```
      name:  <unnamed>
       log:  /Users/meghanagaur/Sunspot-Labor-Shortages/Programs/log.smcl
  log type:  smcl
 opened on:  16 Jun 2022, 11:50:24

1 .
2 . foreach var in satis unsatisfied verysatisfied tryjob likelytryjob verylike
  > lytryjob {
  2.         summ `var'
  3.         reg `var' i.understaff, vce(cluster indnum)
  4.         reg `var' i.understaff i.educ_num, vce(cluster indnum)
  5.         reg `var' i.understaff i.educ_num age age2, vce(cluster indnum)
  6.         reg `var' i.understaff i.educ_num age age2 tenure, vce(cluster i
  > ndnum)
  7.         reghdfe `var' i.understaff i.educ_num age age2 tenure, vce(clust
  > er indnum) absorb(occnum)
  8.         reghdfe `var' i.understaff i.educ_num age age2 tenure, vce(clust
  > er indnum) absorb(occnum indnum)
  9.         }

    Variable |        Obs        Mean    Std. dev.       Min        Max
-------------+---------------------------------------------------------
       satis |      7,267    6.344571    .7407744          4          7

Linear regression                               Number of obs     =      7,26
> 7
                                                F(3, 262)         =      64.0
> 1
                                                Prob > F          =     0.000
> 0
                                                R-squared         =     0.042
> 6
                                                Root MSE          =     .7249
> 6

                                (Std. err. adjusted for 263 clusters in indnum
> )
-------------+----------------------------------------------------------------
> -
             |               Robust
       satis | Coefficient  std. err.      t    P>|t|     [95% conf. interval
> ]
-------------+----------------------------------------------------------------
> -
  understaff |
      Often  |  -.4219239   .0387765   -10.88   0.000    -.4982772   -.345570
> 6
     Rarely  |  -.0559864    .029807    -1.88   0.061    -.1146781    .002705
```

```
> 3
  Sometimes  |  -.1554897   .0271347    -5.73   0.000    -.2089196   -.102059
> 9
             |
       _cons |   6.521547   .0289793   225.04   0.000     6.464485    6.57860
> 9
─────────────┴────────────────────────────────────────────────────────────────
> ─

Linear regression                               Number of obs     =      7,26
> 7
                                                F(24, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.054
> 9
                                                Root MSE          =      .721
> 4

                                        (Std. err. adjusted for 263 clusters i
> n indnum)
─────────────────────┬────────────────────────────────────────────────────────
> ─────────
                     |               Robust
               satis | Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
─────────────────────┼────────────────────────────────────────────────────────
> ─────────
          understaff |
               Often |  -.4357268   .0372913   -11.68   0.000    -.5091555
> -.3622981
              Rarely |  -.0698011   .0291625    -2.39   0.017    -.1272239
> -.0123784
           Sometimes |  -.1768253   .0256836    -6.88   0.000    -.2273978
> -.1262528
                     |
            educ_num |
     .n:  No answer  |  -1.166667   .6541076    -1.78   0.076    -2.454644
>  .1213095
                  1  |    .096862    .227005     0.43   0.670    -.3501244
>  .5438483
                 10  |  -.5599432   .2069385    -2.71   0.007    -.9674174
>  -.152469
                 11  |  -.4918766    .221828    -2.22   0.027    -.9286691
> -.0550841
                 12  |  -.3591934   .2129833    -1.69   0.093    -.7785702
>  .0601834
                 13  |  -.4067725   .2144449    -1.90   0.059    -.8290272
```

```
>  .0154822
                    14 |  -.3870253   .2184006    -1.77   0.078    -.8170692
>  .0430185
                    15 |  -.4276019   .2242899    -1.91   0.058     -.869242
>  .0140383
                    16 |  -.3335968   .2247555    -1.48   0.139    -.7761538
>  .1089603
                    17 |  -.2952584   .2214473    -1.33   0.184    -.7313014
>  .1407845
                    18 |   -.289551   .2305584    -1.26   0.210    -.7435344
>  .1644323
                    19 |  -.2592607    .231422    -1.12   0.264    -.7149444
>  .1964231
                     2 |  -.2392217   .2581533    -0.93   0.355     -.747541
>  .2690975
                    20 |  -.1548204   .2273493    -0.68   0.496    -.6024848
>  .2928441
                     3 |  -.2571558   .3119292    -0.82   0.410    -.8713629
>  .3570514
                     4 |  -.5028164   .4399214    -1.14   0.254    -1.369048
>   .363415
                     5 |  -.7666674   .3187423    -2.41   0.017     -1.39429
> -.1390448
                     6 |   -.778798   .2942049    -2.65   0.009    -1.358105
>  -.199491
                     7 |  -.3340123   .2958139    -1.13   0.260    -.9164876
>  .2484631
                     8 |  -.4580648   .2574565    -1.78   0.076    -.9650121
>  .0488825
                     9 |  -.5015989   .2175679    -2.31   0.022    -.9300032
> -.0731947
No formal schooling |   -.724101   .3414143    -2.12   0.035    -1.396366
> -.0518359
                    |
                _cons |   6.903138    .227005    30.41   0.000     6.456152
>  7.350124
--------------------+---------------------------------------------------------

> ------------
```

```
Linear regression                               Number of obs     =      7,24
> 4
                                                F(26, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.083
> 7
                                                Root MSE          =      .708
> 9

                                    (Std. err. adjusted for 263 clusters i
> n indnum)
------------------------------------------------------------------------------
> ---------
             |               Robust
       satis |      Coef.   Std. Err.      t    P>|t|     [95% Conf.
> Interval]
-------------+----------------------------------------------------------------
> ---------
  understaff |
       Often |  -.4130292   .0360743   -11.45   0.000    -.4840617
> -.3419967
      Rarely |  -.0521567   .0286448    -1.82   0.070      -.10856
>  .0042466
   Sometimes |  -.1559665    .025295    -6.17   0.000    -.2057739
> -.1061592
             |
    educ_num |
  .n: No ans |  -1.042914   .6250607    -1.67   0.096    -2.273696
>   .187868
           1 |   .1875253   .1401888     1.34   0.182    -.0885149
>  .4635654
          10 |   -.419282    .136948    -3.06   0.002    -.6889407
> -.1496232
          11 |  -.3221507   .1560395    -2.06   0.040    -.6294018
> -.0148996
          12 |   -.212409   .1390627    -1.53   0.128    -.4862319
>  .0614138
          13 |  -.2443824   .1384073    -1.77   0.079    -.5169146
>  .0281497
          14 |  -.2290583   .1411168    -1.62   0.106    -.5069256
>   .048809
          15 |  -.2741219   .1487148    -1.84   0.066    -.5669502
>  .0187065
          16 |   -.190828   .1430359    -1.33   0.183    -.4724741
>  .0908182
          17 |  -.1432399    .143218    -1.00   0.318    -.4252447
>   .138765
```

```
                 18 |  -.1678369    .148391    -1.13   0.259    -.4600276
>  .1243537
                 19 |  -.1373218   .1546142    -0.89   0.375    -.4417665
>  .1671228
                  2 |   -.084422    .178211    -0.47   0.636    -.4353301
>  .2664861
                 20 |  -.0470191    .144472    -0.33   0.745    -.3314931
>  .2374549
                  3 |  -.1266489   .2311164    -0.55   0.584    -.5817308
>  .3284331
                  4 |  -.4084076   .3543856    -1.15   0.250    -1.106214
>  .2893988
                  5 |  -.5811228   .2650774    -2.19   0.029    -1.103076
> -.0591696
                  6 |  -.6458714   .2201065    -2.93   0.004    -1.079274
> -.2124685
                  7 |  -.1980604   .2198139    -0.90   0.368    -.6308871
>  .2347664
                  8 |  -.3273896   .1786132    -1.83   0.068    -.6790896
>  .0243104
                  9 |  -.3393511    .159304    -2.13   0.034    -.6530303
> -.0256719
No formal schooling |  -.6477725   .2799722    -2.31   0.021    -1.199055
> -.0964905
                    |
                age |   .0070362   .0044314     1.59   0.114    -.0016894
>  .0157619
               age2 |   .0000261   .0000424     0.62   0.539    -.0000574
>  .0001095
              _cons |   6.385806   .2196025    29.08   0.000     5.953396
>  6.818217
--------------------+-------------------------------------------------------

> ————————

Linear regression                               Number of obs     =      7,21
> 9
                                                F(27, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.086
> 4
                                                Root MSE          =     .7073
> 3
```

(Std. err. adjusted for **263** clusters in **indnum**)

satis	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	**-.4193525**	**.0357465**	**-11.73**	**0.000**	**-.4897395**	**-.3489655**
Rarely	**-.0542293**	**.0285945**	**-1.90**	**0.059**	**-.1105337**	**.002075**
Sometimes	**-.1604102**	**.0245549**	**-6.53**	**0.000**	**-.2087603**	**-.1120601**
educ_num						
.n: No answer	**-1.085866**	**.6287241**	**-1.73**	**0.085**	**-2.323861**	**.1521293**
1	**.1317237**	**.1428666**	**0.92**	**0.357**	**-.1495892**	**.4130365**
10	**-.456775**	**.1396604**	**-3.27**	**0.001**	**-.7317748**	**-.1817753**
11	**-.3549211**	**.1573471**	**-2.26**	**0.025**	**-.6647469**	**-.0450953**
12	**-.2520994**	**.1416462**	**-1.78**	**0.076**	**-.5310092**	**.0268105**
13	**-.2840818**	**.1425289**	**-1.99**	**0.047**	**-.5647298**	**-.0034339**
14	**-.268125**	**.1444166**	**-1.86**	**0.064**	**-.5524899**	**.01624**
15	**-.3159657**	**.1517888**	**-2.08**	**0.038**	**-.6148469**	**-.0170845**
16	**-.2289142**	**.1468007**	**-1.56**	**0.120**	**-.5179735**	**.0601451**
17	**-.1822686**	**.1460521**	**-1.25**	**0.213**	**-.4698539**	**.1053167**
18	**-.2094333**	**.1514757**	**-1.38**	**0.168**	**-.507698**	**.0888314**
19	**-.1778708**	**.1583133**	**-1.12**	**0.262**	**-.4895992**	**.1338575**
2	**-.1246317**	**.1859465**	**-0.67**	**0.503**	**-.4907714**	**.2415081**
20	**-.0771797**	**.1486622**	**-0.52**	**0.604**	**-.3699044**	**.215545**
3	**-.1721265**	**.2385944**	**-0.72**	**0.471**	**-.641933**	**.2976801**
4	**-.4149876**	**.3657388**	**-1.13**	**0.258**	**-1.135149**	

```
>  .3051739
                  5 |  -.6154747   .2589879    -2.38   0.018    -1.125437
>  -.105512
                  6 |  -.6831968   .2302265    -2.97   0.003    -1.136526
> -.2298671
                  7 |  -.2203758   .2255782    -0.98   0.330    -.6645528
>  .2238012
                  8 |  -.3269315   .1808736    -1.81   0.072    -.6830825
>  .0292194
                  9 |  -.3831138   .1575413    -2.43   0.016     -.693322
> -.0729056
No formal schooling |  -.6736478   .2785226    -2.42   0.016    -1.222075
> -.1252202
                    |
                age |   .0059806   .0045089     1.33   0.186    -.0028978
>   .014859
               age2 |   .0000205    .000044     0.47   0.641    -.0000662
>  .0001072
             tenure |   .0046851   .0009484     4.94   0.000     .0028177
>  .0065525
              _cons |   6.448944   .2243708    28.74   0.000     6.007145
>  6.890744
---------------------+------------------------------------------------------------
> ————————
(dropped 68 singleton observations)
(MWFE estimator converged in 1 iterations)

HDFE Linear regression                            Number of obs   =      7,15
> 1
Absorbing 1 HDFE group                            F(  28,    262) =      27.4
> 2
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.162
> 7
                                                  Adj R-squared   =     0.109
> 8
                                                  Within R-sq.    =     0.075
> 3
Number of clusters (indnum)  =        263         Root MSE        =     0.696
> 9
```

