# **GEM Analysis**

#### Zoe Meers

### 5 July 2017

	label.data.frame(GEM_data)	value
country	Country Numeric Code	<b>United States</b>
country.name	Country Name	USA
ctryalp	Country Internet Alphanumeric (2-letter)	US
CAT.GCR1	COUNTRY GROUP GCR REPORT - 5 CAT	Stage 3: innovation driven
CAT.GCR2	COUNTRY GROUP GCR REPORT - 3 CAT	Stage 3: innovation driven
Bstart13	% 18-64 pop: YES: Currently involved in business start-up	15.8364477683219
Bjobst13	% 18-64 pop: YES: Currently involved in business start-up, as part of normal job	7.42191042262505
Ownmge13	% 18-64 pop: YES: Currently owner- manager of running business	18.9262762778589
Busang13	% 18-64 pop: YES: Provided funds for new business in past 3 years excl stocks & funds	4.63416213035052
Futsup13	% 18-64 pop: YES: Expects to start a new business in the next 3 years	16.6370126545688
Disent13	% 18-64 pop: YES: Exited a business in past year, business did not continue	2.47416441333914
Exitct13	% 18-64 pop: YES: Exited a business in past year, business continued	1.28399379434087
Knoent13	% 18-64 pop: YES: Knows someone who started a business in the past 2 years	27.2056110077019
Opport13	% 18-64 pop: YES: Good conditions to start business next 6 months in area I live	47.1622944195646
Suskil13	% 18-64 pop: YES: Has required knowledge/skills to start business	55.74300591805
Frfail13	% 18-64 pop: YES: Fear of failure would prevent starting a business	35.0233079207399
Knoen13m	% 18-64 male: YES: Knows someone who started business in past 2 years	28.4505742715318
Knoen13f	% 18-64 female: YES: Knows someone who	25.9752179955653

	started business in past 2 years	
Oppor13m	% 18-64 male: YES: Good conditions to start business next 6 months in area I live	49.9958599833813
Oppor13f	% 18-64 female: YES: Good conditions to start business next 6 months in area I live	44.3050954615562
Suskl13m	% 18-64 male: YES: Has required knowledge/skills to start business	63.4264412538839
Suskl13f	% 18-64 female: YES: Has required knowledge/skills to start business	48.1321014356696
Ffail13m	% 18-64 male: YES: Fear of failure would prevent starting a business	31.9431876600957
Ffail13f	% 18-64 female: YES: Fear of failure would prevent starting a business	38.0611548644425
Equali13	% 18-64 pop: YES: People prefer equal standard of living for all (OPTIONAL)	NA
NBgood13	% 18-64 pop: YES: People consider starting business as good career choice (OPTIONAL)	NA
NBstat13	% 18-64 pop: YES: People attach high status to successful entrepreneurs (OPTIONAL)	NA
NBmedi13	% 18-64 pop: YES: In my country there is	NA
	lots of media attention for entrepreneurship (OPTIONAL)	
Sub13		19.039023972314
Sub13 Subo13	entrepreneurship (OPTIONAL) % 18-64 pop: Currently attempts to start	19.039023972314 11.5046275517166
	entrepreneurship (OPTIONAL) % 18-64 pop: Currently attempts to start business (own or part of normal job) % 18-64 pop: Currently starts business and	11.5046275517166
Subo13	entrepreneurship (OPTIONAL)  % 18-64 pop: Currently attempts to start business (own or part of normal job)  % 18-64 pop: Currently starts business and will be (part) owner  % 18-64 pop: Starts business, active past	11.5046275517166
Subo13 Suboa13	entrepreneurship (OPTIONAL)  % 18-64 pop: Currently attempts to start business (own or part of normal job)  % 18-64 pop: Currently starts business and will be (part) owner  % 18-64 pop: Starts business, active past year and will be (part) owner  % 18-64 pop: START-UP/NASCENT (SU):	11.5046275517166 11.5046275517166
Suboa13 Suboan13	entrepreneurship (OPTIONAL)  % 18-64 pop: Currently attempts to start business (own or part of normal job)  % 18-64 pop: Currently starts business and will be (part) owner  % 18-64 pop: Starts business, active past year and will be (part) owner  % 18-64 pop: START-UP/NASCENT (SU): active past year, (part) owner, no wages yet  % 18-64 pop: BABY BUS OWNER (BB): owns-manages business with income<3.5	11.5046275517166 11.5046275517166 9.15838356795127
Suboa13 Suboan13 Babybu13	entrepreneurship (OPTIONAL)  % 18-64 pop: Currently attempts to start business (own or part of normal job)  % 18-64 pop: Currently starts business and will be (part) owner  % 18-64 pop: Starts business, active past year and will be (part) owner  % 18-64 pop: START-UP/NASCENT (SU): active past year, (part) owner, no wages yet  % 18-64 pop: BABY BUS OWNER (BB): owns-manages business with income<3.5  years  % 18-64 pop: ESTABL BUS OWNER (EB): owns-manages business with income>3.5	11.5046275517166 11.5046275517166 9.15838356795127 3.73275486252249

