

ICPSR 36158

**Work, Family, and Health Study  
(WFHS)**

*Work, Family and Health Network*

Codebook

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## ICPSR PROCESSING NOTES FOR #36158

*Work, Family, and Health Study (WFHS)*

1. **Restricted-Use Data:** A restricted-use version of this study is available through the [Work, Family, and Health Network](#) Web site. Restricted-use data sets include a broader array of data, including demographic information from employee workplace interviews; health assessment data, including data from dried blood spot assays and one week of actigraphy; data from spouse/partner interviews; data from interviews with employee children; and data from one week of daily diary interviews and salivary cortisol sampling.

# **Work, Family & Health Study**

## **Public Use Data Measures Book**

November 2014



*work, family & health network*

This research was conducted as part of the Work, Family & Health Network ([www.WorkFamilyHealthNetwork.org](http://www.WorkFamilyHealthNetwork.org)), which is funded by a cooperative agreement through the National Institutes of Health and the Centers for Disease Control and Prevention: *Eunice Kennedy Shriver* National Institute of Child Health and Human Development (Grant # U01HD051217, U01HD051218, U01HD051256, U01HD051276), National Institute on Aging (Grant # U01AG027669), Office of Behavioral and Social Sciences Research, and National Institute for Occupational Safety and Health (Grant # U01OH008788, U01HD059773). Grants from the National Heart, Lung, and Blood Institute (Grant #R01HL107240), William T. Grant Foundation, Alfred P. Sloan Foundation, and the Administration for Children and Families have provided additional funding. The contents of this publication are solely the responsibility of the authors and do not necessarily represent the official views of these institutes and offices. Special acknowledgement goes to Extramural Staff Science Collaborator, Rosalind Berkowitz King, PhD, and Lynne Casper, PhD, for design of the original Workplace, Family, Health and Well-Being Network Initiative. We wish to express our gratitude to the worksites, employers, and employees who participated in this research and made this publication possible.

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# 1. BACKGROUND

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## Description

This section contains information on the respondent IDs, randomization variables, and survey design.

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## Reference

Bray, J., Almeida, D., Buxton, M. O., Dearing, J., Kelly, E. L., & King, R. B. (2013). *An Integrative, Transdisciplinary, and Multi-level Research Design: The Work, Family & Health Network*. RTI Press publication No. MR-0024-1302.

---

## Scale Subject Instructions and Item List

Variable Name	Item Text
ADMINLINK	Respondent ID
WAVE	Wave of interview 1=Baseline 2=6-month follow-up 3=12-month follow-up 4=18-month follow-up
EMPLOYEE	Employee Indicator Variable 0=Not an employee (i.e. a manager) 1=Employee (i.e. Not a manager)
MANAGER	Manager Indicator Variable 0=Not a manager (i.e. an employee) 1=Manager (i.e. Not an employee)
LF_CENTERID	Leef Center ID (LEEF ONLY) #=Center #
RMZBLOCK	Randomization Block (LEEF ONLY) #=Block #
RMZCLUSTER	Randomization Cluster (LEEF ONLY) #=Cluster #
RMZTURNOVER	Randomization Cluster's Turnover Rate (LEEF ONLY)
RMZRETENTION	Randomization Cluster's Retention Rate (LEEF ONLY)
STUDYGROUP	Study Group (TOMO ONLY) #=Studygroup #
WGID	Work Group (TOMO ONLY) #=Work Group #
RMZEMP	Randomized Group's Number of Employees
RMZFN	Randomized Group's Job Function (TOMO ONLY) 1=Core 2=Support

---

Variable Name	Item Text
EXCLUDE	Reason Excluded from main Work-Family Conflict Study (Kelly et al. 2014) (TOMO ONLY) 1=Not Invited 2=Not Randomized
CONDITION	Condition 1=INTERVENTION 2=CONTROL
CVEV_MERGERANN	Tomo Merger Announcement Indicator (TOMO ONLY) 0=Pre-Merger Announcement 1=Post-Merger Announcement
CVEM_MERGERANN3	Tomo Merger and Senior Vice-President Announcement Indicator (TOMO ONLY) 0=Pre-Merger & SVP Announcements 1=Post- Merger Announcement, pre-SVP Announcement 2=Post- Merger & SVP Announcements



## 2. WEEKEND WORK

---

### Description

These questions ask about whether the employee works on weekends.