(Std. err. adjusted for **263** clusters in **indnum**)

satis	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	-.4008369	.0349825	-11.46	0.000	-.4697195	-.3319543
Rarely	-.0399878	.0295689	-1.35	0.177	-.0982107	.0182352
Sometimes	-.1393395	.0268097	-5.20	0.000	-.1921294	-.0865496
educ_num						
.n: No answer	-.9187538	.6755385	-1.36	0.175	-2.248929	.4114219
1	.5024258	.6679156	0.75	0.453	-.8127398	1.817591
10	-.4174371	.2131642	-1.96	0.051	-.8371701	.0022959
11	-.3390659	.2284596	-1.48	0.139	-.7889166	.1107848
12	-.2524107	.2162372	-1.17	0.244	-.6781947	.1733733
13	-.303516	.2148612	-1.41	0.159	-.7265905	.1195585
14	-.3043249	.2157489	-1.41	0.160	-.7291474	.1204976
15	-.3741171	.222767	-1.68	0.094	-.8127586	.0645244
16	-.334502	.214688	-1.56	0.120	-.7572355	.0882314
17	-.3394258	.2154049	-1.58	0.116	-.7635708	.0847192
18	-.3761598	.2205197	-1.71	0.089	-.8103763	.0580566
19	-.2952428	.217506	-1.36	0.176	-.7235252	.1330396
2	-.1796989	.2448686	-0.73	0.464	-.6618598	.302462
20	-.2750142	.2170273	-1.27	0.206	-.7023538	.1523255
3	-.1798756	.3081706	-0.58	0.560	-.7866821	.4269308
4	-.3258881	.4936135	-0.66	0.510	-1.297843	

```
>  .6460664
                  5 |  -.5504653   .3093774    -1.78   0.076    -1.159648
>  .0587172
                  6 |  -.6560053   .2856781    -2.30   0.022    -1.218523
> -.0934881
                  7 |  -.1394868   .3004226    -0.46   0.643    -.7310369
>  .4520633
                  8 |  -.2898641   .2584103    -1.12   0.263    -.7986894
>  .2189611
                  9 |  -.3876526   .2275876    -1.70   0.090    -.8357863
>  .0604811
No formal schooling |  -.5966738   .3076158    -1.94   0.053    -1.202388
>  .0090402
                    |
                age |  -.0002286   .0038944    -0.06   0.953    -.0078968
>  .0074397
               age2 |   .0000877   .0000395     2.22   0.027     1.00e-05
>  .0001654
             tenure |   .0030093   .0009631     3.12   0.002     .0011129
>  .0049056
              _cons |   6.629476   .2600971    25.49   0.000     6.117329
>  7.141622
---------------------+----------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs
occnum	398	0	**398**

(dropped 83 singleton observations)
(MWFE estimator converged in 23 iterations)

```
HDFE Linear regression                            Number of obs   =      7,13
> 6
Absorbing 2 HDFE groups                           F(  28,    248) =      25.1
> 5
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.194
> 1
                                                  Adj R-squared   =     0.110
> 2
                                                  Within R-sq.    =     0.072
> 5
Number of clusters (indnum)  =        249         Root MSE        =     0.696
> 5
```

(Std. err. adjusted for **249** clusters i
> n **indnum**)

satis	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**-.4077252**	**.0360627**	**-11.31**	**0.000**	**-.4787533**
> -.3366971					
Rarely	**-.0452631**	**.0301171**	**-1.50**	**0.134**	**-.104581**
> .0140548					
Sometimes	**-.1447409**	**.0277001**	**-5.23**	**0.000**	**-.1992983**
> -.0901834					
educ_num					
.n: No answer	**-.9157557**	**.6659672**	**-1.38**	**0.170**	**-2.227428**
> .395917					
1	**.6344877**	**.6876336**	**0.92**	**0.357**	**-.7198586**
> 1.988834					
10	**-.3806655**	**.2143243**	**-1.78**	**0.077**	**-.8027934**
> .0414624					
11	**-.3380313**	**.2311086**	**-1.46**	**0.145**	**-.7932171**
> .1171546					
12	**-.2300664**	**.217109**	**-1.06**	**0.290**	**-.6576791**
> .1975462					
13	**-.2740836**	**.2150319**	**-1.27**	**0.204**	**-.6976051**
> .1494379					
14	**-.279719**	**.2166119**	**-1.29**	**0.198**	**-.7063525**
> .1469145					
15	**-.3521535**	**.2247327**	**-1.57**	**0.118**	**-.7947816**
> .0904746					
16	**-.3139088**	**.2149032**	**-1.46**	**0.145**	**-.7371769**
> .1093593					
17	**-.3229863**	**.2159986**	**-1.50**	**0.136**	**-.7484119**
> .1024392					
18	**-.3403463**	**.2214158**	**-1.54**	**0.126**	**-.7764416**
> .0957489					
19	**-.2724795**	**.2175476**	**-1.25**	**0.212**	**-.7009559**
> .155997					
2	**-.1318866**	**.2539655**	**-0.52**	**0.604**	**-.6320908**
> .3683176					
20	**-.2481181**	**.2178391**	**-1.14**	**0.256**	**-.6771687**
> .1809325					
3	**-.2230089**	**.3137683**	**-0.71**	**0.478**	**-.8409994**
> .3949816					
4	**-.2276594**	**.492977**	**-0.46**	**0.645**	**-1.198615**

```
>  .7432961
                  5 |  -.4681001   .2805566    -1.67   0.096    -1.020678
>  .0844774
                  6 |  -.6394634   .2827096    -2.26   0.025    -1.196281
> -.0826454
                  7 |  -.1116101   .3061602    -0.36   0.716    -.7146159
>  .4913956
                  8 |  -.2493493   .2573501    -0.97   0.334    -.7562198
>  .2575212
                  9 |  -.3627429    .230619    -1.57   0.117    -.8169645
>  .0914786
No formal schooling |  -.4332155    .318209    -1.36   0.175    -1.059952
>  .1935213
                    |
                age |   .0003729   .0041243     0.09   0.928    -.0077502
>   .008496
               age2 |   .0000749   .0000417     1.80   0.074    -7.27e-06
>   .000157
             tenure |   .0033189   .0009711     3.42   0.001     .0014062
>  .0052317
              _cons |   6.609156     .25969    25.45   0.000     6.097677
>  7.120635
---------------------+------------------------------------------------------
> ---------
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs	
occnum	397	0	**397**	
indnum	249	249	**0**	*

* = FE nested within cluster; treated as redundant for DoF computation

Variable	Obs	Mean	Std. dev.	Min	Max
unsatisfied	**7,278**	**.1015389**	**.3020617**	**0**	**1**

```
Linear regression                               Number of obs     =      7,27
> 8
                                                F(3, 262)         =      26.1
> 7
                                                Prob > F          =     0.000
> 0
                                                R-squared         =     0.018
> 7
                                                Root MSE          =     .2992
> 9
```

```
                                (Std. err. adjusted for 263 clusters in indnum
> )
------------------------------------------------------------------------------
> ─
             |               Robust
 unsatisfied | Coefficient  std. err.      t    P>|t|     [95% conf. interval
> ]
-------------+----------------------------------------------------------------
> ─
  understaff |
      Often  |   .0966155   .0160015     6.04   0.000     .0651077    .128123
> 3
     Rarely  |  -.0035689   .0101123    -0.35   0.724    -.0234806    .016342
> 8
  Sometimes  |   .0084765   .0110719     0.77   0.445    -.0133246    .030277
> 7
             |
       _cons |   .0748899    .009744     7.69   0.000     .0557034    .094076
> 3
------------------------------------------------------------------------------
> ─

Linear regression                               Number of obs     =      7,27
> 8
                                                F(24, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.030
> 5
                                                Root MSE          =     .2979
> 3

                                     (Std. err. adjusted for 263 clusters i
> n indnum)
------------------------------------------------------------------------------
> ─────────
             |               Robust
   unsatisfied | Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
-------------+----------------------------------------------------------------
> ─────────
    understaff |
        Often  |   .1023295   .0153907     6.65   0.000     .0720242
>  .1326348
         Rarely  |   .0017317    .009936     0.17   0.862    -.0178329
>  .0212963
      Sometimes  |   .0165907   .0108131     1.53   0.126     -.004701
>  .0378824
```

```
                    │
            educ_num│
     .n:  No answer │   .4055997   .2275443     1.78   0.076    -.0424487
>   .853648
                  1 │     .02973     .02335     1.27   0.204    -.0162475
>  .0757076
                 10 │   .1882391    .037303     5.05   0.000     .1147873
>  .2616909
                 11 │   .1772281   .0322946     5.49   0.000     .1136382
>   .240818
                 12 │   .0934405   .0225845     4.14   0.000     .0489703
>  .1379107
                 13 │   .1009776   .0237143     4.26   0.000     .0542826
>  .1476725
                 14 │    .10467   .0239705     4.37   0.000     .0574705
>  .1518694
                 15 │   .1083807   .0261311     4.15   0.000      .056927
>  .1598344
                 16 │   .0868571   .0225678     3.85   0.000     .0424198
>  .1312944
                 17 │    .067498   .0252757     2.67   0.008     .0177286
>  .1172673
                 18 │   .0677321   .0222782     3.04   0.003      .023865
>  .1115992
                 19 │   .0631103   .0274796     2.30   0.022     .0090014
>  .1172193
                  2 │   .0462524   .0369838     1.25   0.212     -.026571
>  .1190758
                 20 │   .0474515   .0250489     1.89   0.059    -.0018713
>  .0967742
                  3 │   .1064969   .0774383     1.38   0.170    -.0459838
>  .2589775
                  4 │   .1539915   .1507711     1.02   0.308    -.1428857
>  .4508688
                  5 │   .2055997   .1746878     1.18   0.240     -.138371
>  .5495703
                  6 │   .2851715    .073934     3.86   0.000      .139591
>  .4307521
                  7 │   .0808386   .0532294     1.52   0.130    -.0239732
>  .1856504
                  8 │   .1370844   .0438522     3.13   0.002     .0507368
>   .223432
                  9 │   .1537969   .0426261     3.61   0.000     .0698635
>  .2377302
No formal schooling │   .3021084   .1394543     2.17   0.031     .0275145
>  .5767022
                    │
              _cons │    -.02973     .02335    -1.27   0.204    -.0757076
>  .0162475
```

```
------------------------------------------------------------------------------
> ---------

Linear regression                               Number of obs     =      7,25
> 4
                                                F(26, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.043
> 9
                                                Root MSE          =     .2950
> 9

                                               (Std. err. adjusted for 263 clusters i
> n indnum)
------------------------------------------------------------------------------
> ---------
             |               Robust
  unsatisfied | Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
-------------+----------------------------------------------------------------
> ---------
             |
  understaff |
       Often |    .097444   .0146399     6.66   0.000     .0686172
>  .1262709
      Rarely |   -.0026508   .0097958    -0.27   0.787    -.0219392
>  .0166377
   Sometimes |    .011698   .0101454     1.15   0.250    -.0082789
>   .031675
             |
    educ_num |
  .n: No answer |   .3858586   .2284906     1.69   0.092    -.0640531
>  .8357702
           1 |   .0192224   .0297961     0.65   0.519    -.0394478
>  .0778927
          10 |   .1585185   .0458548     3.46   0.001     .0682276
>  .2488094
          11 |   .1393052   .0371813     3.75   0.000      .066093
>  .2125174
          12 |   .0623083   .0307416     2.03   0.044     .0017761
>  .1228404
          13 |    .065443   .0309292     2.12   0.035     .0045417
>  .1263444
          14 |   .0707139   .0306939     2.30   0.022     .0102757
>  .1311521
          15 |   .0759437    .028093     2.70   0.007      .020627
>  .1312605
          16 |    .058178   .0279628     2.08   0.038     .0031175
```

```
>  .1132384
                 17 |   .0337131   .0313053     1.08   0.283    -.0279288
>  .0953551
                 18 |   .0440899   .0263307     1.67   0.095    -.0077568
>  .0959366
                 19 |   .0397571   .0316408     1.26   0.210    -.0225456
>  .1020597
                  2 |   .0153195   .0359051     0.43   0.670    -.0553797
>  .0860187
                 20 |   .0292592   .0291703     1.00   0.317     -.028179
>  .0866973
                  3 |   .0810507   .0645221     1.26   0.210    -.0459971
>  .2080985
                  4 |   .1399712   .1409214     0.99   0.322    -.1375115
>  .4174539
                  5 |    .167073   .1691286     0.99   0.324    -.1659513
>  .5000974
                  6 |   .2593347   .0710512     3.65   0.000     .1194307
>  .3992387
                  7 |   .0530953   .0416402     1.28   0.203    -.0288969
>  .1350874
                  8 |   .1102548   .0437803     2.52   0.012     .0240488
>  .1964608
                  9 |   .1192625   .0483964     2.46   0.014     .0239671
>  .2145579
No formal schooling |   .2846419   .1379571     2.06   0.040     .0129962
>  .5562876
                    |
                age |  -.0041929   .0017254    -2.43   0.016    -.0075903
> -.0007954
               age2 |   .0000182   .0000168     1.08   0.281     -.000015
>  .0000513
              _cons |   .1473116   .0457445     3.22   0.001      .057238
>  .2373852
--------------------+------------------------------------------------------------
> ————————

Linear regression                               Number of obs     =      7,22
> 8
                                                F(27, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.046
> 6
                                                Root MSE          =     .2946
> 2
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

unsatisfied	Coefficient	Robust std. err.	t	P>|t|	[95% conf. interval]
understaff					
Often	**.0997339**	**.0147094**	**6.78**	**0.000**	**.0707702** **.1286976**
Rarely	**-.0016338**	**.0099635**	**-0.16**	**0.870**	**-.0212526** **.017985**
Sometimes	**.0132777**	**.0102987**	**1.29**	**0.198**	**-.007001** **.0335563**
educ_num					
.n: No answer	**.4019564**	**.2290346**	**1.76**	**0.080**	**-.0490265** **.8529392**
1	**.0404662**	**.0265227**	**1.53**	**0.128**	**-.0117586** **.0926909**
10	**.1722543**	**.043231**	**3.98**	**0.000**	**.08713** **.2573787**
11	**.1514721**	**.0332751**	**4.55**	**0.000**	**.0859515** **.2169927**
12	**.0773125**	**.0266419**	**2.90**	**0.004**	**.0248531** **.129772**
13	**.0805506**	**.0269814**	**2.99**	**0.003**	**.0274226** **.1336787**
14	**.085342**	**.0264775**	**3.22**	**0.001**	**.0332063** **.1374777**
15	**.0910291**	**.0244325**	**3.73**	**0.000**	**.04292** **.1391382**
16	**.0727221**	**.0240396**	**3.03**	**0.003**	**.0253868** **.1200574**
17	**.0483214**	**.027426**	**1.76**	**0.079**	**-.005682** **.1023247**
18	**.0590427**	**.0226951**	**2.60**	**0.010**	**.0143548** **.1037307**
19	**.0550556**	**.0290258**	**1.90**	**0.059**	**-.002098** **.1122092**
2	**.0303706**	**.0378974**	**0.80**	**0.424**	**-.0442517** **.1049929**
20	**.0392081**	**.02482**	**1.58**	**0.115**	**-.0096639** **.0880801**
3	**.0982629**	**.0659567**	**1.49**	**0.137**	**-.0316099** **.2281357**
4	**.1419717**	**.140784**	**1.01**	**0.314**	**-.1352404**

