

Well Being 499

SE1 SE1 Working for pay

Are you doing any work for pay at the present time?

1 Yes

5 No

IF SE1 Working for pay = Yes THEN

|

| SE2 SE2 Self-employment

| Now we will ask a few questions about your main job. If you have multiple jobs, please
| consider the one where you spend most of your time. On your main job, do you work for
| someone else, or are you self-employed?

| 1 Work for someone else

| 2 Self-employed or running own business

|

| IF SE2 Self-employment = Work for someone else THEN

||

|| SE3 SE3 Company size

|| In total, about how many employees work for your company or organization at all U.S. locations?

|| Real

||

|| IF SE3 Company size =EMPTY THEN

|||

||| SE3_DK SE3_DK Company size DK

||| Is it more than 100? The number of employees at my organization at all U.S. locations is...

||| 1 100 or more

||| 2 Less than 100

|||

|| ENDIF

||

|| IF (SE3 Company size Company size Company size < 100 and SE3=response) OR (SE3_DK

|| Company size DK Company size DK = Less than 100) OR (SE3 = EMPTY AND SE3_DK=EMPTY)

|| THEN

|||

|| ENDIF

||

|| IF eligible for first section - basic questions = Eligible for first section - basic

|| questions THEN

|||

||| BW2 BW2 Work hours

||| How many hours per week do you usually work on this job?

||| Integer

|||

||| IF BW2 Work hours =EMPTY THEN

||||

||| BW2_DK BW2_dk Work hours dk

||| Approximately, how many hours per week do you usually work on this job?

||| 1 Less than 5 hours a week

||| 2 5-9 hours a week

||| 3 10-14 hours a week

||| 4 15-19 hours a week

- ||| 5 20-24 hours a week
- ||| 6 25-29 hours a week
- ||| 7 30-34 hours a week
- ||| 8 35-39 hours a week
- ||| 9 40-44 hours a week
- ||| 10 45-49 hours a week
- ||| 11 50-54 hours a week
- ||| 12 55-59 hours a week
- ||| 13 60 or more hours a week

|||
||| ENDIF

|||
||| **BW3** BW3 Single establishments

||| Does your company or organization operate from a single location or does it have multiple locations or establishments?

- ||| 1 Single location
- ||| 2 Multiple locations or establishments

|||
||| **BW4** BW4 Replaceable worker

||| If you suddenly could not do your job duties for two weeks, is there another employee who could readily step in to cover your job duties?

- ||| 1 Yes
- ||| 5 No

|||
||| **BW5** TYPE WORK

||| Which of the following categories best describes the type of work you do?

- ||| 1 Management Occupations
- ||| 2 Business and Financial Operations Occupations
- ||| 3 Computer and Mathematical Occupations
- ||| 4 Architecture and Engineering Occupations
- ||| 5 Life, Physical, and Social Science Occupations
- ||| 6 Community and Social Services Occupations
- ||| 7 Legal Occupations
- ||| 8 Education, Training, and Library Occupations
- ||| 9 Arts, Design, Entertainment, Sports, and Media Occupations
- ||| 10 Healthcare Practitioner and Technical Occupations
- ||| 11 Healthcare Support Occupations
- ||| 12 Protective Service Occupations
- ||| 13 Food Preparation and Serving Related Occupations
- ||| 14 Building and Grounds Cleaning and Maintenance Occupations
- ||| 15 Personal Care and Service Occupations
- ||| 16 Sales and Related Occupations
- ||| 17 Office and Administrative Support Occupations
- ||| 18 Farming, Fishing, and Forestry Occupations
- ||| 19 Construction and Extraction Occupations
- ||| 20 Installation, Maintenance, and Repair Occupations
- ||| 21 Production Occupations
- ||| 22 Transportation and Material Moving Occupations