---

### References

N/A

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
CVRD_WEND2	If respondent reporting working > 0 weekend days/shifts per month in non-public use gate question: Is this usually a full weekend day or shift, or only an hour or two on this job?  1=FULL WEEKEND DAY OR SHIFT 2=ABOUT HALF A DAY OR SHIFT 3=ONLY AN HOUR OR TWO

---

### 3. CONTROL OVER WORK HOURS/SCHEDULE CONTROL

---

#### Description

Measures the degree to which employees control the arrangement of the hours that they work. Thomas and Ganster (1995) reasoned that inflexible work hours would create work-family conflict, but that certain supportive elements of work (“family-supportive variables”) could help control the effects. We used a modified scale from the original 14 items proposed by Thomas and Ganster (1995).

---

#### Reference

Thomas, L. T., & Ganster, D. C. (1995). Impact of family-supportive work variables on work-family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80(1), 6–15.

---

#### Scale Subject Instructions and Item List

##### *Subject Instructions*

The first few questions are going to ask about your perceived control over your work schedule at ^FCOMPANY.

PROMPT FOR QUESTIONS: (Please answer thinking about what you feel or believe is realistic for you, in your job.)

##### *Item List*

Variable Name	Item Text
WM_CWH1	How much choice do you have over when you take vacations or days off?
WM_CWH2	How much choice do you have over when you can take off a few hours?
WM_CWH3	How much choice do you have over when you begin and end each work day?
WM_CWH4	How much choice do you have over the total number of hours you work each week?
WM_CWH5	How much choice do you have over doing some of your work at home or at another location, instead of [insert company name/location]?
WM_CWH6	How much choice do you have over the number of personal phone calls you make or receive while you work?
WM_CWH7	How much choice do you have over the amount or times you take work home with you?
WM_CWH8	How much choice do you have over shifting to a part-time schedule (or full-time if currently part-time) while remaining in your current position if you wanted to do so?

---

#### Reverse-coded Responses

Very Much	= 5
Much	= 4
A Moderate Amount	= 3
Little	= 2
Very Little	= 1

Higher scores reflect greater control over work.

---

#### Scoring of Scale

Listwise deletion:

```
IF NMISS(OF WM_CWH1R WM_CWH2R WM_CWH3R WM_CWH4R WM_CWH5R  
WM_CWH6R WM_CWH7R WM_CWH8R)=0 THEN SCWM_CWH=MEAN(OF  
WM_CWH1R WM_CWH2R WM_CWH3R WM_CWH4R WM_CWH5R WM_CWH6R  
WM_CWH7R WM_CWH8R);  
ELSE IF NMISS(OF WM_CWH1R WM_CWH2R WM_CWH3R WM_CWH4R WM_CWH5R  
WM_CWH6R WM_CWH7R WM_CWH8R) < 8 THEN SCWM_CWH=-8;
```

Mean imputed:

```
IF NMISS(OF WM_CWH1R WM_CWH2R WM_CWH3R WM_CWH4R WM_CWH5R  
WM_CWH6R WM_CWH7R WM_CWH8R) <= 2 THEN SCWM_CWHi=MEAN(OF  
WM_CWH1R WM_CWH2R WM_CWH3R WM_CWH4R WM_CWH5R WM_CWH6R  
WM_CWH7R WM_CWH8R);  
ELSE IF NMISS(OF WM_CWH1R WM_CWH2R WM_CWH3R WM_CWH4R WM_CWH5R  
WM_CWH6R WM_CWH7R WM_CWH8R) < 8 THEN SCWM_CWHi=-8;
```

## 4. JOB STRAIN—DECISION AUTHORITY AND PSYCHOLOGICAL JOB DEMANDS

---

### Description

The job demands–control perspective suggests that job demands and control interact to predict health and well-being outcomes. When job demands are high and control, or decision-making latitude, is low, health and well-being suffer. Conversely, when both job demands and decision-making latitude are high, an individual will be motivated to perform and will not experience the same decreases in health and well-being as when control is low. This model suggests that physical arousal is produced when job demands are high. When the employee has little control, resources are dedicated to coping responses, but if an individual has control, these resources are channeled in to job performance. In other words, greater decision-making latitude at work buffers the negative effects of high job demands.