```
>  .4191838
                  5 |   .1797045   .1663232     1.08   0.281    -.1477959
>  .5072048
                  6 |   .2807918   .0720251     3.90   0.000       .13897
>  .4226136
                  7 |   .0611038   .0445581     1.37   0.171    -.0266337
>  .1488413
                  8 |   .1102206   .0382257     2.88   0.004     .0349519
>  .1854893
                  9 |   .1336643   .0440709     3.03   0.003     .0468861
>  .2204424
No formal schooling |   .2944144   .1374286     2.14   0.033     .0238092
>  .5650196
                    |
                age |  -.003714   .0017615    -2.11   0.036    -.0071824
> -.0002456
               age2 |   .0000194    .000017     1.14   0.254     -.000014
>  .0000529
             tenure |  -.001847   .0004442    -4.16   0.000    -.0027215
> -.0009724
              _cons |   .1224213   .0451083     2.71   0.007     .0336004
>  .2112423
---------------------+------------------------------------------------------------
> ---------
(dropped 68 singleton observations)
(MWFE estimator converged in 1 iterations)

HDFE Linear regression                            Number of obs   =      7,16
> 0
Absorbing 1 HDFE group                            F(  28,    262) =      10.0
> 0
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.111
> 4
                                                  Adj R-squared   =     0.055
> 4
                                                  Within R-sq.    =     0.037
> 6
Number of clusters (indnum)  =        263         Root MSE        =     0.292
> 9
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

unsatisfied	Coefficient	Robust std. err.	t	P>|t|	[95% conf. interval]
understaff					
Often	**.0957691**	**.0145507**	**6.58**	**0.000**	**.0671179** **.1244204**
Rarely	**-.0041165**	**.0109237**	**-0.38**	**0.707**	**-.0256258** **.0173929**
Sometimes	**.0099307**	**.0107944**	**0.92**	**0.358**	**-.0113242** **.0311856**
educ_num					
.n: No answer	**.3347182**	**.2355977**	**1.42**	**0.157**	**-.1291878** **.7986242**
1	**-.3969002**	**.3330806**	**-1.19**	**0.234**	**-1.052756** **.2589554**
10	**.1461192**	**.0350047**	**4.17**	**0.000**	**.0771927** **.2150456**
11	**.130758**	**.0324177**	**4.03**	**0.000**	**.0669257** **.1945903**
12	**.0569596**	**.0232321**	**2.45**	**0.015**	**.0112142** **.102705**
13	**.0631316**	**.0237987**	**2.65**	**0.008**	**.0162705** **.1099926**
14	**.0721868**	**.025463**	**2.83**	**0.005**	**.0220487** **.1223249**
15	**.0898841**	**.0307447**	**2.92**	**0.004**	**.0293459** **.1504223**
16	**.0742708**	**.0250936**	**2.96**	**0.003**	**.02486** **.1236816**
17	**.0658489**	**.0263253**	**2.50**	**0.013**	**.0140128** **.117685**
18	**.0723075**	**.0273115**	**2.65**	**0.009**	**.0185296** **.1260855**
19	**.068209**	**.0300893**	**2.27**	**0.024**	**.0089613** **.1274567**
2	**.0282902**	**.0427034**	**0.66**	**0.508**	**-.0557954** **.1123759**
20	**.0667521**	**.0313718**	**2.13**	**0.034**	**.0049791** **.128525**
3	**.0906527**	**.0785835**	**1.15**	**0.250**	**-.0640829** **.2453884**
4	**.1114789**	**.1606263**	**0.69**	**0.488**	**-.204804**

```
>  .4277617
                  5 |   .0946625   .1938489     0.49   0.626    -.2870374
>  .4763625
                  6 |   .2364407    .073656     3.21   0.001     .0914076
>  .3814737
                  7 |   .0234673   .0492964     0.48   0.634    -.0736003
>  .1205348
                  8 |    .091169    .046056     1.98   0.049      .000482
>  .1818561
                  9 |   .1181614   .0440257     2.68   0.008      .031472
>  .2048507
No formal schooling |   .2524139   .1415621     1.78   0.076    -.0263304
>  .5311582
                    |
                age |   -.001682   .0016499    -1.02   0.309    -.0049308
>  .0015668
               age2 |  -2.01e-06   .0000163    -0.12   0.902    -.0000341
>  .0000301
             tenure |  -.0013866   .0004659    -2.98   0.003    -.0023041
> -.0004691
              _cons |   .0863073    .048775     1.77   0.078    -.0097335
>  .1823481
--------------------+------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs
occnum	398	0	**398**

(dropped 83 singleton observations)
(MWFE estimator converged in 23 iterations)

```
HDFE Linear regression                          Number of obs   =      7,14
> 5
Absorbing 2 HDFE groups                         F(  28,    248) =       9.3
> 2
Statistics robust to heteroskedasticity         Prob > F        =     0.000
> 0
                                                R-squared       =     0.147
> 8
                                                Adj R-squared   =     0.059
> 2
                                                Within R-sq.    =     0.037
> 0
Number of clusters (indnum)  =        249       Root MSE        =     0.292
> 0
```

(Std. err. adjusted for **249** clusters i
> n **indnum**)

unsatisfied	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.0975728**	**.0153822**	**6.34**	**0.000**	**.0672764**
> **.1278693**					
Rarely	**-.0028868**	**.0116356**	**-0.25**	**0.804**	**-.0258039**
> **.0200304**					
Sometimes	**.0099974**	**.0113484**	**0.88**	**0.379**	**-.0123542**
> **.0323489**					
educ_num					
.n: No answer	**.3532852**	**.2323878**	**1.52**	**0.130**	**-.1044202**
> **.8109906**					
1	**-.5072227**	**.3600258**	**-1.41**	**0.160**	**-1.216321**
> **.2018754**					
10	**.1338392**	**.0334539**	**4.00**	**0.000**	**.0679493**
> **.1997292**					
11	**.13375**	**.0353816**	**3.78**	**0.000**	**.0640632**
> **.2034367**					
12	**.0558837**	**.0249496**	**2.24**	**0.026**	**.0067435**
> **.1050238**					
13	**.0597995**	**.0246056**	**2.43**	**0.016**	**.0113368**
> **.1082621**					
14	**.067218**	**.0272915**	**2.46**	**0.014**	**.0134653**
> **.1209706**					
15	**.0882641**	**.0331861**	**2.66**	**0.008**	**.0229015**
> **.1536266**					
16	**.073227**	**.0264289**	**2.77**	**0.006**	**.0211732**
> **.1252808**					
17	**.0667501**	**.027876**	**2.39**	**0.017**	**.0118463**
> **.121654**					
18	**.0635066**	**.0288903**	**2.20**	**0.029**	**.0066049**
> **.1204082**					
19	**.0638085**	**.0314179**	**2.03**	**0.043**	**.0019286**
> **.1256883**					
2	**.0118327**	**.0536323**	**0.22**	**0.826**	**-.0938002**
> **.1174656**					
20	**.0556463**	**.0322186**	**1.73**	**0.085**	**-.0078107**
> **.1191033**					
3	**.1166238**	**.0803293**	**1.45**	**0.148**	**-.0415908**
> **.2748384**					
4	**.0923121**	**.1722063**	**0.54**	**0.592**	**-.2468612**

```
>  .4314855
                    5 |   .1038479   .1978991     0.52   0.600    -.2859293
>  .4936252
                    6 |   .2352058   .0656685     3.58   0.000     .1058666
>  .3645449
                    7 |   .0256143   .0520869     0.49   0.623    -.0769749
>  .1282034
                    8 |    .090254   .0472019     1.91   0.057    -.0027137
>  .1832217
                    9 |   .1132745   .0472812     2.40   0.017     .0201507
>  .2063983
No formal schooling   |   .2026088   .1429986     1.42   0.158    -.0790379
>  .4842554
                      |
                  age |  -.0017954   .0016706    -1.07   0.284    -.0050858
>  .0014949
                 age2 |  -2.48e-07   .0000163    -0.02   0.988    -.0000323
>  .0000318
               tenure |  -.0012988   .0004843    -2.68   0.008    -.0022526
> -.0003449
                _cons |   .0889082   .0505323     1.76   0.080     -.010619
>  .1884355
----------------------+-------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs	
occnum	397	0	**397**	
indnum	249	249	**0**	*

* = FE nested within cluster; treated as redundant for DoF computation

Variable	Obs	Mean	Std. dev.	Min	Max
verysatisf~d	**7,278**	**.4754053**	**.499429**	**0**	**1**

```
Linear regression                               Number of obs     =      7,27
> 8
                                                F(3, 262)         =     104.7
> 8
                                                Prob > F          =     0.000
> 0
                                                R-squared         =     0.038
> 1
                                                Root MSE          =     .4899
> 1
```

(Std. err. adjusted for **263** clusters in **indnum**
>)

```
> ─
             │               Robust
verysatisf~d │ Coefficient  std. err.      t    P>|t|     [95% conf. interval
> ]
─────────────┼──────────────────────────────────────────────────────────────
> ─
  understaff │
       Often │  -.2883757    .020514   -14.06   0.000     -.328769   -.247982
> 5
      Rarely │   -.068756   .0213291    -3.22   0.001    -.1107542   -.026757
> 8
   Sometimes │  -.1569827   .0190743    -8.23   0.000    -.1945412   -.119424
> 2
             │
       _cons │   .6222467   .0188885    32.94   0.000      .585054    .659439
> 4
─────────────┴──────────────────────────────────────────────────────────────
> ─

Linear regression                               Number of obs     =      7,27
> 8
                                                F(24, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.044
> 1
                                                Root MSE          =     .4891
> 3

                                     (Std. err. adjusted for 263 clusters i
> n indnum)
─────────────────────┼──────────────────────────────────────────────────────────────
> ─────────
                     │               Robust
        verysatisfied │ Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
─────────────────────┼──────────────────────────────────────────────────────────────
> ─────────
          understaff │
               Often │  -.2931645   .0204984   -14.30   0.000     -.333527
>  -.252802
              Rarely │  -.0739956   .0211586    -3.50   0.001     -.115658
> -.0323331
           Sometimes │  -.1652928   .0181211    -9.12   0.000    -.2009744
> -.1296113
```

```
                    │
            educ_num│
     .n:  No answer │  -.3581238   .2902138    -1.23   0.218     -.929572
>  .2133245
                  1 │   .1353857   .2114557     0.64   0.523    -.2809833
>  .5517546
                 10 │   -.299313   .1991209    -1.50   0.134    -.6913939
>   .092768
                 11 │  -.2672574   .2065493    -1.29   0.197    -.6739654
>  .1394505
                 12 │  -.2361333   .2051855    -1.15   0.251    -.6401558
>  .1678892
                 13 │  -.2663452   .2045812    -1.30   0.194    -.6691777
>  .1364873
                 14 │  -.2459464   .2052759    -1.20   0.232     -.650147
>  .1582541
                 15 │  -.2798057   .2065038    -1.35   0.177     -.686424
>  .1268126
                 16 │  -.2262009   .2088633    -1.08   0.280    -.6374653
>  .1850635
                 17 │  -.2151358   .2066425    -1.04   0.299    -.6220272
>  .1917556
                 18 │  -.1999494   .2117593    -0.94   0.346    -.6169162
>  .2170173
                 19 │  -.1868795   .2165164    -0.86   0.389    -.6132132
>  .2394542
                  2 │   -.190417   .2351877    -0.81   0.419    -.6535157
>  .2726816
                 20 │   -.100495   .2093327    -0.48   0.632    -.5126836
>  .3116937
                  3 │  -.1430658    .268808    -0.53   0.595    -.6723647
>  .3862331
                  4 │  -.3509131   .3744841    -0.94   0.350    -1.088295
>  .3864684
                  5 │  -.5581238   .2434909    -2.29   0.023    -1.037572
> -.0786757
                  6 │     -.3631   .2301991    -1.58   0.116    -.8163757
>  .0901757
                  7 │  -.2466416   .2638436    -0.93   0.351    -.7661655
>  .2728823
                  8 │  -.2632039   .2276633    -1.16   0.249    -.7114865
>  .1850788
                  9 │  -.2803823    .202726    -1.38   0.168     -.679562
>  .1187973
No formal schooling │  -.4176656    .253336    -1.65   0.100    -.9164994
>  .0811682
                    │
              _cons │   .8646143   .2114557     4.09   0.000     .4482454
>  1.280983
```

```
> ————————

Linear regression                               Number of obs     =      7,25
> 4
                                                F(26, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.071
> 1
                                                Root MSE          =     .4822
> 3

                                                (Std. err. adjusted for 263 clusters i
> n indnum)
————————————————————————————————————————————————————————————————————————————
> ————————
                    |               Robust
       verysatisfied | Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
————————————————————+———————————————————————————————————————————————————————
> ————————
          understaff |
              Often | -.2771207   .0203285   -13.63   0.000    -.3171488
> -.2370927
             Rarely | -.0622151   .0209971    -2.96   0.003    -.1035596
> -.0208707
          Sometimes | -.1512871   .0184807    -8.19   0.000    -.1876767
> -.1148976
                    |
            educ_num |
     .n:  No answer | -.2562193   .2437804    -1.05   0.294    -.7362374
>  .2237988
                  1 |  .2157413   .1515151     1.42   0.156    -.0826011
>  .5140836
                 10 | -.1955296   .1471191    -1.33   0.185    -.4852159
>  .0941567
                 11 | -.1439753   .1566918    -0.92   0.359    -.4525109
>  .1645603
                 12 | -.1277258   .1520801    -0.84   0.402    -.4271806
>   .171729
                 13 | -.1481207   .1510133    -0.98   0.328     -.445475
>  .1492336
                 14 | -.1284981   .1505633    -0.85   0.394    -.4249662
>    .16797
                 15 | -.1652736    .153404    -1.08   0.282    -.4673352
>  .1367881
                 16 | -.1171244   .1517701    -0.77   0.441    -.4159688
```

```
>  .1817201
                 17 |  -.1030651    .152107    -0.68   0.499    -.4025728
>  .1964427
                 18 |  -.1050294   .1549422    -0.68   0.498    -.4101199
>   .200061
                 19 |   -.092261   .1642924    -0.56   0.575    -.4157626
>  .2312406
                  2 |  -.0723349   .1825596    -0.40   0.692    -.4318056
>  .2871359
                 20 |    -.01319   .1517525    -0.09   0.931    -.3119997
>  .2856197
                  3 |  -.0427242   .2205715    -0.19   0.847    -.4770427
>  .3915943
                  4 |  -.2713223   .3190203    -0.85   0.396    -.8994924
>  .3568477
                  5 |  -.4190275   .2053439    -2.04   0.042    -.8233619
>  -.014693
                  6 |  -.2607358   .1748452    -1.49   0.137    -.6050164
>  .0835449
                  7 |  -.1440375   .2165564    -0.67   0.507    -.5704499
>   .282375
                  8 |  -.1646448   .1706264    -0.96   0.335    -.5006183
>  .1713288
                  9 |   -.159905   .1538551    -1.04   0.300    -.4628548
>  .1430449
No formal schooling |  -.3366222   .2043112    -1.65   0.101    -.7389232
>  .0656788
                    |
                age |   .0010856   .0028216     0.38   0.701    -.0044703
>  .0066414
               age2 |   .0000557   .0000284     1.96   0.051    -2.77e-07
>  .0001118
              _cons |   .5839144   .1921725     3.04   0.003     .2055153
>  .9623135
--------------------+-------------------------------------------------------

> ————————

Linear regression                               Number of obs     =      7,22
> 8
                                                F(27, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.072
> 1
                                                Root MSE          =     .4819
> 9
```