|||
||| **BW6** BW6 Job title

||| Employers often have their own job titles and grades. What is your formal job title and grade in this job?

```

||| String
|||
||| IF TYPE WORK =RESPONSE AND ( BW3 Single establishments Single establishments =
||| Multiple locations or establishments OR BW3=EMPTY) THEN
|||
||| BW7 BW7 Number workers with same occupation in company
||| Not including you, about how many workers work in [TYPE WORK] in this
||| organization at all U.S. locations?
||| String
|||
||| IF BW7 Number workers with same occupation in company =EMPTY THEN
|||
||| BW7_DK BW7 DK Number workers with same occupation in co DK
||| Not including you, approximately how many workers work in [TYPE WORK] in this
||| organization at all U.S. locations?
||| 1 Less than 20
||| 2 20 to 50
||| 3 50 to 100
||| 4 More than 100
|||
||| ENDIF
|||
||| ENDIF
|||
||| IF ( BW3 Single establishments Single establishments = Multiple locations or
||| establishments OR BW3=EMPTY) THEN
|||
||| BW8 BW8 Establishment size
||| And about how many employees work for your company or organization at this
||| establishment? (If you work in multiple locations, please consider the
||| establishment where you are based)
||| Real
|||
||| ENDIF
|||
||| IF TYPE WORK =RESPONSE THEN
|||
||| BW9 BW9 number coworkers in same occupation at establishment
||| Not including you, about how many workers at this establishment work in [TYPE WORK]?
||| Real
|||
||| IF BW9 number coworkers in same occupation at establishment =EMPTY THEN
|||
||| BW9_DK BW9_DK coworkers in same occupation at establishment DK
||| Not including you, approximately how many workers at this establishment work in [TYPE WORK]?
||| 1 Less than 5
||| 2 5 to 19
||| 3 20 to 49
||| 4 50 or more
|||
||| ENDIF
|||

```

||| ENDIF

||| IF TYPE WORK =RESPONSE AND (BW9 number coworkers in same occupation at establishment number coworkers in same occupation at establishment > OR BW9=EMPTY) THEN

||| **BW10** BW10 Number older coworkers in same occupation
||| Not including you, how many workers at this establishment who work in [TYPE WORK] are 50 years or older?
||| Real

||| IF BW10 Number older coworkers in same occupation =EMPTY THEN

||| **BW10_DK** BW10 DK Number older coworkers in same occupation DK
||| Not including you, approximately how many workers at this establishment who work in [TYPE WORK] are 50 years or older?

||| 1 Less than 2

||| 2 2 to 9

||| 3 10 to 19

||| 4 20 or more

||| ENDIF

||| ENDIF

||| **BW11** BW11 Work arrangements

||| How would you describe your work arrangement in your main job?
||| 1 I work as an independent contractor, independent consultant, or freelance worker
||| 2 I am on-call, and work only when called to work
||| 3 I am paid by a temporary agency
||| 4 I work for a contractor who provides workers and services to others under contract
||| 5 I am a regular employee (standard work arrangement, either full or part-time)

||| **BW12** BW12 Public sector

||| Do you work in the...?
||| 1 private sector (for profit)
||| 2 public sector
||| 3 nonprofit sector

||| **BF1** BF1 Benefits

||| Which of the following benefits are you eligible for through your main job? (Please check all that apply)
||| 1 paid vacation time
||| 2 paid sick time
||| 3 paid holidays
||| 4 paid maternity leave
||| 5 paid family care time that may be used for spousal or elder care
||| 6 health insurance
||| 7 pension/retirement benefits

||| IF paid vacation time IN BF1 Benefits THEN

||| **BF2a** BF2a Paid vacation time

||| Altogether, how many days of paid vacation time are you eligible for each year?