## incl agriculture

	U	
B0.13exa	% 18-64 pop: Business owner (BB or EB) excl agriculture	10.5331154250359
TEA13	% 18-64 pop: Setting up firm or owner of young firm (SU or BB)	12.7330329780638
TEA13mal	% 18-64 male: Setting up firm or owner of young firm (SU or BB)	15.1016110328807
TEA13fem	% 18-64 female: Setting up firm or owner of young firm (SU or BB)	10.3969626314987
EB.13mal	% 18-64 male: Owner-manager of established business	8.45350652437434
EB.13fem	% 18-64 female: Owner-manager of established business	6.54936751633156
TEA13opp	% 18-64 pop: TEA and Opportunity motive	9.31470073189772
TEA13nec	% 18-64 pop: TEA and Necessity motive (entr because of no better choice for work)	2.7042795281449
TEA13mop	% 18-64 male: TEA and Opportunity motive	10.9563997896641
TEA13fop	% 18-64 female: TEA and Opportunity motive	7.69553328287394
TEA13mne	% 18-64 male: TEA and Necessity motive	3.54594102231604
TEA13fne	% 18-64 female: TEA and Necessity motive	1.87416947355741
TEA13ido	% 18-64 pop: TEA and Improvement Driven Opportunity motive	57.429298845769
TEA13MT1	% within TEA: Opportunity motive: increase income	33.509283102471
TEA13MT2	% within TEA: Opportunity motive: independence	27.331914760322
TEA13MT3	% within TEA: Mixed motive: (necessity and opportunity - answers 3 and 4 in Q2g)	8.6642707221219
TEA13MT4	% within TEA: Non-opportunity motive: necessity/maintain income	30.4945314150852
SUBOPP13	% 18-64 pop: Nascent entr (SU) and Opportunity motive	6.66064671276722
SUBNEC13	% 18-64 pop: Nascent entr (SU) and Necessity motive	2.03254281462946
Sample13	COUNT number of respondents 18-64 in sample	4266
SU.ct13	COUNT setting up a business (sample)	370
BB.ct13	COUNT owning-managing baby business	155

(sample)