(Std. err. adjusted for **263** clusters in **indnum**)

verysatisfied	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	-.2796486	.0199627	-14.01	0.000	-.3189564	-.2403407
Rarely	-.0622869	.0208659	-2.99	0.003	-.1033731	-.0212008
Sometimes	-.1531926	.0183599	-8.34	0.000	-.1893442	-.1170409
educ_num						
.n: No answer	-.2776362	.2467401	-1.13	0.262	-.7634821	.2082097
1	.1884454	.1560381	1.21	0.228	-.118803	.4956937
10	-.214401	.1509456	-1.42	0.157	-.5116219	.0828199
11	-.1605458	.1599848	-1.00	0.317	-.4755653	.1544738
12	-.1475271	.1560468	-0.95	0.345	-.4547925	.1597384
13	-.1677258	.1556145	-1.08	0.282	-.47414	.1386884
14	-.1480941	.1547964	-0.96	0.340	-.4528975	.1567092
15	-.1870793	.157453	-1.19	0.236	-.4971138	.1229551
16	-.1362657	.1561721	-0.87	0.384	-.4437779	.1712465
17	-.1226288	.1560211	-0.79	0.433	-.4298436	.1845859
18	-.1268299	.1588256	-0.80	0.425	-.439567	.1859071
19	-.1126088	.16839	-0.67	0.504	-.4441788	.2189612
2	-.0925187	.187356	-0.49	0.622	-.4614339	.2763965
20	-.0290159	.1563805	-0.19	0.853	-.3369384	.2789066
3	-.0652712	.2251224	-0.29	0.772	-.5085507	.3780082
4	-.274892	.3254085	-0.84	0.399	-.9156408	

```
>  .3658567
                  5 |  -.4362748    .204869    -2.13   0.034    -.8396741
> -.0328755
                  6 |  -.2685553    .178645    -1.50   0.134     -.620318
>  .0832074
                  7 |  -.1555033   .2194461    -0.71   0.479    -.5876059
>  .2765992
                  8 |  -.1731733    .175115    -0.99   0.324    -.5179852
>  .1716386
                  9 |  -.1841811   .1572429    -1.17   0.243    -.4938018
>  .1254396
No formal schooling |  -.3500555   .2052441    -1.71   0.089    -.7541933
>  .0540823
                    |
                age |    .000592   .0029165     0.20   0.839    -.0051507
>  .0063347
               age2 |   .0000527   .0000299     1.76   0.080    -6.26e-06
>  .0001117
             tenure |   .0022887   .0006437     3.56   0.000     .0010212
>  .0035561
              _cons |   .6145512   .1975648     3.11   0.002     .2255343
>  1.003568
---------------------+------------------------------------------------------------
> ---------
(dropped 68 singleton observations)
(MWFE estimator converged in 1 iterations)

HDFE Linear regression                            Number of obs   =      7,16
> 0
Absorbing 1 HDFE group                            F(  28,    262) =      37.4
> 3
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.147
> 5
                                                  Adj R-squared   =     0.093
> 7
                                                  Within R-sq.    =     0.066
> 4
Number of clusters (indnum)  =        263         Root MSE        =     0.475
> 4
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

verysatisfied	Coefficient	Robust std. err.	t	P>|t|	[95% conf. interval]
understaff					
Often	**-.265731**	**.0196426**	**-13.53**	**0.000**	**-.3044084** **-.2270536**
Rarely	**-.0504433**	**.0207012**	**-2.44**	**0.015**	**-.0912052** **-.0096814**
Sometimes	**-.1373487**	**.0202198**	**-6.79**	**0.000**	**-.1771626** **-.0975348**
educ_num					
.n: No answer	**-.2074287**	**.2854703**	**-0.73**	**0.468**	**-.7695368** **.3546794**
1	**.1454526**	**.3666521**	**0.40**	**0.692**	**-.5765072** **.8674124**
10	**-.2152216**	**.1869229**	**-1.15**	**0.251**	**-.583284** **.1528407**
11	**-.182353**	**.1908307**	**-0.96**	**0.340**	**-.5581101** **.1934041**
12	**-.1780764**	**.1920958**	**-0.93**	**0.355**	**-.5563245** **.2001716**
13	**-.2120719**	**.1915313**	**-1.11**	**0.269**	**-.5892085** **.1650647**
14	**-.1993089**	**.1891992**	**-1.05**	**0.293**	**-.5718534** **.1732357**
15	**-.2468311**	**.1905617**	**-1.30**	**0.196**	**-.6220584** **.1283961**
16	**-.2350535**	**.1888548**	**-1.24**	**0.214**	**-.6069199** **.1368128**
17	**-.2520726**	**.1890681**	**-1.33**	**0.184**	**-.624359** **.1202137**
18	**-.2729746**	**.1907122**	**-1.43**	**0.154**	**-.6484982** **.1025491**
19	**-.2068965**	**.1922857**	**-1.08**	**0.283**	**-.5855185** **.1717256**
2	**-.1524233**	**.218138**	**-0.70**	**0.485**	**-.58195** **.2771034**
20	**-.1852212**	**.1878182**	**-0.99**	**0.325**	**-.5550464** **.184604**
3	**-.0788928**	**.2623501**	**-0.30**	**0.764**	**-.5954758** **.4376901**
4	**-.2691821**	**.3617584**	**-0.74**	**0.457**	**-.981506**

```
>  .4431418
                  5 |  -.4902121   .2007507    -2.44   0.015    -.8855022
>  -.094922
                  6 |  -.3018204   .2090414    -1.44   0.150    -.7134354
>  .1097947
                  7 |  -.1404363   .2571797    -0.55   0.585    -.6468385
>  .3659659
                  8 |  -.1712436   .2117267    -0.81   0.419    -.5881462
>  .2456589
                  9 |  -.2150731   .1931496    -1.11   0.267    -.5953963
>    .16525
No formal schooling |  -.3434102   .2284438    -1.50   0.134    -.7932297
>  .1064093
                    |
                age |  -.0027037   .0028798    -0.94   0.349    -.0083742
>  .0029669
               age2 |   .0000895   .0000301     2.97   0.003     .0000303
>  .0001488
             tenure |   .0013072   .0006777     1.93   0.055    -.0000273
>  .0026418
              _cons |   .7407307   .2209698     3.35   0.001      .305628
>  1.175833
---------------------+----------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs
occnum	398	0	**398**

(dropped 83 singleton observations)
(MWFE estimator converged in 23 iterations)

```
HDFE Linear regression                          Number of obs   =      7,14
> 5
Absorbing 2 HDFE groups                         F(  28,    248) =      32.0
> 5
Statistics robust to heteroskedasticity         Prob > F        =     0.000
> 0
                                                R-squared       =     0.181
> 1
                                                Adj R-squared   =     0.095
> 9
                                                Within R-sq.    =     0.062
> 4
Number of clusters (indnum)  =        249       Root MSE        =     0.474
> 9
```

(Std. err. adjusted for **249** clusters i
> n **indnum**)

verysatisfied	Coefficient	Robust std. err.	t	P>|t|	[95% conf. interval]
understaff					
Often	**-.2672468**	**.0199842**	**-13.37**	**0.000**	**-.3066073** **-.2278863**
Rarely	**-.0528977**	**.0210519**	**-2.51**	**0.013**	**-.0943609** **-.0114344**
Sometimes	**-.1401943**	**.0213904**	**-6.55**	**0.000**	**-.1823243** **-.0980643**
educ_num					
.n: No answer	**-.1767045**	**.285385**	**-0.62**	**0.536**	**-.7387919** **.3853828**
1	**.1939048**	**.3600887**	**0.54**	**0.591**	**-.515317** **.9031267**
10	**-.1880918**	**.1850179**	**-1.02**	**0.310**	**-.5524986** **.176315**
11	**-.1765445**	**.188867**	**-0.93**	**0.351**	**-.5485324** **.1954434**
12	**-.1533989**	**.1896431**	**-0.81**	**0.419**	**-.5269153** **.2201175**
13	**-.1832893**	**.1887599**	**-0.97**	**0.332**	**-.5550662** **.1884875**
14	**-.1765145**	**.1870936**	**-0.94**	**0.346**	**-.5450095** **.1919805**
15	**-.2214421**	**.1884523**	**-1.18**	**0.241**	**-.5926132** **.1497289**
16	**-.2132777**	**.1864325**	**-1.14**	**0.254**	**-.5804707** **.1539152**
17	**-.2293501**	**.1864507**	**-1.23**	**0.220**	**-.5965789** **.1378788**
18	**-.2454972**	**.1881117**	**-1.31**	**0.193**	**-.6159974** **.1250031**
19	**-.1876034**	**.1892861**	**-0.99**	**0.323**	**-.5604166** **.1852098**
2	**-.122592**	**.2203263**	**-0.56**	**0.578**	**-.5565413** **.3113573**
20	**-.1687973**	**.1859451**	**-0.91**	**0.365**	**-.5350303** **.1974357**
3	**-.0974929**	**.259328**	**-0.38**	**0.707**	**-.608259** **.4132732**
4	**-.1918473**	**.3607756**	**-0.53**	**0.595**	**-.9024221**

```
>  .5187275
                  5 |  -.3916849    .200275    -1.96   0.052    -.7861418
>  .0027719
                  6 |   -.286684   .2080483    -1.38   0.169    -.6964509
>  .1230829
                  7 |  -.1099096   .2553553    -0.43   0.667    -.6128512
>   .393032
                  8 |   -.120821   .2095929    -0.58   0.565    -.5336301
>   .291988
                  9 |   -.187951   .1926583    -0.98   0.330    -.5674061
>   .191504
No formal schooling |  -.2660823   .2300457    -1.16   0.249    -.7191747
>    .18701
                    |
                age |  -.0022424   .0031361    -0.72   0.475    -.0084192
>  .0039343
               age2 |   .0000784   .0000326     2.41   0.017     .0000143
>  .0001425
             tenure |   .0018926   .0006749     2.80   0.005     .0005634
>  .0032219
              _cons |   .7175706   .2208031     3.25   0.001     .2826821
>  1.152459
---------------------+------------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs	
occnum	397	0	**397**	
indnum	249	249	**0**	*

* = FE nested within cluster; treated as redundant for DoF computation

Variable	Obs	Mean	Std. dev.	Min	Max
tryjob	**7,251**	**4.572197**	**.7743255**	**4**	**6**

