

Appendix

Table 1. Summary of Numerical Variables

Variable	Obs	Mean	Std. dev.	Min	Max
Daily Rate	1,470	802.4857	403.5091	102	1499
Distance From Home	1,470	9.192517	8.106864	1	29
education	1,470	2.912925	1.024165	1	5
Environmental Satisfaction	1,470	2.721769	1.093082	1	4
Hourly rate	1,470	65.89116	20.32943	30	100
Job involvement	1,470	2.729932	.7115611	1	4
Job Satisfaction	1,470	2.728571	1.102846	1	4
Monthly income	1,470	6502.931	4707.957	1009	19999
Monthly rate	1,470	14313.1	7117.786	2094	26999
# of companies worked	1,470	2.693197	2.498009	0	9
Percent salary hike	1,470	15.20952	3.659938	11	25
Performance	1,470	3.153741	.3608235	3	4
Relationship Satisfaction	1,470	2.712245	1.081209	1	4
Stock option Level	1,470	.7938776	.8520767	0	3
Total working years	1,470	11.27959	7.780782	0	40
Training time	1,470	2.79932	1.289271	0	6
Work life balance	1,470	2.761224	.7064758	1	4
Years at company	1,470	7.008163	6.126525	0	40
Years In Current role	1,470	4.229252	3.623137	0	18
Years since Promotion	1,470	2.187755	3.22243	0	15
Years with current Mgr	1,470	4.123129	3.568136	0	17