---

### Reference

Karasek, R., Brisson, C., Kawakami, N., Houtman, I., Bongers, P., & Amick, B. (1998). The Job Content Questionnaire (JCQ): An instrument for internationally comparative assessments of psychosocial job characteristics. *Journal of Occupational Health Psychology*, 3(4), 322–355.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

The next set of statements will ask about your experience of the day-to-day functions of your job at ^FCOMPANY.

#### *Item List*

Variable Name	Item Text	Reverse-coded	Subscale
WM_JSTR1	Your job allows you to make a lot of decisions on your own.	R	Decision Authority
WM_JSTR2	On your job, you have very little freedom to decide how you do your work.		Decision Authority
WM_JSTR3	You have a lot of say about what happens on your job.	R	Decision Authority
WM_JSTR4	You do not have enough time to get your job done.	R	Psychological Job Demands
WM_JSTR5	Your job requires very fast work.	R	Psychological Job Demands
WM_JSTR6	Your job requires very hard work.	R	Psychological Job Demands

Original Responses:

Strongly Agree	= 1
Agree	= 2
Neither	= 3

Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3

Disagree = 4  
Strongly Disagree = 5

Disagree = 2  
Strongly Disagree = 1

For items 1 through 3, higher scores reflect greater decision authority.

For items 4 through 6, higher scores reflect greater job demands.

---

### Scoring of Scale

Decision Authority, listwise deletion:

```
IF NMISS(OF WM_JSTR1 WM_JSTR2 WM_JSTR3)=0 THEN SCWM_JSTRDA=MEAN(OF  
  WM_JSTR1R WM_JSTR2 WM_JSTR3R);  
ELSE IF NMISS(OF WM_JSTR1 WM_JSTR2 WM_JSTR3) < 3 THEN SCWM_JSTRDA=-8;
```

Psychological Job Demands, listwise deletion:

```
IF NMISS(OF WM_JSTR4 WM_JSTR5 WM_JSTR6)=0 THEN SCWM_JSTRPJD=MEAN(OF  
  WM_JSTR4R WM_JSTR5R WM_JSTR6R);  
ELSE IF NMISS(OF WM_JSTR4 WM_JSTR5 WM_JSTR6) < 3 THEN SCWM_JSTRPJD=-8;
```

---

### Notes:

There are only three items per subscale; thus, imputed scales are not possible.

There is a longer version of the scale that is not being used and has its own scoring guide (Job Content Questionnaire and User's Guide, Karasek et al., 1985).

## 5. ROLE CLARITY

---

### Description

One-item scale that measures whether the employee knows exactly what is expected of him/her on the job. Used one item from the Michigan Organizational Assessment Questionnaire (MOAQ).

Note: This variable is in Tomo data only. This variable will not be in the Leef datasets.

---

### Reference

Cammann, C., Fichman, M., Jenkins, G. D., & Klesh, J. (1983). Michigan Organizational Assessment Questionnaire. In S. E. Seashore, E. E. Lawler, P. H. Mirvis, & C. Cammann (Eds.), *Assessing organizational change: A guide to methods, measures, and practices* (pp. 71–138). New York, NY: Wiley-Interscience.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_RC	You know exactly what is expected of you on your job.

#### Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater role clarity.

## 6. LOW-VALUE WORK

---

### Description

Two questions are used to assess “busy work” or work that is deemed as nonessential to complete core objectives. A focus of the intervention is to identify and remove this type of work. The first question is taken from role conflict measure by Rizzo et al. (1970) and the other question was added by the intervention facilitators.

Note: WM\_LVW1 and WM\_LVW2 were collected in Tomo. Only WM\_LVW1 was collected in Leef.

---

### Reference

Rozzp, J. R., House, R. J., & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations. *Administrative Science Quarterly*, 50, 150–163.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_LVW1	You work on unnecessary things.
WM_LVW2	You spend time in unproductive meetings.

Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater low value work.

---

### Scoring of Scale

Low-Value Work, listwise deletion (Tomo Only):

```
IF NMISS(WM_LVW1R, WM_LVW2R)=0 THEN SCWM_LVW=MEAN(WM_LVW1R,  
WM_LVW2R);  
ELSE IF NMISS(WM_LVW1R, WM_LVW2R)=1 THEN SCWM_LVW=-8;
```

Range: 1–5

Note: There are only two items in this scale; thus, mean imputation is not plausible.

## 7. FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS (FSSB): SHORT FORM

---

### Description

FSSB is a distinct construct from general supervisor support. Supervisors can be supportive of employees doing their job and not necessarily supportive of family. FSSB assesses employee perceptions of supervisors' behavioral support for integrating work and family..

---

### Reference

Hammer, L., Kossek, E., Yragui, N., Bodner, T., & Hansen, G. (2009). Development and validation of a multi-dimensional scale of family supportive supervisor behaviors (FSSB). *Journal of Management*, 35, 837–856.

---

### Scale Subject Instructions and Item list

#### *Subject Instructions*

IF INDUSTRY=1 (TOMO), then ^FWMInt3=(The supervisor who would be officially considered your manager. The one responsible for your performance evaluations and other HR matters.)

If INDUSTRY=2 (LEEF), then ^FWMInt3=“(The supervisor who would be officially considered your manager.  
The one responsible for your performance evaluation. In many cases, this will be your Nurse Unit Manager.)”

I'm now going to read some statements about your experiences with your direct supervisor at ^FCOMPANY. ^FWMInt3

INTERVIEWER, IF ASKED: (By non-work, we mean your family and your personal or free time.)



### ***Item List***

<b>Variable Name</b>	<b>Item Text</b>	<b>Reverse-coded</b>	<b>Subscale</b>
WM_FSSB1	Your supervisor makes you feel comfortable talking to him/her about my conflicts between work and non-work.	R	Emotional Support
WM_FSSB3	Your supervisor works effectively with employees to creatively solve conflicts between work and non-work.	R	Instrumental
WM_FSSB4	Your supervisor demonstrates effective behaviors in how to juggle work and non-work issues.	R	Role Modeling
WM_FSSB5	Your supervisor organizes the work in your department or unit to jointly benefit employees and the company.	R	Creative Mgmt

### **Item Values**

#### Original Responses:

Strongly Agree	= 1
Agree	= 2
Neither	= 3
Disagree	= 4
Strongly Disagree	= 5

#### Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater FSSB.

### **Scoring of Scale**

FSSB, listwise deletion:

```
IF NMISS(OF WM_FSSB1R WM_FSSB3R WM_FSSB4R WM_FSSB5R)=0 THEN  
  SCWM_FSSB=MEAN(OF WM_FSSB1R WM_FSSB3R WM_FSSB4R WM_FSSB5R);  
ELSE IF NMISS(OF WM_FSSB1R WM_FSSB3R WM_FSSB4R WM_FSSB5R) < 4 THEN  
  SCWM_FSSB=-8;
```

FSSB, mean imputed:

```
IF NMISS(OF WM_FSSB1R WM_FSSB3R WM_FSSB4R WM_FSSB5R) <= 1 THEN  
  SCWM_FSSBi=MEAN(OF WM_FSSB1R WM_FSSB3R WM_FSSB4R WM_FSSB5R);  
ELSE IF NMISS(OF WM_FSSB1R WM_FSSB3R WM_FSSB4R WM_FSSB5R) < 4 THEN  
  SCWM_FSSBi=-8;
```

## 8. ORGANIZATIONAL WORK-FAMILY CLIMATE

---

### Description

A three-item measure assessing the work climate an individual faces in making family sacrifices for the sake of their work.

---

### Reference

Kossek, E. E., Colquitt, J. A., & Noe, R. A. (2001). Caregiving decision, well-being, and performance: The effects of place and provider as a function of dependent type and work-family climates. *Academy of Management Journal*, 44(1), 29–44.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

Now I'd like to ask you about your experiences in your workplace as a whole.