	(sample)	
EB.ct13	COUNT owning-managing established business (sample)	329
TEAct13	COUNT owning-managing baby business (sample)	518
BA.ct13	COUNT informal investors (sample)	193
DISCct13	COUNT respondents who discontinued business (sample)	108
SU.13tmz	SU average number of expected owners in the firm	1.90323642945188
BB.13tmz	BB average number of current owners in the firm	9.12095312788755
EB.13tmz	EB average number of current owners in the firm	2.00931248427708
TEA13tmz	TEA average number of owners (expected/current) in the firm	1.82271785566777
Tea13s1p	% within TEA : Extractive sector	4.0291
Tea13s2p	% within TEA : Transforming sector	16.867
Tea13s3p	% within TEA : Business oriented services	37.1934
Tea13s4p	% within TEA: Consumer oriented services	41.9105
EB.13s1p	% within EB : Extractive sector	6.9581
EB.13s2p	% within EB : Transforming sector	26.9082
EB.13s3p	% within EB : Business oriented services	37.7989
EB.13s4p	% within EB : Consumer oriented services	28.3347
TEA13mk1	% 18-64 pop: TEA and no market expansion (TEA09MEM=1)	6.26132835427695
TEA13mk2	% 18-64 pop: TEA and some market expansion, no tech (TEA09MEM=2)	5.0832688616734
TEA13mk3	% 18-64 pop: TEA and some market expansion, with tech (TEA09MEM=3)	0.931383353049751
TEA13mk4	% 18-64 pop: TEA and profound market expansion (TEA09MEM=4)	0.457052409063648
EB.13mk1	% 18-64 pop: EB and no market expansion (EB_09MEM=1)	6.06719997934661
EB.13mk2	% 18-64 pop: EB and some market expansion, no tech (EB_09MEM=2)	1.28817009587796
EB.13mk3	% 18-64 pop: EB and some market expansion, with tech (EB_09MEM=3)	0.128884222813295
EB.13mk4	% 18-64 pop: EB and profound market	0.0106042078264486

# expansion (EB\_09MEM=4)

	expansion (LD_07MLM=+)	
TEA13HIX	% 18-64 pop: TEA exports: more than 50% customers outside country	0.73959390673511
EB.13HIX	% 18-64 pop: EB exports: more than 50% customers outside country	0.359967912986599
SU.13e1p	% within SU: No customers outside country	14.8802472454896
SU.13e2p	% within SU: Export: 1-25% of customers outside country	73.4470694995214
SU.13e3p	% within SU: Export: 25-75% of customers outside country	8.12457292556353
SU.13e4p	% within SU: Export: 75-100% of customers outside country	3.54811032942552
Tea13e1p	% within TEA: No customers outside country	15.1554810751884
Tea13e2p	% within TEA: Export: 1-25% of customers outside country	73.5718889387591
Tea13e3p	% within TEA: Export: 25-75% of customers outside country	7.5063212420389
Tea13e4p	% within TEA: Export: 75-100% of customers outside country	3.76630874401368
EB.13e1p	% within EB: No customers outside country	26.2968614166947
EB.13e2p	% within EB: Export: 1-25% of customers outside country	67.0236476527828
EB.13e3p	% within EB: Export: 25-75% of customers outside country	3.56149833075263
EB.13e4p	% within EB: Export: 75-100% of customers outside country	3.1179925997699
AN13ye1p	% within ANY: No customers outside country	19.2468477110076
AN13ye2p	% within ANY: Export: 1-25% of customers outside country	71.3051320330813
AN13ye3p	% within ANY: Export: 25-75% of customers outside country	5.86482651921804
AN13ye4p	% within ANY: Export: 75-100% of customers outside country	3.5831937366929
TEA13EMP	% 18-64 pop: TEA any jobs now or in 5 years	8.72353016141983
TEA13HJG	% 18-64 pop: TEA expects more than 19 jobs in 5 years	1.66961265917943
TEA13job	% within TEA: High job expectation (10+	23.2712812631494

	jobs and over 50% in 5 years)	
EB.13job	% within EB: High job expectation (10+ jobs and over 50% in 5 years)	2.24463214468938
TEA13npm	% within TEA: New product market combination (customer, competitor)	34.2382828020122
EB.13npm	% within EB: New product market combination (customer, competitor)	12.666751924749
TEA13tec	% within TEA: Active in technology sectors (high or medium)	7.51000991337587
EB.13tec	% within EB: Active in technology sectors (high or medium)	3.09575877545381
Tea13cs1	% within TEA: Product new to all customers	18.2826929171834
Tea13cs2	% within TEA: Product new to some customers	26.2877941473304
Tea13cs3	% within TEA: Product new to none customers	55.4295129354862
<b>EB.13cs1</b>	% within EB: Product new to all customers	6.54973715427055
EB.13cs2	% within EB: Product new to some customers	19.5855275557989
EB.13cs3	% within EB: Product new to none customers	73.8647352899306
Tea13cm1	% within TEA: Many businesses offer same product	40.0227321869962
Tea13cm2	% within TEA: Few businesses offer same product	38.7036384797121
Tea13cm3	% within TEA: None businesses offer same product	21.2736293332917
EB.13cm1	% within EB: Many businesses offer same product	65.494802101543
EB.13cm2	% within EB: Few businesses offer same product	30.0924504895476
EB.13cm3	% within EB: None businesses offer same product	4.41274740890947
Tea13nt1	% within TEA: Uses very latest technology (only available since last year)	10.9042029853011
Tea13nt2	% within TEA: Uses new technology (1 to 5 years)	18.3255721396828
Tea13nt3	% within TEA: Uses no new technology	70.770224875016
EB.13nt1	% within EB: Uses very latest technology	1.8611216013031