```
Linear regression                               Number of obs     =      7,25
> 1
                                                F(3, 262)         =      17.8
> 5
                                                Prob > F          =     0.000
> 0
                                                R-squared         =     0.009
> 8
                                                Root MSE          =     .7706
> 9
```

(Std. err. adjusted for **263** clusters in **indnum**
>)

tryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	**.1750159**	**.0312757**	**5.60**	**0.000**	**.1134322**	**.236599**
Rarely	**-.0097766**	**.0256003**	**-0.38**	**0.703**	**-.0601851**	**.04063**
Sometimes	**.0082379**	**.0273723**	**0.30**	**0.764**	**-.0456597**	**.062135**
_cons	**4.527192**	**.0231572**	**195.50**	**0.000**	**4.481594**	**4.5727**

Linear regression — Number of obs = **7,25**
F(24, 262) =
Prob > F =
R-squared = **0.021**
Root MSE = **.7671**

(Std. err. adjusted for **263** clusters in **indnum**)

tryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	**.1879443**	**.0301019**	**6.24**	**0.000**	**.1286718**	**.2472167**
Rarely	**.0053716**	**.0260974**	**0.21**	**0.837**	**-.0460158**	**.056759**
Sometimes	**.0272618**	**.0270842**	**1.01**	**0.315**	**-.0260687**	**.0805922**

```
             educ_num |
     .n:  No answer |    .509686   .5873335     0.87   0.386    -.6468087
>  1.666181
                  1 |   1.553802   .4400498     3.53   0.000     .6873172
>  2.420286
                 10 |   .3076748   .4429478     0.69   0.488    -.5645159
>  1.179866
                 11 |   .2660613   .4284926     0.62   0.535    -.5776663
>  1.109789
                 12 |    .052454   .4264088     0.12   0.902    -.7871705
>  .8920784
                 13 |   .1012539   .4277107     0.24   0.813    -.7409339
>  .9434418
                 14 |   .0471776   .4255428     0.11   0.912    -.7907415
>  .8850968
                 15 |   .1358699   .4407472     0.31   0.758    -.7319877
>  1.003728
                 16 |   .0190934   .4419204     0.04   0.966    -.8510742
>  .8892611
                 17 |   .0489985   .4314686     0.11   0.910    -.8005889
>  .8985859
                 18 |  -.0084336   .4456706    -0.02   0.985    -.8859857
>  .8691186
                 19 |  -.1049396   .4545701    -0.23   0.818    -1.000015
>  .7901361
                  2 |   .1640552   .4798973     0.34   0.733    -.7808913
>  1.109002
                 20 |  -.0192382   .4400524    -0.04   0.965    -.8857277
>  .8472513
                  3 |   .3464858    .530491     0.65   0.514    -.6980826
>  1.391054
                  4 |   .6441892   .4503765     1.43   0.154     -.242629
>  1.531007
                  5 |    .909686    .479651     1.90   0.059    -.0347755
>  1.854147
                  6 |   .0929988    .479017     0.19   0.846    -.8502144
>  1.036212
                  7 |   .1910847   .5185219     0.37   0.713    -.8299159
>  1.212085
                  8 |   .0662105   .4312064     0.15   0.878    -.7828608
>  .9152817
                  9 |   .3052765   .4661358     0.65   0.513    -.6125728
>  1.223126
No formal schooling |   .2036965   .5214003     0.39   0.696    -.8229718
>  1.230365
                    |
               _cons |   4.446198   .4400498    10.10   0.000     3.579714
>  5.312683
```

```
------------------------------------------------------------------------------
> ----------

Linear regression                               Number of obs     =      7,22
> 8
                                                F(26, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.092
> 7
                                                Root MSE          =     .7385
> 2

                                               (Std. err. adjusted for 263 clusters i
> n indnum)
------------------------------------------------------------------------------
> ----------
             |               Robust
             tryjob |      Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
-------------+----------------------------------------------------------------
> ----------
          understaff |
               Often |   .1661212   .0304891     5.45   0.000     .1060863
>  .2261561
              Rarely |  -.0181779   .0267497    -0.68   0.497    -.0708498
>  .0344939
           Sometimes |   .0097819   .0270853     0.36   0.718    -.0435507
>  .0631144
                     |
            educ_num |
     .n:  No answer |   .4264363   .4758046     0.90   0.371    -.5104515
>  1.363324
                   1 |   1.528797   .2964159     5.16   0.000     .9451364
>  2.112458
                  10 |   .1445327   .3200328     0.45   0.652     -.485631
>  .7746963
                  11 |   .0601254   .3040669     0.20   0.843    -.5386005
>  .6588513
                  12 |  -.1091477   .2966027    -0.37   0.713    -.6931761
>  .4748807
                  13 |  -.0819903   .2989413    -0.27   0.784    -.6706236
>  .5066431
                  14 |  -.1262605   .2942053    -0.43   0.668    -.7055684
>  .4530474
                  15 |  -.0344219   .3096467    -0.11   0.912    -.6441348
>  .5752911
                  16 |  -.1292951   .3033333    -0.43   0.670    -.7265764
```

```
>  .4679863
                 17 |  -.1193058    .296735    -0.40   0.688    -.7035947
>   .464983
                 18 |  -.1096633   .3052969    -0.36   0.720    -.7108112
>  .4914846
                 19 |  -.2205032    .315147    -0.70   0.485    -.8410464
>  .4000401
                  2 |   .0060232    .368856     0.02   0.987    -.7202762
>  .7323227
                 20 |  -.1029164   .2998221    -0.34   0.732     -.693284
>  .4874512
                  3 |     .21998   .4137454     0.53   0.595    -.5947094
>  1.034669
                  4 |   .5862711   .3369169     1.74   0.083    -.0771384
>  1.249681
                  5 |   .7104727    .354386     2.00   0.046     .0126656
>   1.40828
                  6 |  -.0350911   .3536461    -0.10   0.921    -.7314413
>  .6612592
                  7 |   .0504392   .3961176     0.13   0.899      -.72954
>  .8304185
                  8 |  -.0725889   .3028654    -0.24   0.811     -.668949
>  .5237712
                  9 |   .1209129   .3427481     0.35   0.725    -.5539786
>  .7958045
No formal schooling |   .1223587   .3975099     0.31   0.758    -.6603621
>  .9050795
                    |
                age |  -.0302713   .0042867    -7.06   0.000     -.038712
> -.0218306
               age2 |   .0001681   .0000414     4.06   0.000     .0000866
>  .0002495
              _cons |   5.577902   .3617448    15.42   0.000     4.865604
>  6.290199
--------------------+-------------------------------------------------------

> ————————

Linear regression                               Number of obs     =      7,20
> 5
                                                F(27, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.114
> 8
                                                Root MSE          =     .7297
> 2
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

tryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.1803703**	**.0293239**	**6.15**	**0.000**	**.1226297**
> **.2381109**					
Rarely	**-.0144164**	**.0277549**	**-0.52**	**0.604**	**-.0690674**
> **.0402347**					
Sometimes	**.0240956**	**.0264835**	**0.91**	**0.364**	**-.028052**
> **.0762433**					
educ_num					
.n: No answer	**.5489254**	**.4866783**	**1.13**	**0.260**	**-.4093731**
> **1.507224**					
1	**1.691352**	**.3247884**	**5.21**	**0.000**	**1.051824**
> **2.33088**					
10	**.2492502**	**.3487535**	**0.71**	**0.475**	**-.4374662**
> **.9359666**					
11	**.1549384**	**.3316638**	**0.47**	**0.641**	**-.4981275**
> **.8080043**					
12	**.0043206**	**.3269855**	**0.01**	**0.989**	**-.6395334**
> **.6481746**					
13	**.0296026**	**.3300345**	**0.09**	**0.929**	**-.6202551**
> **.6794602**					
14	**-.0137338**	**.3256916**	**-0.04**	**0.966**	**-.6550401**
> **.6275724**					
15	**.0769782**	**.3396806**	**0.23**	**0.821**	**-.5918732**
> **.7458296**					
16	**-.0134697**	**.3340231**	**-0.04**	**0.968**	**-.6711811**
> **.6442417**					
17	**-.006765**	**.325352**	**-0.02**	**0.983**	**-.6474025**
> **.6338725**					
18	**.0047804**	**.3349504**	**0.01**	**0.989**	**-.654757**
> **.6643177**					
19	**-.1028954**	**.3428727**	**-0.30**	**0.764**	**-.7780323**
> **.5722415**					
2	**.1212257**	**.3961572**	**0.31**	**0.760**	**-.6588314**
> **.9012829**					
20	**-.0000928**	**.3289589**	**-0.00**	**1.000**	**-.6478325**
> **.6476469**					
3	**.3525678**	**.4313596**	**0.82**	**0.414**	**-.496805**
> **1.201941**					
4	**.5962264**	**.3518661**	**1.69**	**0.091**	**-.096619**

```
>  1.289072
                  5 |   .8059676   .3906867     2.06   0.040     .0366822
>  1.575253
                  6 |   .0667615   .3802174     0.18   0.861    -.6819093
>  .8154324
                  7 |   .1115753   .4178129     0.27   0.790    -.7111232
>  .9342738
                  8 |   .0270743   .3280949     0.08   0.934    -.6189641
>  .6731127
                  9 |   .2226421    .375828     0.59   0.554    -.5173856
>  .9626698
No formal schooling |   .1962142   .4191254     0.47   0.640    -.6290687
>  1.021497
                    |
                age |  -.0254008   .0043643    -5.82   0.000    -.0339943
> -.0168072
               age2 |   .0001661   .0000428     3.88   0.000     .0000818
>  .0002503
             tenure |  -.0147633   .0009833   -15.01   0.000    -.0166995
>  -.012827
              _cons |   5.364031   .3939509    13.62   0.000     4.588318
>  6.139744
---------------------+----------------------------------------------------------
> ---------
(dropped 68 singleton observations)
(MWFE estimator converged in 1 iterations)

HDFE Linear regression                            Number of obs   =      7,13
> 7
Absorbing 1 HDFE group                            F(  28,    262) =      47.0
> 3
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.184
> 0
                                                  Adj R-squared   =     0.132
> 3
                                                  Within R-sq.    =     0.096
> 4
Number of clusters (indnum)  =        263         Root MSE        =     0.720
> 5
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

tryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.2026046**	**.0298533**	**6.79**	**0.000**	**.1438217**
> **.2613876**					
Rarely	**-.0033065**	**.0288746**	**-0.11**	**0.909**	**-.0601624**
> **.0535494**					
Sometimes	**.0298749**	**.0257301**	**1.16**	**0.247**	**-.0207891**
> **.080539**					
educ_num					
.n: No answer	**.3775169**	**.5034734**	**0.75**	**0.454**	**-.6138523**
> **1.368886**					
1	**.9870477**	**.7480521**	**1.32**	**0.188**	**-.4859116**
> **2.460007**					
10	**.1951786**	**.378281**	**0.52**	**0.606**	**-.5496793**
> **.9400366**					
11	**.0854691**	**.3609447**	**0.24**	**0.813**	**-.6252525**
> **.7961907**					
12	**-.0235522**	**.3477251**	**-0.07**	**0.946**	**-.7082437**
> **.6611393**					
13	**.0158478**	**.3540299**	**0.04**	**0.964**	**-.6812583**
> **.7129539**					
14	**-.0103102**	**.3463605**	**-0.03**	**0.976**	**-.6923147**
> **.6716944**					
15	**.0717752**	**.3609443**	**0.20**	**0.843**	**-.6389458**
> **.7824961**					
16	**.034901**	**.3509878**	**0.10**	**0.921**	**-.656215**
> **.726017**					
17	**.0581209**	**.3423077**	**0.17**	**0.865**	**-.6159035**
> **.7321453**					
18	**.0663076**	**.3477934**	**0.19**	**0.849**	**-.6185183**
> **.7511336**					
19	**-.0236284**	**.3562911**	**-0.07**	**0.947**	**-.7251867**
> **.67793**					
2	**.0925848**	**.4114711**	**0.23**	**0.822**	**-.7176263**
> **.902796**					
20	**.1115515**	**.3418389**	**0.33**	**0.744**	**-.5615497**
> **.7846526**					
3	**.3415089**	**.4770083**	**0.72**	**0.475**	**-.597749**
> **1.280767**					
4	**.4834407**	**.4414693**	**1.10**	**0.274**	**-.3858388**