#### *Item List*

Variable Name	Item Text
WM_OCLI1	In your workplace, employees are expected to take time away from their family or personal lives to get their work done
WM_OCLI2	In your workplace, employees are expected to put their families or personal lives second to their jobs
WM_OCLI3	In your workplace, employees are expected to make work their top priority.

#### Original Responses:

Strongly Agree	= 1
Agree	= 2
Neither	= 3
Disagree	= 4
Strongly Disagree	= 5

Higher scores reflect less pressure to make family sacrifices for work.

---

### Scoring of Scale

Org Climate for WF Issues, listwise deletion:

```
IF NMISS(OF WM_OCLI1 WM_OCLI2 WM_OCLI3)=0 THEN SCWM_OCLI=MEAN(OF  
  WM_OCLI1 WM_OCLI2 WM_OCLI3);  
ELSE IF NMISS(OF WM_OCLI1 WM_OCLI2 WM_OCLI3) < 3 THEN SCWM_OCLI=-8;
```

Note: There are only three items in this scale; thus, mean imputation is not plausible.

## 9. WORK-FAMILY CONFLICT

---

### Description

Work-family conflict is defined as a type of interrole conflict where work and family roles are incompatible (Greenhaus & Beutell, 1985). This scale measure the extent to which time and effort devoted to work interfere with family responsibilities and the extent to which time and effort devoted to family interfere with work responsibilities.

---

### Reference

Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work-family conflict and family-work conflict scales. *Journal of Applied Psychology*, 81(4), 400–410.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

The next section will ask you some questions about how your job relates to your family or personal life.

Please continue using response card #10 and think about the past 6 months.

#### *Item List*

Variable Name	Item Text	Subscale
WM_WFC1	The demands of your work interfere with your family or personal time.	Work-to-Family Conflict
WM_WFC2	The amount of time your job takes up makes it difficult to fulfill your family or personal responsibilities.	Work-to-Family Conflict
WM_WFC3	Things you want to do at home do not get done because of the demands your job puts on you	Work-to-Family Conflict
WM_WFC4	Your job produces strain that makes it difficult to fulfill your family or personal duties.	Work-to-Family Conflict
WM_WFC5	Due to your work-related duties, you have to make changes to your plans for family or personal activities.	Work-to-Family Conflict
WM_WFC6	The demands of your family or personal relationships interfere with work-related activities.	Family-to-Work Conflict
WM_WFC7	You have to put off doing things at work because of demands on your time at home.	Family-to-Work Conflict
WM_WFC8	Things you want to do at work don't get done because of the demands of your family or personal life.	Family-to-Work Conflict
WM_WFC9	Your home life interferes with your responsibilities at work, such as getting to work on time, accomplishing daily tasks, and working overtime.	Family-to-Work Conflict
WM_WFC10	Family-related strain interferes with your ability to perform job-related duties.	Family-to-Work Conflict

### ***Item Values***

Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater work-family conflict.

---

### **Scoring of Scale**

Work-to-Family Conflict, listwise deletion:

```
IF NMISS(OF WM_WFC1R WM_WFC2R WM_WFC3R WM_WFC4R WM_WFC5R)=0
  THEN SCWM_WTFC=MEAN(OF WM_WFC1R WM_WFC2R WM_WFC3R
    WM_WFC4R WM_WFC5R);
ELSE IF NMISS(OF WM_WFC1R WM_WFC2R WM_WFC3R WM_WFC4R WM_WFC5R)
  < 5 THEN SCWM_WTFC=-8;
```

Work-to-Family Conflict, mean imputation:

```
IF NMISS(OF WM_WFC1R WM_WFC2R WM_WFC3R WM_WFC4R WM_WFC5R) <= 1
  THEN SCWM_WTFCi=MEAN(OF WM_WFC1R WM_WFC2R WM_WFC3R WM_WFC
    4R WM_WFC5R);
ELSE IF NMISS(OF WM_WFC1R WM_WFC2R WM_WFC3R WM_WFC4R WM_WFC5R)
  < 5 THEN SCWM_WTFCi=-8;
```