||| Real

```
|||
||| ENDIF
|||
||| IF paid sick time IN BF1 Benefits THEN
|||
||| BF2b BF2b Paid sick days
||| Altogether, how many days of paid sick time are you eligible for each year?
||| Real
|||
||| ENDIF
|||
||| IF BW2 Work hours > 34 OR ( BW2_dk Work hours dk Work hours dk > 30-34 hours a
||| week AND BW2_DK=RESPONSE) THEN
|||
||| BF3 BF3 Can reduce hours
||| If you wanted to work half time (less than 20 hours a week) on this job, would
||| your employer allow you to do that?
||| 1 Yes
||| 2 Only temporarily
||| 3 No
|||
||| ENDIF
|||
||| IF health insurance IN BF1 Benefits AND BF3 Can reduce hours = Yes THEN
|||
||| BF4 BF4 Health insurance with reduced hours
||| If you reduced to half time (less than 20 hours a week), would your health
||| insurance benefits be reduced, eliminated, or kept the same?
||| 1 Reduced
||| 2 Eliminated
||| 3 Kept the same
|||
||| ENDIF
|||
||| BF5 BF5 Has HR department
||| Does your organization have a Human Resources department?
||| 1 Yes
||| 5 No
|||
||| IF BF5 Has HR department Has HR department = No OR BF5=EMPTY THEN
|||
||| BF6 BF6 Who does hiring
||| What department is responsible for hiring people for your occupation/job title?
||| String
|||
||| ENDIF
|||
||| BC1 BC1 Pace of work
||| Does your job involve working at very high speed?
||| 1 Yes
||| 5 No
|||
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||| **BC2** BC2 Deadlines

||| Does your job involve working to tight deadlines?

||| 1 Yes

||| 5 No

|||

||| **BC3** BC3 Job demands

||| How often does your job require lots of physical effort?

||| 1 All or almost all of the time

||| 2 Most of the time

||| 3 Some of the time

||| 4 None or almost none of the time

|||

||| **BP1** BP1 Prob any work after age 65

||| What are the chances that you will be doing any work for pay after you reach age 65?

||| Enter 0% if you think there is no chance you will be doing this, 100% if you are

||| sure you will be doing this, or any percent in between.

||| Range: 0.00..100.00

|||

||| IF BP1 Prob any work after age 65 Prob any work after age 65 > 0 AND BP1=RESPONSE

||| THEN

|||

||| **BP2** BP2 Prob work at firm after age 65

||| What do you think the chances are that you will still be working for your current
||| employer after you reach age 65?

||| Range: 0.00..100.00

|||

||| ENDIF

|||

||| **BP3** BP3 Prob work at firm in 5 years

||| What do you think the chances are that you will still be working for your current
||| employer five years from now?

||| Range: 0.00..100.00

|||

||| **BP4** BP4 Quit in 5 years

||| What do you think the chances are that you will voluntarily quit/leave your current
||| employer during the next five years?

||| Range: 0.00..100.00

|||

||| **BP5** BP5 Layoff in 5 years

||| What do you think the chances are that you will be permanently laid off or fired by
||| your current employer during the next five years?

||| Range: 0.00..100.00

|||

||| **BCP_intro** BCP_intro

||| Next, we are going to ask a few questions about working conditions and retirement
||| decisions. In each question your current employer offers you a job with different
||| working conditions. You will be asked how it would affect your retirement
||| decisions.

|||

||| **BCP1** BCP1 Conditional retirement prob if more paid time off

||| Suppose your employer offered you 2 more weeks of paid vacation time, but your job
||| would otherwise remain the same. In that case, what are the chances that you

||| would still be working for your current employer after you reach age 65?

||| Range: 0.00..100.00

|||

||| **BCP2** BCP2 Conditional retirement prob if paid 10% wage cut

||| Suppose your employer reduced your earnings by 10%, but your job would otherwise

||| remain the same. In that case, what are the chances that you would still be

||| working for your current employer after you reach age 65?

||| Range: 0.00..100.00

|||

||| [The following questions are displayed as a table]

|||

||| **BCP3** BCP3 Prob take more paid time off

||| Suppose, instead, that your employer offered you the option to take 2 more weeks of

||| paid vacation time in exchange for a 10% reduction in your regular wage. Your job

||| would otherwise remain the same, and you could take this offer any time you

||| wanted. What is the percent chance that you would take this offer sometime before

||| the age of 65?

||| Range: 0.00..100.00

|||

||| **BCP4** BCP4 Conditional prob if more paid time off

||| Still assuming that you had this opportunity, what are the chances that you would

||| still be working for your current employer after you reach age 65?

||| Range: 0.00..100.00

|||

||| [End of table display]

||| IF (BW9 number coworkers in same occupation at establishment > 50 or more or

||| BW9_DK coworkers in same occupation at establishment DK coworkers in same

||| occupation at establishment DK coworkers in same occupation at establishment DK = I

||| am a regular employee (standard work arrangement, either full or part-time) to 19

||| or BW9_DK= 20 to 49 or BW9_DK= 20 or more) AND (BW10 Number older coworkers in

||| same occupation > 1 OR BW10 DK Number older coworkers in same occupation DK = 2 to

||| 9 OR BW10 DK Number older coworkers in same occupation DK = 10 to 19 OR BW10 DK

||| Number older coworkers in same occupation DK =4) AND (BW11 Work arrangements =5)