```
>   1.35272
                  5 |   .7275367   .3827164     1.90   0.058    -.0260548
>  1.481128
                  6 |   .0059106   .4042431     0.01   0.988    -.7900682
>  .8018893
                  7 |    .043724   .4449157     0.10   0.922    -.8323417
>  .9197896
                  8 |  -.0739345   .3501182    -0.21   0.833    -.7633381
>  .6154692
                  9 |   .1686546   .4004999     0.42   0.674    -.6199537
>  .9572629
No formal schooling |   .1312972   .4595438     0.29   0.775     -.773572
>  1.036166
                    |
                age |  -.015814   .0041273    -3.83   0.000    -.0239409
>  -.007687
               age2 |   .0000628   .0000418     1.50   0.134    -.0000195
>  .0001452
             tenure |  -.0129752   .0009741   -13.32   0.000    -.0148933
> -.0110571
              _cons |   5.130112   .3720187    13.79   0.000     4.397585
>  5.862639
---------------------+----------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs
occnum	398	0	**398**

(dropped 83 singleton observations)
(MWFE estimator converged in 23 iterations)

```
HDFE Linear regression                            Number of obs   =      7,12
> 2
Absorbing 2 HDFE groups                           F(  28,    248) =      41.1
> 8
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.218
> 4
                                                  Adj R-squared   =     0.136
> 9
                                                  Within R-sq.    =     0.091
> 4
Number of clusters (indnum)  =        249         Root MSE        =     0.719
> 0
```

(Std. err. adjusted for **249** clusters i
> n **indnum**)

tryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.2112451**	**.0321341**	**6.57**	**0.000**	**.1479546**
> **.2745357**					
Rarely	**.011121**	**.0317355**	**0.35**	**0.726**	**-.0513845**
> **.0736264**					
Sometimes	**.0415887**	**.0268643**	**1.55**	**0.123**	**-.0113225**
> **.0944999**					
educ_num					
.n: No answer	**.3529925**	**.4817081**	**0.73**	**0.464**	**-.595768**
> **1.301753**					
1	**.3597904**	**.6188239**	**0.58**	**0.561**	**-.8590301**
> **1.578611**					
10	**.1306314**	**.3709732**	**0.35**	**0.725**	**-.6000283**
> **.8612911**					
11	**.0455539**	**.3534451**	**0.13**	**0.898**	**-.650583**
> **.7416909**					
12	**-.0699958**	**.3380612**	**-0.21**	**0.836**	**-.735833**
> **.5958414**					
13	**-.0268601**	**.3453914**	**-0.08**	**0.938**	**-.7071347**
> **.6534145**					
14	**-.0512541**	**.337038**	**-0.15**	**0.879**	**-.715076**
> **.6125678**					
15	**.0444687**	**.3534282**	**0.13**	**0.900**	**-.6516349**
> **.7405723**					
16	**-.0077016**	**.341125**	**-0.02**	**0.982**	**-.6795731**
> **.6641698**					
17	**.0232098**	**.3319696**	**0.07**	**0.944**	**-.6306295**
> **.6770491**					
18	**.0209159**	**.3384953**	**0.06**	**0.951**	**-.6457763**
> **.687608**					
19	**-.0643844**	**.3485065**	**-0.18**	**0.854**	**-.7507943**
> **.6220255**					
2	**.0160911**	**.4073538**	**0.04**	**0.969**	**-.7862231**
> **.8184052**					
20	**.0646393**	**.3352098**	**0.19**	**0.847**	**-.5955817**
> **.7248604**					
3	**.2164596**	**.4735301**	**0.46**	**0.648**	**-.7161939**
> **1.149113**					
4	**.3916009**	**.4394543**	**0.89**	**0.374**	**-.4739376**

```
>  1.257139
                  5 |   .7043818   .3763921     1.87   0.062     -.036951
>  1.445714
                  6 |  -.0924213   .3990926    -0.23   0.817    -.8784645
>  .6936219
                  7 |  -.0265638   .4485461    -0.06   0.953    -.9100093
>  .8568816
                  8 |  -.1496041    .338478    -0.44   0.659    -.8162621
>  .5170539
                  9 |    .110141   .3925693     0.28   0.779    -.6630539
>   .883336
No formal schooling |   .0087536   .4345792     0.02   0.984    -.8471831
>  .8646903
                    |
                age |  -.0144332   .0041234    -3.50   0.001    -.0225546
> -.0063118
               age2 |   .0000479   .0000422     1.14   0.257    -.0000351
>  .0001309
             tenure |  -.0124185   .0009985   -12.44   0.000    -.0143852
> -.0104519
              _cons |    5.13107   .3536887    14.51   0.000     4.434453
>  5.827686
---------------------+------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs	
occnum	397	0	**397**	
indnum	249	249	**0**	*

* = FE nested within cluster; treated as redundant for DoF computation

Variable	Obs	Mean	Std. dev.	Min	Max
likelytryjob	**7,251**	**.3948421**	**.4888505**	**0**	**1**

```
Linear regression                               Number of obs     =      7,25
> 1
                                                F(3, 262)         =      16.2
> 7
                                                Prob > F          =     0.000
> 0
                                                R-squared         =     0.008
> 8
                                                Root MSE          =     .4867
> 9
```

```
                                    (Std. err. adjusted for 263 clusters in indnum
> )
──────────────┬─────────────────────────────────────────────────────────────────
> ─
              │               Robust
likelytryjob  │ Coefficient  std. err.      t    P>|t|     [95% conf. interval
> ]
──────────────┼─────────────────────────────────────────────────────────────────
> ─
  understaff  │
      Often   │   .1200288   .0197549     6.08   0.000     .0811303    .158927
> 3
     Rarely   │   .0059651   .0164353     0.36   0.717    -.026397    .038327
> 2
  Sometimes   │   .0435318    .018143     2.40   0.017     .0078071    .079256
> 4
              │
       _cons  │   .3473918   .0150067    23.15   0.000     .3178427    .376940
> 9
──────────────┴─────────────────────────────────────────────────────────────────
> ─

Linear regression                                Number of obs     =      7,25
> 1
                                                 F(24, 262)        =
> .
                                                 Prob > F          =
> .
                                                 R-squared         =     0.021
> 2
                                                 Root MSE          =     .4844
> 9

                                            (Std. err. adjusted for 263 clusters i
> n indnum)
────────────────────────┬───────────────────────────────────────────────────────
> ──────────
                        │               Robust
        likelytryjob    │ Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
────────────────────────┼───────────────────────────────────────────────────────
> ──────────
          understaff    │
               Often    │   .1292799   .0191676     6.74   0.000     .0915376
>  .1670221
              Rarely    │   .0161164   .0169842     0.95   0.344    -.0173266
>  .0495594
           Sometimes    │   .0562809   .0179616     3.13   0.002     .0209135
>  .0916484
```

```
                    │
            educ_num│
     .n:  No answer │   .3560548   .3006162     1.18   0.237    -.2358766
>  .9479861
                  1 │   .7963902   .2138707     3.72   0.000      .375266
>  1.217514
                 10 │   .2804158   .2154505     1.30   0.194     -.143819
>  .7046506
                 11 │   .2459067   .2044951     1.20   0.230    -.1567564
>  .6485697
                 12 │   .1369465   .2035333     0.67   0.502    -.2638228
>  .5377158
                 13 │   .1542936   .2057796     0.75   0.454    -.2508987
>  .5594858
                 14 │   .1166693   .2046831     0.57   0.569    -.2863638
>  .5197025
                 15 │   .1723092   .2134788     0.81   0.420    -.2480434
>  .5926617
                 16 │   .1026708   .2156608     0.48   0.634    -.3219782
>  .5273199
                 17 │   .1166342   .2122632     0.55   0.583    -.3013247
>   .534593
                 18 │     .07711   .2172596     0.35   0.723    -.3506872
>  .5049072
                 19 │   .0277553   .2244009     0.12   0.902    -.4141035
>  .4696141
                  2 │   .1689031   .2342304     0.72   0.471    -.2923105
>  .6301167
                 20 │   .0690638   .2136901     0.32   0.747    -.3517047
>  .4898322
                  3 │   .4027215   .2870346     1.40   0.162    -.1624668
>  .9679098
                  4 │   .5584898   .2674889     2.09   0.038     .0317881
>  1.085191
                  5 │   .7560548   .2175455     3.48   0.001     .3276946
>  1.184415
                  6 │    .134903   .2429111     0.56   0.579    -.3434035
>  .6132095
                  7 │   .2345465   .2680721     0.87   0.382    -.2933036
>  .7623965
                  8 │   .1613417   .1993113     0.81   0.419    -.2311141
>  .5537975
                  9 │   .2885274   .2192376     1.32   0.189    -.1431647
>  .7202194
No formal schooling │   .1431869   .2617915     0.55   0.585    -.3722961
>    .65867
                    │
              _cons │   .2036098   .2138707     0.95   0.342    -.2175144
>   .624734
```

```
------------------------------------------------------------------------------
> ----------

Linear regression                               Number of obs     =      7,22
> 8
                                                F(26, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.090
> 6
                                                Root MSE          =     .4669
> 4

                                               (Std. err. adjusted for 263 clusters i
> n indnum)
------------------------------------------------------------------------------
> ----------
             |               Robust
  likelytryjob |      Coef.   Std. Err.      t    P>|t|     [95% Conf.
> Interval]
-------------+----------------------------------------------------------------
> ----------
             |
  understaff |
       Often |   .1137589   .0190506     5.97   0.000     .0762471
> .1512707
      Rarely |   .0006855   .0167621     0.04   0.967    -.0323201
>  .033691
   Sometimes |    .043627   .0176497     2.47   0.014     .0088736
> .0783804
             |
    educ_num |
 .n: No answer |   .2896197   .2350152     1.23   0.219    -.1731392
> .7523786
           1 |   .7662003   .1244598     6.16   0.000     .5211316
> 1.011269
          10 |   .1671628   .1369626     1.22   0.223    -.1025247
> .4368503
          11 |   .1076212   .1262767     0.85   0.395    -.1410252
> .3562676
          12 |   .0262532   .1219088     0.22   0.830    -.2137926
>  .266299
          13 |    .029117   .1246439     0.23   0.815    -.2163142
> .2745483
          14 |  -.0026564   .1217841    -0.02   0.983    -.2424566
> .2371439
          15 |   .055404   .1316052     0.42   0.674    -.2037344
> .3145425
          16 |  -.0005832   .1283739    -0.00   0.996    -.2533591
```

```
>  .2521927
                 17 |   .0009248   .1281412     0.01   0.994    -.2513929
>  .2532425
                 18 |   .0027178   .1293188     0.02   0.983    -.2519187
>  .2573542
                 19 |  -.0548036   .1367223    -0.40   0.689    -.3240179
>  .2144107
                  2 |   .0581693   .1705314     0.34   0.733    -.2776172
>  .3939558
                 20 |   .0059992   .1261124     0.05   0.962    -.2423237
>  .2543221
                  3 |   .3128363   .2124909     1.47   0.142    -.1055709
>  .7312436
                  4 |   .5105794   .1901022     2.69   0.008     .1362567
>   .884902
                  5 |   .6183839   .1434809     4.31   0.000     .3358615
>  .9009063
                  6 |   .0437529    .168543     0.26   0.795    -.2881183
>  .3756241
                  7 |   .1364361   .1961532     0.70   0.487    -.2498012
>  .5226734
                  8 |   .0651233   .1217995     0.53   0.593    -.1747072
>  .3049538
                  9 |   .1627293   .1416394     1.15   0.252    -.1161671
>  .4416256
No formal schooling |   .0820957    .192976     0.43   0.671    -.2978855
>  .4620769
                    |
                age |  -.0168421   .0024613    -6.84   0.000    -.0216885
> -.0119957
               age2 |   .0000809   .0000241     3.36   0.001     .0000335
>  .0001284
              _cons |   .8822039   .1581094     5.58   0.000      .570877
>  1.193531
------------------------------------------------------------------------------