Family-to-Work Conflict, listwise deletion:

```
IF NMISS(OF WM_WFC6R WM_WFC7R WM_WFC8R WM_WFC9R WM_WFC10R)=0
  THEN SCWM_FTWFC=MEAN(OF WM_WFC6R WM_WFC7R WM_WFC8R
    WM_WFC9R WM_WFC10R);
ELSE IF NMISS(OF WM_WFC6R WM_WFC7R WM_WFC8R WM_WFC9R WM_WFC10R)
  < 5 THEN SCWM_FTWFC=-8;
```

Family-to-Work Conflict, mean imputation:

```
IF NMISS(OF WM_WFC6R WM_WFC7R WM_WFC8R WM_WFC9R WM_WFC10R) <= 1
  THEN SCWM_FTWFCi=MEAN(OF WM_WFC6R WM_WFC7R WM_WFC8R
    WM_WFC9R WM_WFC10R);
ELSE IF NMISS(OF WM_WFC6R WM_WFC7R WM_WFC8R WM_WFC9R WM_WFC10R)
  < 5 THEN SCWM_FTWFCi=-8;
```

## 10. WORK-TO-FAMILY POSITIVE SPILLOVER

---

### Description

This scale assesses the transfer of positively valenced affect, skills, behaviors, and values from the work to the family domain. (Hanson et al., 2006).

---

### Reference

Hanson, G. C., Hammer, L. B., & Colton, C. L. (2006). Development and validation of a multidimensional scale of work-family positive spillover, *Journal of Occupational Health Psychology*, 11(3), 249–265.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_WFPS1	When things are going well at work, your outlook regarding your family or personal life is improved.
WM_WFPS2	Being in a positive mood at work helps you to be in a positive mood at home.
WM_WFPS3	Being happy at work helps you to be happy at home.
WM_WFPS4	Having a good day at work allows you to feel positive with your family.

#### Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater work-family positive spillover.

---

### Scoring of Scale

Positive work-to-family spillover, listwise deletion:

```
IF NMISS(OF WM_WFPS1R WM_WFPS2R WM_WFPS3R WM_WFPS4R)=0 THEN
  SCWM_WFPS=MEAN(OF WM_WFPS1R WM_WFPS2R WM_WFPS3R WM_WFPS4R);
ELSE IF NMISS(OF WM_WFPS1R WM_WFPS2R WM_WFPS3R WM_WFPS4R) < 4 THEN
  SCWM_WFPS=-8;
```

Positive work-to-family spillover, mean imputation:

```
IF NMISS(WM_WFPS1R, WM_WFPS2R, WM_WFPS3R, WM_WFPS4R) <= 1 THEN
  SCWM_WFPSi=MEAN(WM_WFPS1R, WM_WFPS2R, WM_WFPS3R, WM_WFPS4R);
ELSE IF NMISS(WM_WFPS1R, WM_WFPS2R, WM_WFPS3R, WM_WFPS4R) < 4 THEN
```

SCWM\_WFPSi=-8;

Range: 1-5

## 11. ORGANIZATIONAL CITIZENSHIP BEHAVIORS: INTERROLE HELPING

---

### Description

Assesses the degree to which employees report willingness to help out coworkers, which is one dimension of Organizational Citizenship Behaviors (OCB). This type of OCB was selected because it is a central focus of the intervention and is expected to improve in intervention sites.

---

### Reference

Lambert, S. (2000). Added benefits: The link between work-life benefits and organizational citizenship behavior. *Academy of Management Journal*, 43(5), 801–815.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

The next set of questions will ask about your relationship to other workers at ^FCOMPANY.

#### *Item List*

Variable Name	Item Text
WM_OCIT1	To what extent do you help other employees with their work when they have been absent?
WM_OCIT2	To what extent do you help your coworkers when they have too much to do?
WM_OCIT3	To what extent do you help coworkers with questions they have about their work?
WM_OCIT4	To what extent are you willing to work harder in order to help your employer succeed?

#### Original Responses:

Never	= 1
Rarely	= 2
Some of the time	= 3
Most of the time	= 4
All of the time	= 5

Higher scores reflect greater organizational citizenship behaviors.