||| THEN

|||

||| ELSE

|||

||| ENDIF

|||

||| IF (BW3 Single establishments = Single location) AND (BW9 number coworkers in

||| same occupation at establishment > 19 OR BW9_DK coworkers in same occupation at

||| establishment DK coworkers in same occupation at establishment DK = 20 to 49 OR

||| BW9_DK= 50 or more) AND (BW11 Work arrangements = I am a regular employee

||| (standard work arrangement, either full or part-time)) THEN

|||

||| ELSE

|||

||| ENDIF

|||

||| IF (BW3 Single establishments Single establishments = Multiple locations or

||| establishments or BW3=EMPTY) AND (BW7 Number workers with same occupation in

||| company > 19 OR BW7 DK Number workers with same occupation in co DK = 20 to 50 OR

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||| BW7 DK Number workers with same occupation in co DK = 50 to 100 OR BW7 DK Number
||| workers with same occupation in co DK = More than 100 ) AND ( BW11 Work arrangements
||| = I am a regular employee (standard work arrangement, either full or part-time) )
||| THEN
|||
||| ELSE
|||
||| ENDIF
|||
||| IF CONSENT_ELIGIBLE_SM = Eligible OR CONSENT_ELIGIBLE_LG single = Eligible OR
||| CONSENT_ELIGIBLE_LG multi = Eligible THEN
|||
||| CF1 CF1 Consent form
||| You have reached the end of the basic module of the survey. Based on your
||| responses, you are eligible for a second module. This module would take about 5
||| minutes and you would be paid an additional $5. Please read the information on the
||| next page to make an informed choice about whether you would like to participate
||| in this module.
||| 1 Next to second module
||| 2 Exit the survey
|||
||| IF CF1 Consent form = Next to second module THEN
|||
||| CF1_goals CF1 goals
||| The goals of the study A very important part of our research is learning
||| about employers' management practices and attitudes toward workers'
||| preferences with respect to working conditions that might increase workers'
||| job satisfaction. This project is being carried out in a collaborative effort
||| by a team of researchers from RAND and the University of Michigan. The study
||| is funded by the Alfred P. Sloan Foundation's Working Longer Program. In
||| addition to asking questions from employees in this survey, we would like to
||| contact someone at your workplace to ask questions about management practices
||| and job flexibility. For example, we want to learn whether your employer offers
||| flexible working conditions to accommodate workers' preferences. Having
||| information from both workers and employers is important to improve our
||| understanding of workers' job situations and needs, and whether they match the
||| needs of employers. This information is important to inform policy-making to
||| improve peoples' working conditions and satisfaction with their jobs. If you
||| are interested, you can find information about exactly what we tell employers
||| and questions that may be asked in the Employer Survey at this link.
||| Protecting your privacy and confidentiality The Employer Survey will ask
||| about groups of workers at your organization in general, and not about you.
||| Neither you nor your employer will be identified in any of our research, and
||| your information will not be shared with anyone outside the study. Based on
||| the name and address of your employer, an interviewer at the University of
||| Michigan's Survey Research Center will identify someone at your organization
||| who can answer questions about management practices and retirement patterns of
||| workers in your occupation, typically a person in the Human Resources
||| department or someone in management. We have implemented a number of
||| procedures to protect your privacy and confidentiality and that of your
||| employer: The University of Michigan's Survey Research Center will contact
||| someone at your organization, but the University of Michigan will not know
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||||| your name. Your name and your contact information won't be released to
||||| anyone, including the University of Michigan or your employer. Your employer
||||| won't be informed that one of its employees participates in the ALP. Your
||||| employer will be asked about management practices and workplace flexibility
||||| regarding "typical" workers in a broad occupation that includes your job, such
||||| as "management" and "office and administrative support", when we ask questions
||||| regarding workers in different occupations. See the list of categories we will
||||| use at this link. We will ask questions regarding workers of different age
||||| categories at your organization (i.e. 30- 50 vs. 50-70 year old workers). We
||||| only include larger organizations in the study with at least 100 workers.
||||| Just like in any other ALP surveys, all information will be confidential.
||||| If anyone at your workplace mentions participating in such a survey you don't
||||| need to tell them it is linked to your participation in the ALP. It would be
||||| best not to share that information to protect your own confidentiality, since
||||| you could be identifiable to your employer in publicly available ALP data even
||||| if your name is not included. All aspects of this project are reviewed and