(only available since last year)

	(only available since last year)	
EB.13nt2	% within EB: Uses new technology (1 to 5 years)	11.2126877539249
EB.13nt3	% within EB: Uses no new technology	86.9261906447721
Tea13ac1	% 18-64 pop age category 18-24: % involved in TEA	12.3080687367921
Tea13ac2	% 18-64 pop age category 25-34: % involved in TEA	14.9088688210297
Tea13ac3	% 18-64 pop age category 35-44: % involved in TEA	16.4514825694046
Tea13ac4	% 18-64 pop age category 45-54: % involved in TEA	11.668622383771
Tea13ac5	% 18-64 pop age category 55-64: % involved in TEA	7.67359332023807
EB.13ac1	% 18-64 pop age category 18-24: % involved in EB	4.08645673923713
EB.13ac2	% 18-64 pop age category 25-34: % involved in EB	4.13620867006613
EB.13ac3	% 18-64 pop age category 35-44: % involved in EB	8.12229545574207
EB.13ac4	% 18-64 pop age category 45-54: % involved in EB	9.48198819683395
EB.13ac5	% 18-64 pop age category 55-64: % involved in EB	10.840385917433
Tea13ap1	% within TEA: Age category 18-24	14.4503854403791
Tea13ap2	% within TEA: Age category 25-34	25.0573872939819
Tea13ap3	% within TEA: Age category 35-44	27.6863501557382
Tea13ap4	% within TEA: Age category 45-54	21.4995260253952
Tea13ap5	% within TEA: Age category 55-64	11.3063510845056
EB.13ap1	% within EB: Age category 18-24	8.15088657393015
EB.13ap2	% within EB: Age category 25-34	11.8103279772851
EB.13ap3	% within EB: Age category 35-44	23.2224413357989
EB.13ap4	% within EB: Age category 45-54	29.6809048063945
EB.13ap5	% within EB: Age category 55-64	27.1354393065914
Tea13WS1	% 18-64 pop working: $%$ involved in TEA	14.3131273631019
Tea13WS2	% 18-64 pop not working: $%$ involved in TEA	9.66843564083613
Tea13WS3	% 18-64 pop students / retired: % involved in TEA	7.12646358877531

TEA13ed1	% 18-64 pop some secondary degree: % involved in TEA	9.32793658491486
TEA13ed2	% 18-64 pop secondary degree: % involved in TEA	9.34426448339541
TEA13ed3	% 18-64 pop post-secundary degree: % involved in TEA	13.0863984250021
TEA13ed4	% 18-64 pop graduate experience: % involved in TEA	11.1141662154538
EB.13ed1	% 18-64 pop some secondary degree: % involved in EB	2.96033781704383
EB.13ed2	% 18-64 pop secondary degree: % involved in EB	4.923824478476
EB.13ed3	% 18-64 pop post-secundary degree: % involved in EB	8.24351453737652
EB.13ed4	% 18-64 pop graduate experience: % involved in EB	8.21764499359374
TEAEDHI	% 18-64 TEA: at least post secondary education	0.664066855113392
TEA13hi1	% 18-64 pop lowest household 33 ptile: % involved in TEA	7.26265296188401
TEA13hi2	% 18-64 pop middle household 33 ptile: $%$ involved in TEA	8.57818602598379
TEA13hi3	% 18-64 pop highest household 33 ptile: % involved in TEA	10.3759153031243
EB.13hi1	% 18-64 pop lowest household 33 ptile: % involved in EB	2.4907769309417
EB.13hi2	% 18-64 pop middle household 33 ptile: $%$ involved in EB	3.40833715348719
EB.13hi3	% 18-64 pop highest household 33 ptile: % involved in EB	7.82797453081976
TEA13op1	% within TEAOPP Opportunity Type: Independence	43.4317933604047
TEA13op2	% within TEAOPP Opportunity Type: Increase Income	39.6901378394504
TEA13op3	% within TEAOPP Opportunity Type: Maintain Income	12.7035957125629
TEA13op4	% within TEAOPP Opportunity Type: Other (incl family business), no answer	4.17447308758207
EX13.RS1	% within EXIT: Exit reason is opportunity to sell	3.16445291671465