---

### Scoring of Scale

OCB interrole helping, listwise deletion:

```
IF NMISS(OF WM_OCIT1-WM_OCIT4)=0 THEN SCWM_OCIT=MEAN(OF WM_OCIT1-  
WM_OCIT4);  
ELSE IF NMISS(OF WM_OCIT1-WM_OCIT4) < 4 THEN SCWM_OCIT=-8;
```

OCB interrole helping, mean imputation:

```
IF NMISS(OF WM_OCIT1-WM_OCIT4) <= 1 THEN SCWM_OCITi=MEAN(OF  
  WM_OCIT1-WM_OCIT4);  
ELSE IF NMISS(OF WM_OCIT1-WM_OCIT4) < 4 THEN SCWM_OCITi=-8;
```



## 12. TIME ADEQUACY

---

### Description

Time adequacy questions are part of the larger Family Resource Scale-Revised (FRS) (Van Horn, Bellis, & Snyder, 2001), which is an assessment of a family member's perceptions of available resources across a range of areas. The original scale consists of 30 items, based on a 5-point Likert scale ranging from *Not at all adequate* to *Almost always adequate*. In revising the original version of the scale in an effort to address the original's small sample size, data were collected within a 31-site, 5-year longitudinal intervention study of former Head Start children and their families, where two cohorts of families of kindergartners were followed through third grade (30% African American, 47% Caucasian, and 14% Hispanic).

Questions used in the Phase I Hotel Work & Well-Being Study survey consisted of those found in two of the four subscales of the revised version, based on factor analyses—time for self and time for family.

For Phase II, items were added to reflect the Network's focus on control over work time. For example, we added item #5 about being able to take your child(ren) to medical appointments and item #6 about how often children had to go to school while being sick. We also added #7 to include adult/elder care issues.

---

### Reference

Van Horn, M. L., Bellis, J. M., Snyder, S. W. (2001). Family resource scale-revised: Psychometrics and validation of a measure of family resources in a sample of low-income families. *Journal of Psychoeducational Assessment*, 19, 54–68.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

Now, I will ask whether you have had enough time for different parts of your life, on a regular basis, during the past year. For each item please tell me if it is never, rarely, some of the time, most of the time, or all of the time.

### ***Item List***

<b>Variable Name</b>	<b>Item Text</b>	<b>Reverse-coded</b>	<b>Subscale</b>
WM_TIME1	To what extent is there enough time to be with your children?		Time adequacy with children
WM_TIME2	To what extent is there enough time to be with your spouse?		Time adequacy with spouse
WM_TIME3	To what extent is there enough time for family to be together?		Time adequacy with family
WM_TIME4	To what extent is there enough time to take your children to school and medical appointments?		Time adequacy with children
WM_TIME5	How often have you been unable to take your children to a medical appointment because you had to be at work?	R	Time adequacy with children
WM_TIME6	How often [has your child/have your children] had to go to school sick because you had to be at work?	R	Time adequacy with children
WM_TIME7	To what extent is there enough time to care for the needs of other family members (spouse, parents, in-laws)?		Time adequacy with family

### ***Item Values***

#### **Original Responses:**

Never	= 1
Rarely	= 2
Some of the time	= 3
Most of the time	= 4
All of the time	= 5

#### **Reverse-coded Responses:**

Never	= 5
Rarely	= 4
Some of the time	= 3
Most of the time	= 2
All of the time	= 1

### **Scoring of Scale**

Scores are created by averaging subject responses after reverse-coding certain items. Higher mean scores translate to a higher level of time adequacy. For time adequacy with children, mean replacement was used if three out of four items were complete. Mean replacement was not used for time adequacy with family. Our employees with a spouse and children have a value for total time adequacy.

### **Notes:**

- \* 1 Overall Scale, 1 Mean-Imputed Overall Scales
- \* 2 Subscales: Children (KID), Family (FAM), 1 Mean-Imputed Subscale (KIDi);
- \* Reverse-code necessary items for proper scale interpretation;

Only the scales SCWM\_TIMEALL and SCWM\_TIMEALLi are included in the Public Use Data; the individual items on which the scales are based are not included (these items are available in the Restricted Use Data).

