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 |