EX13.RS2	% within EXIT: Exit reason is business not profitable	43.7287429955591
EX13.RS3	% within EXIT: Exit reason is problems getting finance	8.00268434146071
EX13.RS4	% within EXIT: Exit reason is another job or business opportunity	11.5327931023722
EX13.RS5	% within EXIT: Exit reason is exit was planned in advance	1.39481753392121
EX13.RS6	% within EXIT: Exit reason is retirement	3.27687927123686
EX13.RS7	% within EXIT: Exit reason is personal reasons	22.0953142974413
EX13.RS8	% within EXIT: Exit reason is an incident	6.80431554129391
TEAnec.p	% within TEA: necessity (in sample of early-stage entrepreneurs)	21.2382983127726
TEAopp.p	% within TEA: opportunity (in sample of early-stage entrepreneurs)	73.1538255492224
TEAjobex	% within TEA: expects more than 5 employees in next five years	30.3742648547839
TEAnewpr	% within TEA: product is new to all or some customers	44.5704870645138
TEAnewmk	% within TEA: new market (few/no businesses offer the same product)	59.9772678130038
TEAexpst	% within TEA: strong international orientation (more than 25% of customers from outside country)	11.2726299860526
TEAexpwk	% within TEA: weak international orientation (more than 1% of customers from outside country)	84.8445189248116
BAFUNDUS	Informal funds in the last 3 years value - US\$	50564.8920863309
COUNTBAF	COUNT total number of respondents with value for BAFUNDUS	139
COUNTBUS	COUNT total number of informal investors who provided value of investment	139
BUSANGVL	Informal investor in the last 3 years with provided value	3.26367691946466
BUSANGVLWT	Informal investor in the last 3 years with provided value - weighted	3.34956208687107
IPACTLD.ALL	% 18-64 pop: involved in intrapreneurship - leading role - active in past 3 years	NA

	(OPTIONAL)	
IPACTLD.EMP	% 18-64 employed: involved in intrapreneurship - leading role - active in past 3 years (OPTIONAL)	NA
IPACTLDNOW.ALL	% 18-64 pop: involved in intrapreneurship - leading role - active now (OPTIONAL)	NA
IPACTLDNOW.EMP	% 18-64 employed: involved in intrapreneurship - leading role - active now (OPTIONAL)	NA
EB.BRPRD	% within EB: Working together with other enterprises or organizations to produce goods or services	NA
EB.BRSUP	% within EB: Working together with other enterprises or organizations to procure supplies	NA
EB.BRSLCR	% within EB: Working together with others to sell products or services to current customers	NA
EB.BRSLNW	% within EB: Working together with others to sell products or services to new customers	NA
EB.BRCRCR	% within EB: Working together with others to create new products or services to current customers	NA
EB.BRCRNW	% within EB: Working together with others to create new products or services to new customers	NA
EB.BREFF	% within EB: Working together with others to make your business more effective	NA
TEA.BRPRD	% within TEA: Working together with other enterprises or organizations to produce goods or services	NA
TEA.BRSUP	% within TEA: Working together with other enterprises or organizations to procure supplies	NA
TEA.BREFF	% within TEA: Working together with others to make new business effective	NA
SU.BRMAR	% within SU: Working together with others to market products or services to potential customers	NA
TEAimm	% of immigrants who engage in TEA.	NA