||||| monitored by RAND's Human Subjects Protection Program. This program reviews
||||| and monitors research studies to protect the rights and welfare of research
||||| subjects. Participation in this research study by you or your employer is
||||| completely voluntary. Contact us If you have questions or concerns about
||||| this study, please contact the PI of the study: Dr. Peter Hudomiet (RAND) at
||||| hudomiet@rand.org. If you have questions about your rights as a research
||||| participant or need to report a research-related injury or concern, you can
||||| contact RAND's Human Subjects Protection Committee toll-free at (866) 697-5620
||||| or by emailing hspcinfo@rand.org. If possible, when you contact the Committee,
||||| please reference Study #2018-0300. If you have read and understand the
||||| information given above, please check the box below to indicate that you agree
||||| to participate in this study.

||||| 1 I agree to provide information about my employer and answer more questions about my job
||||| 2 I don't want to continue with this part of the survey and understand I will not receive an additional \$5
|||||

||||| IF CF1 goals = I agree to provide information about my employer and answer more
||||| questions about my job THEN

|||||
||||| IF BW3 Single establishments = Single location THEN

|||||
||||| [The following questions are displayed as a table]

|||||
||||| **CF2_intro** CF2_intro Name and address of a single-location firm or employer
||||| What is the name and the address of the company/organization you work for?
||||| (If you work in multiple locations, please use the address of the
||||| workplace where you are based)

|||||
||||| **CF2_companyname** CF2_name of company
||||| Name of the company/organization (required):
||||| String

|||||
||||| **CF2_streetAddress** CF2_streetAddress
||||| Street address (required):
||||| String

|||||
||||| **CF2_city** CF2_city

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||||| City (required):
||||| String
|||||
||||| CF2_zipcode CF2_zipcode
||||| Zip code (required):
||||| String
|||||
||||| CF2_state CF2_state
||||| State (required):
||||| String
|||||
||||| CF2_phone CF2_phone number
||||| Telephone number (optional):
||||| String
|||||
||||| CF2_website CF2_website
||||| Website (optional):
||||| String
|||||
||||| [End of table display]
||||| IF CF2_name of company =EMPTY OR CF2_streetAddress =EMPTY OR CF2_city =EMPTY
||||| OR CF2_zipcode =EMPTY OR CF2_state =EMPTY THEN
|||||
||||| CF2_error CF2_Error
||||| You did not answer the previous question. If you want to participate
||||| in this in this part of the survey, we need to know the full name and
||||| the address of your company or organization. Please go back and add the
||||| missing information. If you do not want to participate in this part
||||| of the survey, you can finish the survey by clicking here.
||||| 1 I do not want to participate in this part of the survey
|||||
||||| ELSE
|||||
||||| ENDIF
|||||
||||| IF ( CF2_name of company =EMPTY OR CF2_streetAddress =EMPTY OR CF2_city
||||| =EMPTY OR CF2_zipcode =EMPTY OR CF2_state =EMPTY) and ( CF2_Error =empty)
||||| THEN
|||||
||||| CF2_error_STOP CF2_Error hard stop
||||| You did not answer the previous question. If you want to participate
||||| in this in this part of the survey, we need to know the full name and
||||| the address of your company or organization. Please go back and add
||||| the missing information. If you do not want to participate in this
||||| part of the survey, please go back and select the "I do not want to
||||| participate" option.
|||||
||||| ENDIF
|||||
||||| ENDIF
|||||
||||| IF BW3 Single establishments Single establishments = Multiple locations or

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||||| establishments OR BW3=EMPTY THEN
|||||
||||| [The following questions are displayed as a table]
|||||
||||| **CF3_intro** CF3_intro Name address of multi-location firm or employer
||||| What is the name and the address of the company/organization you work for?
||||| (If you work in multiple locations, please use the address of the
||||| workplace where you are based)
|||||
||||| **CF3_HQname** CF3_name of headquarters
||||| Name of the company/organization (required):
||||| String
|||||
||||| **CF3_est_name** CF3_name of establishment
||||| Name of your establishment (if different than company name; optional):
||||| String
|||||
||||| **CF3_est_streetAdd** CF3_establishment streetAddress
||||| Address of your establishment (required): Street address:
||||| String
|||||
||||| **CF3_est_city** CF3_establishment city
||||| City (required):
||||| String
|||||
||||| **CF3_est_zipcode** CF3_establishment_zipcode
||||| Zip code (required):
||||| String
|||||
||||| **CF3_est_state** CF3_establishment_state
||||| State (required):
||||| String
|||||
||||| **CF3_est_phone** CF3_establishment phone number
||||| Telephone number of your establishment (optional):
||||| String
|||||
||||| **CF3_HQstreetAdd** CF3_headquarters streetAddress
||||| Address of company headquarters (if different from your establishment;
||||| optional): Street address:
||||| String
|||||
||||| **CF3_HQcity** CF3_headquarters city
||||| City:
||||| String
|||||
||||| **CF3_HQzipcode** CF3_headquarters zipcode
||||| Zip code:
||||| String
|||||
||||| **CF3_HQstate** CF3_headquarters state
||||| State:

```

||||| String
|||||
||||| CF3_HQphone CF3_headquarters phone number
||||| Telephone number of company headquarters (optional):
||||| String
|||||
||||| CF3_HQwebsite CF3_headquarters website
||||| Website of the company (optional):
||||| String
|||||
||||| [End of table display]
||||| IF CF3_name of headquarters =EMPTY OR CF3_establishment streetAddress
||||| =EMPTY OR CF3_establishment city =EMPTY OR CF3_establishment_zipcode =EMPTY
||||| OR CF3_establishment_state =EMPTY THEN
|||||
||||| CF3_error CF3_Error
||||| You did not answer the previous question. If you want to participate
||||| in this in this part of the survey, we need to know the full name and
||||| the address of your company or organization. Please go back and add the
||||| missing information. If you do not want to participate in this part
||||| of the survey, you can finish the survey by clicking here.
||||| 1 I do not want to participate in this part of the survey
|||||
||||| ELSE
|||||
||||| ENDIF
|||||
||||| IF ( CF3_name of headquarters =EMPTY OR CF3_establishment streetAddress
||||| =EMPTY OR CF3_establishment city =EMPTY OR CF3_establishment_zipcode =EMPTY
||||| OR CF3_establishment_state =EMPTY) and ( CF3_Error =empty) THEN
|||||
||||| CF2_error_STOP CF2_Error hard stop
||||| You did not answer the previous question. If you want to participate
||||| in this in this part of the survey, we need to know the full name and
||||| the address of your company or organization. Please go back and add
||||| the missing information. If you do not want to participate in this
||||| part of the survey, please go back and select the "I do not want to
||||| participate" option.
|||||
||||| ENDIF
|||||
||||| ENDIF
|||||
||||| ENDIF
|||||
||||| ENDIF
|||||
||||| IF CF1 goals = I agree to provide information about my employer and answer more
||||| questions about my job AND ( CF2_address_flag = Required items filled out OR
||||| CF3_address_flag = Required items filled out ) THEN
|||||
||||| [The following questions are displayed as a table]