> ————————

Linear regression                               Number of obs     =      7,20
> 5
                                                F(27, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.116
> 4
                                                Root MSE          =     .4602
> 8
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

likelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.1238292**	**.0180521**	**6.86**	**0.000**	**.0882836**
> **.1593747**					
Rarely	**.0041146**	**.0172265**	**0.24**	**0.811**	**-.0298054**
> **.0380347**					
Sometimes	**.0537728**	**.017208**	**3.12**	**0.002**	**.0198892**
> **.0876565**					
educ_num					
.n: No answer	**.3712406**	**.2459815**	**1.51**	**0.132**	**-.1131117**
> **.8555929**					
1	**.8754914**	**.1433719**	**6.11**	**0.000**	**.5931834**
> **1.157799**					
10	**.2366433**	**.1566546**	**1.51**	**0.132**	**-.0718188**
> **.5451055**					
11	**.1704844**	**.1436038**	**1.19**	**0.236**	**-.1122801**
> **.4532489**					
12	**.1020722**	**.1414499**	**0.72**	**0.471**	**-.1764512**
> **.3805956**					
13	**.1023934**	**.1449595**	**0.71**	**0.481**	**-.1830404**
> **.3878273**					
14	**.0721706**	**.1423927**	**0.51**	**0.613**	**-.2082091**
> **.3525504**					
15	**.127816**	**.1503403**	**0.85**	**0.396**	**-.1682131**
> **.4238451**					
16	**.076779**	**.1487864**	**0.52**	**0.606**	**-.2161902**
> **.3697483**					
17	**.0757837**	**.1462121**	**0.52**	**0.605**	**-.2121166**
> **.3636839**					
18	**.0788883**	**.1489472**	**0.53**	**0.597**	**-.2143976**
> **.3721742**					
19	**.0235719**	**.155515**	**0.15**	**0.880**	**-.2826465**
> **.3297902**					
2	**.1347587**	**.18378**	**0.73**	**0.464**	**-.2271152**
> **.4966326**					
20	**.0731907**	**.1449811**	**0.50**	**0.614**	**-.2122857**
> **.3586671**					
3	**.4015573**	**.2258814**	**1.78**	**0.077**	**-.0432166**
> **.8463313**					
4	**.5161084**	**.1976798**	**2.61**	**0.010**	**.126865**

```
>  .9053517
                  5 |   .6816261   .1686533     4.04   0.000     .3495377
>  1.013714
                  6 |   .1025778   .1838952     0.56   0.577    -.2595229
>  .4646785
                  7 |   .1765756   .2080304     0.85   0.397    -.2330486
>  .5861998
                  8 |   .1316961   .1348623     0.98   0.330    -.1338558
>  .3972479
                  9 |   .2298772    .162848     1.41   0.159    -.0907803
>  .5505346
No formal schooling |   .1308646   .2032088     0.64   0.520    -.2692656
>  .5309949
                    |
                age |  -.0134232   .0024706    -5.43   0.000    -.0182881
> -.0085584
               age2 |    .000078   .0000246     3.17   0.002     .0000295
>  .0001264
             tenure |  -.0100068   .0006191   -16.16   0.000    -.0112259
> -.0087876
              _cons |   .7364193   .1791315     4.11   0.000     .3836987
>   1.08914
---------------------+-------------------------------------------------------
> ---------
(dropped 68 singleton observations)
(MWFE estimator converged in 1 iterations)

HDFE Linear regression                            Number of obs   =      7,13
> 7
Absorbing 1 HDFE group                            F(  28,    262) =      46.1
> 2
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.187
> 2
                                                  Adj R-squared   =     0.135
> 8
                                                  Within R-sq.    =     0.097
> 4
Number of clusters (indnum)  =        263         Root MSE        =     0.454
> 2
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

likelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	**.1413913**	**.018343**	**7.71**	**0.000**	**.1052729**	**.1775096**
Rarely	**.0106621**	**.0174105**	**0.61**	**0.541**	**-.0236203**	**.0449445**
Sometimes	**.0592431**	**.0166224**	**3.56**	**0.000**	**.0265126**	**.0919736**
educ_num						
.n: No answer	**.2804419**	**.2624439**	**1.07**	**0.286**	**-.2363258**	**.7972095**
1	**.603928**	**.3843799**	**1.57**	**0.117**	**-.1529389**	**1.360795**
10	**.2146307**	**.1800016**	**1.19**	**0.234**	**-.1398033**	**.5690647**
11	**.1451561**	**.1642151**	**0.88**	**0.378**	**-.1781932**	**.4685055**
12	**.0998646**	**.1595378**	**0.63**	**0.532**	**-.2142747**	**.414004**
13	**.113171**	**.1645912**	**0.69**	**0.492**	**-.2109188**	**.4372608**
14	**.0868769**	**.1603323**	**0.54**	**0.588**	**-.2288271**	**.4025808**
15	**.1334645**	**.1681359**	**0.79**	**0.428**	**-.1976051**	**.4645341**
16	**.1202582**	**.1644423**	**0.73**	**0.465**	**-.2035386**	**.4440549**
17	**.1305415**	**.1619902**	**0.81**	**0.421**	**-.188427**	**.4495099**
18	**.1333281**	**.1624178**	**0.82**	**0.412**	**-.1864821**	**.4531384**
19	**.0786956**	**.1687432**	**0.47**	**0.641**	**-.2535697**	**.410961**
2	**.133953**	**.1979381**	**0.68**	**0.499**	**-.2557989**	**.5237049**
20	**.159385**	**.1590687**	**1.00**	**0.317**	**-.1538307**	**.4726007**
3	**.4188782**	**.2590853**	**1.62**	**0.107**	**-.0912763**	**.9290327**
4	**.4775709**	**.2489435**	**1.92**	**0.056**	**-.0126137**	

```
>  .9677555
                  5 |   .5896056   .1669812     3.53   0.000     .2608096
>  .9184016
                  6 |   .0838595   .2056707     0.41   0.684    -.3211183
>  .4888373
                  7 |    .141851   .2300317     0.62   0.538    -.3110951
>  .5947972
                  8 |   .0875799   .1570135     0.56   0.577     -.221589
>  .3967488
                  9 |   .2135372   .1858401     1.15   0.252    -.1523931
>  .5794676
No formal schooling |   .1229841   .2257079     0.54   0.586    -.3214483
>  .5674165
                    |
                age |  -.0075167   .0025076    -3.00   0.003    -.0124542
> -.0025792
               age2 |   .0000138   .0000263     0.52   0.600     -.000038
>  .0000656
             tenure |  -.0087102    .000601   -14.49   0.000    -.0098937
> -.0075267
              _cons |   .5759559   .1757925     3.28   0.001       .22981
>  .9221018
---------------------+------------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs
occnum	398	0	**398**

(dropped 83 singleton observations)
(MWFE estimator converged in 23 iterations)

```
HDFE Linear regression                            Number of obs   =      7,12
> 2
Absorbing 2 HDFE groups                           F(  28,    248) =      42.0
> 1
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.221
> 9
                                                  Adj R-squared   =     0.140
> 7
                                                  Within R-sq.    =     0.091
> 1
Number of clusters (indnum)  =        249         Root MSE        =     0.452
> 9
```

(Std. err. adjusted for **249** clusters i
> n **indnum**)

likelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.149827**	**.0203809**	**7.35**	**0.000**	**.1096854**
> **.1899687**					
Rarely	**.0247156**	**.0195729**	**1.26**	**0.208**	**-.0138348**
> **.0632659**					
Sometimes	**.0727406**	**.0177441**	**4.10**	**0.000**	**.0377922**
> **.107689**					
educ_num					
.n: No answer	**.2495296**	**.2532166**	**0.99**	**0.325**	**-.2491997**
> **.7482589**					
1	**.2864748**	**.3020572**	**0.95**	**0.344**	**-.3084497**
> **.8813993**					
10	**.1644228**	**.1717034**	**0.96**	**0.339**	**-.17376**
> **.5026055**					
11	**.1113248**	**.1563116**	**0.71**	**0.477**	**-.1965427**
> **.4191922**					
12	**.0633449**	**.1505164**	**0.42**	**0.674**	**-.2331085**
> **.3597983**					
13	**.0775322**	**.1561242**	**0.50**	**0.620**	**-.2299661**
> **.3850306**					
14	**.0538489**	**.1514146**	**0.36**	**0.722**	**-.2443735**
> **.3520714**					
15	**.110241**	**.1607269**	**0.69**	**0.493**	**-.2063228**
> **.4268049**					
16	**.0861433**	**.1553896**	**0.55**	**0.580**	**-.2199083**
> **.3921949**					
17	**.1047774**	**.153286**	**0.68**	**0.495**	**-.1971309**
> **.4066858**					
18	**.1018083**	**.1539069**	**0.66**	**0.509**	**-.2013231**
> **.4049396**					
19	**.0495036**	**.1605003**	**0.31**	**0.758**	**-.2666138**
> **.3656211**					
2	**.07762**	**.195884**	**0.40**	**0.692**	**-.3081883**
> **.4634282**					
20	**.1282122**	**.151512**	**0.85**	**0.398**	**-.1702022**
> **.4266266**					
3	**.3494206**	**.2547186**	**1.37**	**0.171**	**-.1522669**
> **.8511081**					
4	**.4104851**	**.2460873**	**1.67**	**0.097**	**-.0742023**

```
>  .8951726
                  5 |   .5662239   .1571105     3.60   0.000     .2567829
>  .8756649
                  6 |   .0249791   .1991916     0.13   0.900    -.3673438
>   .417302
                  7 |   .0797123   .2324546     0.34   0.732    -.3781247
>  .5375493
                  8 |   .0338537   .1486281     0.23   0.820    -.2588807
>   .326588
                  9 |   .1677745   .1775768     0.94   0.346    -.1819764
>  .5175254
No formal schooling |   .0450526   .2155388     0.21   0.835    -.3794674
>  .4695725
                    |
                age |   -.006279   .0025119    -2.50   0.013    -.0112264
> -.0013317
               age2 |   1.02e-06   .0000267     0.04   0.970    -.0000516
>  .0000536
             tenure |  -.0082592   .0006094   -13.55   0.000    -.0094594
>  -.007059
              _cons |   .5689846    .161161     3.53   0.000     .2515658
>  .8864034
---------------------+------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs	
occnum	397	0	**397**	
indnum	249	249	**0**	*

* = FE nested within cluster; treated as redundant for DoF computation

Variable	Obs	Mean	Std. dev.	Min	Max
verylikely~b	**7,251**	**.1773548**	**.3819951**	**0**	**1**

```
Linear regression                               Number of obs     =      7,25
> 1
                                                F(3, 262)         =      19.6
> 3
                                                Prob > F          =     0.000
> 0
                                                R-squared         =     0.008
> 7
                                                Root MSE          =     .3804
> 1
```

(Std. err. adjusted for **263** clusters in **indnum**
>)

verylikely~b	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	**.0549871**	**.0149017**	**3.69**	**0.000**	**.0256448**	**.084329**
Rarely	**-.0157417**	**.0136646**	**-1.15**	**0.250**	**-.0426481**	**.011164**
Sometimes	**-.0352939**	**.0122647**	**-2.88**	**0.004**	**-.0594438**	**-.011143**
_cons	**.1798002**	**.0109123**	**16.48**	**0.000**	**.1583133**	**.201287**

Linear regression — Number of obs = **7,25**
> 1
F(24, 262) =
> .
Prob > F =
> .
R-squared = **0.016**
> 6
Root MSE = **.3794**
> 6

(Std. err. adjusted for **263** clusters i
> n **indnum**)

verylikelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	**.0586644**	**.0145337**	**4.04**	**0.000**	**.0300467**	**.0872822**
Rarely	**-.0107448**	**.0136985**	**-0.78**	**0.434**	**-.037718**	**.0162283**
Sometimes	**-.0290192**	**.0123683**	**-2.35**	**0.020**	**-.0533731**	**-.0046653**

```
                    │
            educ_num│
     .n:  No answer │   .1536312   .3107571     0.49   0.621    -.4582681
>  .7655305
                  1 │   .7574113   .2265513     3.34   0.001     .3113183
>  1.203504
                 10 │    .027259   .2286573     0.12   0.905    -.4229809
>   .477499
                 11 │   .0201547   .2248966     0.09   0.929    -.4226802
>  .4629896
                 12 │  -.0844925   .2234438    -0.38   0.706    -.5244667
>  .3554816
                 13 │  -.0530396   .2224405    -0.24   0.812    -.4910382
>   .384959
                 14 │  -.0694917   .2214089    -0.31   0.754     -.505459
>  .3664756
                 15 │  -.0364393   .2283056    -0.16   0.873    -.4859866
>  .4131081
                 16 │  -.0835774   .2266979    -0.37   0.713    -.5299592
>  .3628044
                 17 │  -.0676356    .220403    -0.31   0.759    -.5016222
>   .366351
                 18 │  -.0855436   .2290097    -0.37   0.709    -.5364774
>  .3653903
                 19 │   -.132695    .231469    -0.57   0.567    -.5884712
>  .3230813
                  2 │   -.004848   .2543029    -0.02   0.985    -.5055855
>  .4958896
                 20 │  -.0883019   .2271123    -0.39   0.698    -.5354996
>  .3588957
                  3 │  -.0562357   .2603867    -0.22   0.829    -.5689527
>  .4564813
                  4 │   .0856994   .2109867     0.41   0.685    -.3297459
>  .5011448
                  5 │   .1536312    .292114     0.53   0.599    -.4215587
>  .7288211
                  6 │  -.0419042   .2393386    -0.18   0.861    -.5131763
>  .4293679
                  7 │  -.0434617   .2595415    -0.17   0.867    -.5545145
>   .467591
                  8 │  -.0951312    .236601    -0.40   0.688    -.5610127
>  .3707503
                  9 │   .0167491   .2489103     0.07   0.946    -.4733702
>  .5068684
No formal schooling │   .0605095   .2681139     0.23   0.822    -.4674228
>  .5884419
                    │
              _cons │   .2425887   .2265513     1.07   0.285    -.2035043
>  .6886817
```

```
---------------------+------------------------------------------------------------------------------
> ---------

Linear regression                               Number of obs     =      7,22
> 8
                                                F(26, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.057
> 7
                                                Root MSE          =     .3711
> 8

                                                (Std. err. adjusted for 263 clusters i
> n indnum)
---------------------+------------------------------------------------------------------------------
> ---------
                     |               Robust
    verylikelytryjob |  Coefficient  std. err.      t    P>|t|     [95% conf.
> interval]
---------------------+------------------------------------------------------------------------------
> ---------
          understaff |
              Often  |   .0523623   .0149504     3.50   0.001      .022924
>  .0818006
               Rarely|  -.0188634   .0143902    -1.31   0.191    -.0471985
>  .0094717
           Sometimes |  -.0338451   .0126543    -2.67   0.008    -.0587622
>  -.008928
                     |
            educ_num |
     .n:  No answer  |   .1368165   .2705607     0.51   0.614    -.3959336
>  .6695667
                   1 |   .7625967   .1729435     4.41   0.000     .4220606
>  1.103133
                  10 |  -.0226301   .1844978    -0.12   0.902    -.3859172
>   .340657
                  11 |  -.0474958   .1796903    -0.26   0.792    -.4013167
>  .3063252
                  12 |  -.1354009   .1759007    -0.77   0.442    -.4817599
>  .2109581
                  13 |  -.1111073   .1755016    -0.63   0.527    -.4566804
>  .2344658
                  14 |  -.1236041   .1734857    -0.71   0.477    -.4652078
>  .2179996
                  15 |  -.0898259   .1802241    -0.50   0.619    -.4446979
>  .2650461
                  16 |  -.1287119   .1758358    -0.73   0.465     -.474943
```

