of these positions?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Person making final employment decision (q43_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 31

Valid cases: 50
Invalid: 0

Literal question

Who makes the final employment decision?

Interviewer instructions

The following questions are specific to freshly graduated new hires

Interviewer notes (q44_en)

File: D_LargeFirmSurvey_2013

Overview

Type: Discrete
Format: character
Width: 166

Valid cases: 17

Literal question

Interviewer Notes

Interviewer instructions

The following questions are specific to freshly graduated new hires

Related Materials

Questionnaires

Jordan NOW Listing Questionnaire

Title Jordan NOW Listing Questionnaire
 Language English
 Filename Q1_Firm_Listing_2011.pdf

Jordan NOW Firm Survey

Title Jordan NOW Firm Survey
 Language English
 Filename Q2_Firm_Survey_2011.pdf

Jordan NOW Firm Follow-Up Survey

Title Jordan NOW Firm Follow-Up Survey
 Language English
 Filename Q3_FirmMidline_2012.pdf

Jordan NOW Graduates Midline Survey

Title Jordan NOW Graduates Midline Survey
 Language English
 Filename Q4_Midline_2012.pdf

Listing Survey of BDC Screening Matchmaking Program

Title Listing Survey of BDC Screening Matchmaking Program
 Language English
 Filename Q5_Endline&Listing_2013 copy.pdf

Yalla Watheefa 2013

Title Yalla Watheefa 2013
 Language English
 Filename Q6_Screening_2013.pdf

Jordan Monthly Employment Survey (JOLTS)

Title Jordan Monthly Employment Survey (JOLTS)
 Language English
 Filename Q7_FirmJOLTS_2013.pdf

Large Firm Survey

Title Large Firm Survey
Language English
Filename Q8_FirmLarge_2013.pdf

Numerical Reasoning Test

Title Numerical Reasoning Test
Language English
Filename P1_Quantitative.pdf

Verbal Reasoning Test

Title Verbal Reasoning Test
Language English
Filename P2_Verbal.pdf

Spatial Test (in Arabic)

Title Spatial Test (in Arabic)
Language Arabic
Filename P3_Spatial.pdf

Behavioral Skills Estimation Checklist

Title Behavioral Skills Estimation Checklist
Language English
Filename P4a_SoftSkillsComponents.pdf

Soft Skill Assessment and Evaluation/Translation from Arabic to English

Title Soft Skill Assessment and Evaluation/Translation from Arabic to English
Language English
Filename P4b_SoftskillsEvaluationRubric.pdf

English Language Test

Title English Language Test
Language English
Filename P5_English.pdf

Jordan NOW Computer Skills Test

Title Jordan NOW Computer Skills Test
Language English
Filename P6a_ExcelInstructionsordan NOW Computer Skills Test.pdf

Excel Test (1)

Title Excel Test (1)

Language English
 Filename P6b_Exceltest copy.xls

Excel Test (2)

Title Excel Test (2)
 Language English
 Filename P6c_Exceltest_corrected copy.xls

Pre-Employment Assessment (in Arabic)

Title Pre-Employment Assessment (in Arabic)
 Language Arabic
 Filename P7_AssessmentManual_arabic.pdf

Reports

Testing the Importance of Search Frictions, Matching, and Reservation Prestige Through Randomized Experiments in Jordan

Title Testing the Importance of Search Frictions, Matching, and Reservation Prestige Through Randomized Experiments in Jordan
 Author(s) Matthew Groh, World Bank David McKenzie, World Bank, BREAD, CEPR and IZA Nour Shammout, University of Michigan and World Bank Tara Vishwanath, World Bank
 Language English
 Filename FullPaper_JNOW2_wbwp1.pdf

Reducing Information Asymmetries in the Youth Labor Market of Jordan with Psychometrics and Skill Based Tests

Title Reducing Information Asymmetries in the Youth Labor Market of Jordan with Psychometrics and Skill Based Tests
 Author(s) Matthew Groh, World Bank David McKenzie, World Bank Tara Vishwanath, World Bank
 Language English
 Filename GrohMcKenzieVishwanath_wberv2.pdf

Testing Job Matching Services for Unemployed Educated Youth in Jordan / Finance & PSD Impact, Issue 30

Title Testing Job Matching Services for Unemployed Educated Youth in Jordan / Finance & PSD Impact, Issue 30
 Author(s) Matthew Groh, David McKenzie, Nour Shammout and Tara Vishwanath
 Date 2014-09-01
 Language English
 Filename IN30.pdf

Other materials

Tables Replication Stata Do File

Title Tables Replication Stata Do File
 Author(s) Matt Groh, David McKenzie

Language English

Replication code for two journal submissions available in Related Materials:

Description - "Testing the Importance of Search Frictions, Matching, and Reservation Prestige Through Randomized Experiments in Jordan"
- "Reducing Information Asymmetries in the Youth Labor Market of Jordan with Psychometrics and Skill Based Tests"

Date of last edit: 10/13/2014

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