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|||||
||||| **DW1_yr** DW1 tenure year
||||| In what month and year did you start working for this company?
||||| Range: 1900..2018

|||||
||||| **DW1_mo** DW1 tenure mo
||||| In what month and year did you start working for this company?
||||| 1 January
||||| 2 February
||||| 3 March
||||| 4 April
||||| 5 May
||||| 6 June
||||| 7 July
||||| 8 August
||||| 9 September
||||| 10 October
||||| 11 November
||||| 12 December

|||||
||||| [End of table display]
||||| [The following questions are displayed as a table]

|||||
||||| **DW2_yr** DW2 Tenure in current job title year
||||| In what month and year were you promoted to your current job title and grade?
||||| Range: 1900..2018

|||||
||||| **DW2_mo** DW2 tenure mo
||||| In what month and year were you promoted to your current job title and grade?
||||| 1 January
||||| 2 February
||||| 3 March
||||| 4 April
||||| 5 May
||||| 6 June
||||| 7 July
||||| 8 August
||||| 9 September
||||| 10 October
||||| 11 November
||||| 12 December

|||||
||||| **DW2_never** DW2 Tenure in current job title never promoted
||||| In what month and year were you promoted to your current job title and grade?
||||| 1 I have never been promoted

|||||
||||| [End of table display]
||||| IF (DW2 Tenure in current job title year =EMPTY OR DW2 tenure mo =EMPTY) AND
||||| DW2 Tenure in current job title never promoted =EMPTY THEN

|||||
||||| **DW2_error** DW2 no answer
||||| You did not answer the previous question. Your answers are important to us.

||||| Please return to the previous question and answer it to the best of your
||||| ability.

|||||
||||| ENDIF

|||||
||||| IF (DW2 Tenure in current job title year =RESPONSE OR DW2 tenure mo =RESPONSE)
||||| AND (DW2 Tenure in current job title never promoted =RESPONSE) THEN

|||||
||||| **DW2_error2** DW2 no answer
||||| You gave an answer to the previous question and also answered that you have
||||| never been promoted. Your answers are important to us. Please return to the
||||| previous question and answer it to the best of your ability.

|||||
||||| ENDIF

|||||
||||| **DW3** DW3 Retirement replacement

||||| If you left this firm or retired, what do you think your employer is most likely
||||| to do with your position?

- ||||| 1 Assign a co-worker with the same job title to replace you.
- ||||| 2 Promote someone from within the organization to replace you.
- ||||| 3 Hire someone from outside your organization to replace you.
- ||||| 4 Not attempt to replace you.

|||||
||||| **DW4** DW4 Industry

||||| What kind of business or industry do you work in - that is, what do they make or
||||| do at the place where you work?

- ||||| 1 Agriculture, Forestry, Fishing, and Hunting
- ||||| 2 Mining
- ||||| 3 Utilities
- ||||| 4 Construction
- ||||| 5 Manufacturing
- ||||| 6 Wholesale Trade
- ||||| 7 Retail Trade
- ||||| 8 Transportation and Warehousing
- ||||| 9 Information
- ||||| 10 Finance and Insurance
- ||||| 11 Real Estate and Rental and Leasing
- ||||| 12 Professional, Scientific, and Technical Services
- ||||| 13 Management, Administrative and Support, and Waste
- ||||| 14 Educational Services
- ||||| 15 Health Care and Social Assistance
- ||||| 16 Arts, Entertainment, and Recreation
- ||||| 17 Accommodations and Food Services
- ||||| 18 Other Services (Except Public Administration)
- ||||| 19 Public Administration and Active Duty Military

|||||
||||| **DW5** DW5 Salaried

||||| How are you paid on this job? Check all that applied during the past year.