```
>  .2175193
                 17 |  -.1202307   .1708341    -0.70   0.482    -.4566132
>  .2161519
                 18 |   -.112381   .1772286    -0.63   0.527    -.4613548
>  .2365928
                 19 |  -.1656996   .1803509    -0.92   0.359    -.5208212
>  .1894221
                  2 |   -.052146   .2125153    -0.25   0.806    -.4706014
>  .3663093
                 20 |  -.1089156   .1752466    -0.62   0.535    -.4539866
>  .2361553
                  3 |  -.0928563   .2210885    -0.42   0.675    -.5281929
>  .3424803
                  4 |   .0756918   .1792587     0.42   0.673    -.2772793
>  .4286628
                  5 |   .0920888   .2493301     0.37   0.712    -.3988571
>  .5830348
                  6 |   -.078844    .191653    -0.41   0.681    -.4562202
>  .2985323
                  7 |  -.0859969   .2137419    -0.40   0.688    -.5068674
>  .3348737
                  8 |  -.1377122   .1895648    -0.73   0.468    -.5109767
>  .2355523
                  9 |  -.0418163   .2043748    -0.20   0.838    -.4442426
>  .3606099
No formal schooling |    .040263   .2194674     0.18   0.855    -.3918813
>  .4724074
                    |
                age |  -.0134292    .002236    -6.01   0.000    -.0178319
> -.0090264
               age2 |   .0000871   .0000219     3.98   0.000     .0000441
>  .0001302
              _cons |   .6956976    .206918     3.36   0.001     .2882638
>  1.103132
--------------------+-------------------------------------------------------
> ————————

Linear regression                               Number of obs     =      7,20
> 5
                                                F(27, 262)        =
> .
                                                Prob > F          =
> .
                                                R-squared         =     0.066
> 9
                                                Root MSE          =      .369
> 5
```

(Std. err. adjusted for **263** clusters i
> n **indnum**)

verylikelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.
> interval]					
understaff					
Often	**.0565412**	**.0147865**	**3.82**	**0.000**	**.0274256**
> **.0856567**					
Rarely	**-.018531**	**.014772**	**-1.25**	**0.211**	**-.047618**
> **.010556**					
Sometimes	**-.0296772**	**.0125929**	**-2.36**	**0.019**	**-.0544733**
> **-.0048811**					
educ_num					
.n: No answer	**.1776848**	**.2720583**	**0.65**	**0.514**	**-.3580143**
> **.7133839**					
1	**.8158608**	**.1817969**	**4.49**	**0.000**	**.4578918**
> **1.17383**					
10	**.0126068**	**.1935523**	**0.07**	**0.948**	**-.3685093**
> **.3937229**					
11	**-.015546**	**.1889537**	**-0.08**	**0.934**	**-.3876071**
> **.3565151**					
12	**-.0977516**	**.1859049**	**-0.53**	**0.599**	**-.4638094**
> **.2683061**					
13	**-.0727909**	**.1856274**	**-0.39**	**0.695**	**-.4383023**
> **.2927206**					
14	**-.0859045**	**.1837498**	**-0.47**	**0.641**	**-.4477188**
> **.2759099**					
15	**-.0508378**	**.1903289**	**-0.27**	**0.790**	**-.4256068**
> **.3239311**					
16	**-.0902487**	**.1857021**	**-0.49**	**0.627**	**-.4559073**
> **.2754099**					
17	**-.0825487**	**.1803631**	**-0.46**	**0.648**	**-.4376945**
> **.2725971**					
18	**-.0741079**	**.186777**	**-0.40**	**0.692**	**-.4418831**
> **.2936672**					
19	**-.1264672**	**.1891804**	**-0.67**	**0.504**	**-.4989747**
> **.2460402**					
2	**-.013533**	**.2226921**	**-0.06**	**0.952**	**-.452027**
> **.424961**					
20	**-.0732834**	**.1848905**	**-0.40**	**0.692**	**-.4373439**
> **.290777**					
3	**-.0489896**	**.2254216**	**-0.22**	**0.828**	**-.4928581**
> **.3948789**					
4	**.080118**	**.1846034**	**0.43**	**0.665**	**-.2833771**

```
>  .4436131
                  5 |   .1243415   .2591802     0.48   0.632    -.3859998
>  .6346828
                  6 |  -.0358163   .2021452    -0.18   0.860    -.4338522
>  .3622197
                  7 |  -.0650003   .2216282    -0.29   0.770    -.5013995
>  .3713989
                  8 |  -.1046218    .198794    -0.53   0.599    -.4960591
>  .2868155
                  9 |  -.0072351   .2153512    -0.03   0.973    -.4312744
>  .4168043
No formal schooling |   .0653496   .2279544     0.29   0.775    -.3835062
>  .5142054
                    |
                age |  -.0119775   .0022931    -5.22   0.000    -.0164928
> -.0074623
               age2 |   .0000881   .0000225     3.91   0.000     .0000438
>  .0001325
             tenure |  -.0047565   .0004951    -9.61   0.000    -.0057314
> -.0037816
              _cons |   .6276119   .2172112     2.89   0.004       .19991
>  1.055314
---------------------+------------------------------------------------------------------------------

> ————————
(dropped 68 singleton observations)
(MWFE estimator converged in 1 iterations)

HDFE Linear regression                            Number of obs   =      7,13
> 7
Absorbing 1 HDFE group                            F(  28,    262) =      22.9
> 7
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.130
> 1
                                                  Adj R-squared   =     0.075
> 0
                                                  Within R-sq.    =     0.056
> 3
Number of clusters (indnum)  =        263         Root MSE        =     0.366
> 7
```

(Std. err. adjusted for **263** clusters in **indnum**)

verylikelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
understaff						
Often	.0612134	.0151221	4.05	0.000	.031437	.0909898
Rarely	-.0139686	.0153909	-0.91	0.365	-.0442743	.016337
Sometimes	-.0293681	.0128025	-2.29	0.023	-.054577	-.0041592
educ_num						
.n: No answer	.0970751	.2718399	0.36	0.721	-.4381939	.632344
1	.3831196	.3658577	1.05	0.296	-.3372761	1.103515
10	-.0194521	.2009812	-0.10	0.923	-.415196	.3762919
11	-.059687	.1998083	-0.30	0.765	-.4531215	.3337474
12	-.1234169	.1909298	-0.65	0.519	-.499369	.2525353
13	-.0973231	.1924106	-0.51	0.613	-.4761911	.2815449
14	-.097187	.1888006	-0.51	0.607	-.4689468	.2745727
15	-.0616893	.1964364	-0.31	0.754	-.4484844	.3251057
16	-.0853572	.1892353	-0.45	0.652	-.4579727	.2872583
17	-.0724206	.1842126	-0.39	0.695	-.4351462	.290305
18	-.0670205	.1883085	-0.36	0.722	-.4378112	.3037702
19	-.102324	.1917691	-0.53	0.594	-.4799289	.2752808
2	-.0413682	.2256076	-0.18	0.855	-.485603	.4028667
20	-.0478335	.1870202	-0.26	0.798	-.4160875	.3204205
3	-.0773693	.2368806	-0.33	0.744	-.5438012	.3890627
4	.0058698	.2165058	0.03	0.978	-.4204431	

```
>  .4321827
                  5 |    .137931   .2473059     0.56   0.578     -.349029
>  .6248911
                  6 |  -.0779489   .2074565    -0.38   0.707    -.4864431
>  .3305453
                  7 |  -.0981271   .2262402    -0.43   0.665    -.5436076
>  .3473535
                  8 |  -.1615143   .2029602    -0.80   0.427     -.561155
>  .2381264
                  9 |  -.0448826   .2186387    -0.21   0.838    -.4753953
>    .38563
No formal schooling |   .0083131   .2486627     0.03   0.973    -.4813186
>  .4979448
                    |
                age |  -.0082973   .0021055    -3.94   0.000    -.0124432
> -.0041514
               age2 |    .000049   .0000206     2.38   0.018     8.51e-06
>  .0000895
             tenure |   -.004265   .0005126    -8.32   0.000    -.0052745
> -.0032556
              _cons |    .554156   .2024173     2.74   0.007     .1555843
>  .9527277
---------------------+------------------------------------------------------
> ————————
```

Absorbed degrees of freedom:

Absorbed FE	Categories	- Redundant	= Num. Coefs
occnum	398	0	**398**

(dropped 83 singleton observations)
(MWFE estimator converged in 23 iterations)

```
HDFE Linear regression                            Number of obs   =      7,12
> 2
Absorbing 2 HDFE groups                           F(  28,    248) =      21.4
> 1
Statistics robust to heteroskedasticity           Prob > F        =     0.000
> 0
                                                  R-squared       =     0.165
> 1
                                                  Adj R-squared   =     0.077
> 9
                                                  Within R-sq.    =     0.055
> 3
Number of clusters (indnum)  =        249         Root MSE        =     0.366
> 5
```

(Std. err. adjusted for **249** clusters i
> n **indnum**)

verylikelytryjob	Coefficient	Robust std. err.	t	P>|t|	[95% conf. interval]
understaff					
Often	**.0614181**	**.0155282**	**3.96**	**0.000**	**.0308341** **.0920021**
Rarely	**-.0135946**	**.0161593**	**-0.84**	**0.401**	**-.0454215** **.0182323**
Sometimes	**-.0311519**	**.0132975**	**-2.34**	**0.020**	**-.0573422** **-.0049616**
educ_num					
.n: No answer	**.103463**	**.2676434**	**0.39**	**0.699**	**-.4236809** **.6306069**
1	**.0733156**	**.3192432**	**0.23**	**0.819**	**-.555458** **.7020891**
10	**-.0337914**	**.2014085**	**-0.17**	**0.867**	**-.4304807** **.3628979**
11	**-.0657708**	**.2000417**	**-0.33**	**0.743**	**-.4597681** **.3282264**
12	**-.1333407**	**.1901328**	**-0.70**	**0.484**	**-.5078217** **.2411403**
13	**-.1043924**	**.1919907**	**-0.54**	**0.587**	**-.4825326** **.2737479**
14	**-.105103**	**.1881014**	**-0.56**	**0.577**	**-.4755829** **.2653768**
15	**-.0657723**	**.1963633**	**-0.33**	**0.738**	**-.4525246** **.32098**
16	**-.0938449**	**.1882503**	**-0.50**	**0.619**	**-.4646181** **.2769282**
17	**-.0815676**	**.1824775**	**-0.45**	**0.655**	**-.4409708** **.2778357**
18	**-.0808924**	**.1874911**	**-0.43**	**0.667**	**-.4501703** **.2883855**
19	**-.113888**	**.1915773**	**-0.59**	**0.553**	**-.491214** **.263438**
2	**-.0615289**	**.2248016**	**-0.27**	**0.785**	**-.5042926** **.3812348**
20	**-.0635729**	**.1875377**	**-0.34**	**0.735**	**-.4329425** **.3057967**
3	**-.132961**	**.2410979**	**-0.55**	**0.582**	**-.6078216** **.3418996**
4	**-.0188842**	**.2166367**	**-0.09**	**0.931**	**-.4455667**

```
> .4077982
                   5 |   .1381578   .2488976     0.56   0.579    -.3520648
> .6283805
                   6 |  -.1174004   .2080843    -0.56   0.573    -.5272381
> .2924373
                   7 |  -.1062761   .2278958    -0.47   0.641    -.5551341
> .3425818
                   8 |  -.1834577   .2007662    -0.91   0.362    -.5788819
> .2119664
                   9 |  -.0576335   .2188983    -0.26   0.793    -.4887702
> .3735033
No formal schooling |   -.036299   .2364391    -0.15   0.878    -.5019837
> .4293858
                     |
                 age |  -.0081541    .002106    -3.87   0.000     -.012302
> -.0040063
                age2 |   .0000469   .0000206     2.28   0.024     6.36e-06
> .0000874
              tenure |  -.0041593   .0005343    -7.78   0.000    -.0052117
> -.003107
               _cons |   .5620852   .1986966     2.83   0.005     .1707372
> .9534332
---------------------+-------------------------------------------------------
> ---------

Absorbed degrees of freedom:
```

Absorbed FE	Categories	- Redundant	= Num. Coefs	
occnum	397	0	**397**	
indnum	249	249	**0**	*

```
* = FE nested within cluster; treated as redundant for DoF computation

3 .
4 . log close
      name:  <unnamed>
       log:  /Users/meghanagaur/Sunspot-Labor-Shortages/Programs/log.smcl
  log type:  smcl
 closed on:  16 Jun 2022, 11:50:27
----------------------------------------------------------------------------
```