TEAfstgenimm	% of first generation immigrants who engage in TEA.	NA
TEAscngenimm	% of second generation immigrants who engage in TEA.	NA
TEAnonimm	% of non immigrants (neither parents nor respondent) who engage in TEA.	NA
TEAnonimm2	% of non immigrants (respondent not immigrant) who engage in TEA.	NA
SUimm	% of immigrants who are nascent entrepreneurs.	NA
SUfstgenimm	% of first generation immigrants who are nascent entrepreneurs.	NA
SUscngenimm	% of second generation immigrants who are nascent entrepreneurs.	NA
SUnonimm	% of non immigrants (neither parents nor respondent) who are nascent entrepreneurs.	NA
SUnonimm2	% of non immigrants (respondent not immigrant) who are nascent entrepreneurs.	NA
BBimm	% of immigrants who are baby entrepreneurs.	NA
BBfstgenimm	% of first generation immigrants who are baby entrepreneurs.	NA
BBscngenimm	% of second generation immigrants who are baby entrepreneurs.	NA
BBnonimm	% of non immigrants (neither parents nor respondent) who are baby entrepreneurs.	NA
BBnonimm2	% of non immigrants (respondent not immigrant) who are baby entrepreneurs.	NA
TEAOPPimm	% of TEA immigrants who start up for opportunity motivation.	NA
TEAOPPnonimm	% of TEA non immigrants (neither parents nor respondent) who start up for opportunity motivation.	NA
TEAOPPnonimm2	% of TEA non immigrants (respondent not immigrant) who start up for opportunity motivation.	NA
TEANECimm	% of TEA immigrants who start up for necessity motivation.	NA
TEANECnonimm	% of TEA non immigrants (neither parents	NA

nor respondent) who start up for necessity motivation.

	motivation.	
TEANECnonimm2	% of TEA non immigrants (respondent not immigrant) who start up for necessity motivation.	NA
WB.ALL	ALL POPULATION: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.2271
WLB.ALL	ALL POPULATION: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	0
WB.TEA	TEA: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.1469
WLB.TEA	TEA: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	NA
WB.TEAOPP	TEA OPPORTUNITY: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.2687
WLB.TEAOPP	TEA OPPORTUNITY: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	NA
WB.TEANEC	TEA NECESSITY: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	-0.3682
WLB.TEANEC	TEA NECESSITY: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	NA
WB.TEAMAL	TEA MALE: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.1449
WLB.TEAMAL	TEA MALE: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	NA
WB.TEAFEM	TEA FEMALE: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.1496
WLB.TEAFEM	TEA FEMALE: Satisfaction with balance	NA

	between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	
WB.ESTAB	EB: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.5506
WLB.ESTAB	EB: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	NA
WB.NOTENT	NOT ENTREPRENEUR: Satisfaction with life (WLIDL to WLCHN) (average of standardized scores)	0.2083
WLB.NOTENT	NOT ENTREPRENEUR: Satisfaction with balance between personal and professional life (WLBTIME to WLBHOME) (average of standardized scores)	NA
STRESS.ALL	ALL POPULATION: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.ALL	ALL POPULATION: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.TEA	TEA: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.TEA	TEA: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.TEAOPP	TEA OPPORTUNITY: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.TEAOPP	TEA OPPORTUNITY: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.TEANEC	TEA NECESSITY: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.TEANEC	TEA NECESSITY: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.TEAMAL	TEA MALE: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA

SATISF.TEAMAL	TEA MALE: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.TEAFEM	TEA FEMALE: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.TEAFEM	TEA FEMALE: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.ESTAB	EB: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.ESTAB	EB: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA
STRESS.NOTENT	NOT ENTREPRENEUR: At my work, I am not exposed to excessive stress (ECSTR) (average of standardized scores)	NA
SATISF.NOTENT	NOT ENTREPRENEUR: I am satisfied with my current work (ECSATF) (average of standardized scores)	NA