- ||||| 1 Salaried (fixed pay per week or month or similar, regardless of the number of hours you work)
- ||||| 2 Hourly
- ||||| 3 Piecework
- ||||| 4 Commission

- |||| 5 Bonus based on own performance
- |||| 6 Bonus based on team performance
- |||| 7 Bonus based on company performance
- |||| 8 Profit Sharing

||||

|||| **DW6** DW6 Job satisfaction

|||| All things considered, how satisfied are you with this job?

- |||| 1 Completely satisfied
- |||| 2 Very satisfied
- |||| 3 Somewhat satisfied
- |||| 4 Not very satisfied
- |||| 5 Not at all satisfied

||||

|||| **DF1** DF1 Number of subordinates

|||| How many people work under your direct supervision?

- |||| 1 None
- |||| 2 1 worker
- |||| 3 2 workers
- |||| 4 3 workers
- |||| 5 4 workers
- |||| 6 5-10 workers
- |||| 7 11+ workers

||||

|||| **DF3** DF3 Evaluations

|||| During your career with this employer, how has your performance been evaluated?

|||| (Please check all that apply)

- |||| 1 Regular (e.g. annual) evaluations by supervisors
- |||| 2 Informal assessments at irregular times by supervisors
- |||| 3 Objective measurement of accomplishments
- |||| 4 Subjective measurement of accomplishments

||||

|||| **DF4** DF4 Fairness of evaluation

|||| In comparison to others doing the same type of work you do at this employer, how fair is your pay?

- |||| 1 Much less than you deserve
- |||| 2 Somewhat less than you deserve
- |||| 3 About as much as you deserve
- |||| 4 Somewhat more than you deserve
- |||| 5 Much more than you deserve

||||

|||| **DC1** DC1 Work from home

|||| Is it possible for you to work from home or another location of your choosing at least some of the time?

- |||| 1 Yes
- |||| 5 No

||||

|||| **DC2** DC2 Set own schedule

|||| How is your work schedule set?

- |||| 1 It is set by the company/organization with no possibility for changes
- |||| 2 I can choose between several fixed work schedules determined by my company/organization
- |||| 3 I can adapt my work hours within certain limits
- |||| 4 My work hours are entirely determined by me

```
|||||
||||| DCP1 DCP1 Prob take less demanding
||||| Suppose your current job was similar, but physically less demanding. In that
||||| case, what are the chances that you would still be working for your current
||||| employer after you reach age 65?
||||| Range: 0.00..100.00
|||||
||||| IF ! health insurance IN BF1 Benefits THEN
|||||
||||| DCP2 DCP2 Prob take health insurance
||||| Suppose your employer offered you health insurance at no cost to you, but your
||||| job would otherwise remain the same. In that case, what are the chances
||||| that you would still be working for your current employer after you reach
||||| age 65?
||||| Range: 0.00..100.00
|||||
||||| ENDIF
|||||
||||| IF DC2 Set own schedule Set own schedule Set own schedule Set own schedule =
||||| It is set by the company/organization with no possibility for changes OR DC2= I
||||| can choose between several fixed work schedules determined by my company
||||| organization OR DC2= I can adapt my work hours within certain limits OR
||||| DC2=EMPTY THEN
|||||
||||| DCP3 DCP3 Prob take flexible hours
||||| Suppose your employer offered you the possibility to flexibly choose your work
||||| schedule as long as you worked the required number of hours. Your job would
||||| otherwise remain the same. In that case, what are the chances that you
||||| would still be working for your current employer after you reach age 65?
||||| Range: 0.00..100.00
|||||
||||| ENDIF
|||||
||||| ELSE
|||||
||||| ENDIF
|||||
||||| ENDIF
|||||
||| IF money reward to be paid = RESPONSE THEN
|||||
||||| IF flag when reward paid = EMPTY THEN
|||||
||||| ENDIF
|||||
||||| ENDIF
|||
||| CS_001 HOW PLEASANT INTERVIEW
||| Could you tell us how interesting or uninteresting you found the questions in this
||| interview?
||| 1 Very interesting
||| 2 Interesting
```


||| 3 Neither interesting nor uninteresting

||| 4 Uninteresting

||| 5 Very uninteresting

|||

|||

||ENDIF

||

|ENDIF

|

ENDIF