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| **Columns in data set** | **Variables** | **Description** |
| 1-3 | ID number | Cases numbered 1 to 156. |
| 4-6 | 3 items for work frustration scale, one digit each | Three item work frustration scale. Total score is sum of items. |
| 7-9 | 3 items for job satisfaction scale, one digit each | Three item job satisfaction frustration scale. Total score is sum of items. |
| 10 | Intent to quit | 1 to 6 scale with high numbers indicating high intention to quit the job |
| 11 | Quit | 1 = person quit the job within a year of the original survey. 0 = didn’t quit. |
| 12-13 | Age | In years |
| 14-16 | Tenure on the job | In months |