\*Married/Partnered with children;

```
IF NMISS(OF WM_TIME1- WM_TIME4 WM_TIME5R WM_TIME6R WM_TIME7)=0
  THEN SCWM_TIMEALL=MEAN(OF WM_TIME1-WM_TIME4 WM_TIME5R
    WM_TIME6R WM_TIME7);
ELSE IF NMISS(OF WM_TIME1-WM_TIME4 WM_TIME5R WM_TIME6RWM_TIME7) <
  7 THEN SCWM_TIMEALL=-8;
IF NMISS(OF WM_TIME1-WM_TIME4 WM_TIME5R WM_TIME6R WM_TIME7) <= 1
  THEN SCWM_TIMEALLi=MEAN(OF WM_TIME1- WM_TIME4 WM_TIME5R
    WM_TIME6R WM_TIME7);
ELSE IF NMISS(OF WM_TIME1- WM_TIME4 WM_TIME5 WM_TIME6 WM_TIME7) < 7
  THEN SCWM_TIMEALLi=-8;
```

\*Married/Partnered without kids;

```
IF NMISS(OF WM_TIME2 WM_TIME3 WM_TIME7)=0 THEN
  SCWM_TIMEALL=MEAN(OF WM_TIME2 WM_TIME3 WM_TIME7);
ELSE IF NMISS(OF WM_TIME2 WM_TIME3 WM_TIME7) < 3 THEN SCWM_TIMEALL=-
  8;
```

SCWM\_TIMEALLi=SCWM\_TIMEALL;

\*Single with kids;

```
IF NMISS(OF WM_TIME1 WM_TIME3 WM_TIME4 WM_TIME5 WM_TIME6
  WM_TIME7)=0 THEN SCWM_TIMEALL=MEAN(OF WM_TIME1 WM_TIME3
  WM_TIME4 WM_TIME5R WM_TIME6R WM_TIME7);
ELSE IF NMISS(OF WM_TIME1 WM_TIME3 WM_TIME4 WM_TIME5 WM_TIME6
  WM_TIME7) < 6 THEN SCWM_TIMEALL=-8;
```

```
IF NMISS(OF WM_TIME1 WM_TIME3 WM_TIME4 WM_TIME5 WM_TIME6
  WM_TIME7) <= 1 THEN SCWM_TIMEALLi=MEAN(OF WM_TIME1 WM_TIME3
  WM_TIME4 WM_TIME5R WM_TIME6R WM_TIME7);
ELSE IF NMISS(OF WM_TIME1 WM_TIME3 WM_TIME4 WM_TIME5 WM_TIME6
  WM_TIME7) < 6 THEN SCWM_TIMEALLi=-8;
```

\*Single without kids;

```
IF NMISS(OF WM_TIME3 WM_TIME7)=0 THEN SCWM_TIMEALL=MEAN(OF
  WM_TIME3 WM_TIME7);
ELSE IF NMISS(OF WM_TIME3 WM_TIME7) < 2 THEN SCWM_TIMEALL=-8;
```

SCWM\_TIMEALLi=SCWM\_TIMEALL;

### 13. TASK INTERDEPENDENCE

---

#### Description

The question describes the difference between sequential and reciprocal interdependence.

Note: This variable is in Tomo data only. This variable will not be in the Leef datasets.

---

#### References

Pearce, J. L., & Gregersen, H. B. (1991). Task interdependence and extrarole behavior: A test of the mediating effects of felt responsibility. *Journal of Applied Psychology*, 76, 838–844.

---

#### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_TASK	How often does your job require you to work closely with others when doing your work?

#### Original Responses:

Never	= 1
Rarely	= 2
Some of the time	= 3
Most of the time	= 4
All of the time	= 5

Higher scores reflect greater task interdependence.

## 14. INTERPERSONAL CONFLICT

---

### Description

Items were created from O\*NET data (used in Dierdorff & Ellington, 2008).

Note: This variable is in Tomo data only. This variable will not be in the Leef datasets .

---

### Reference

Dierdorff, E. C., & Ellington, J. K. (2008). It's the nature of the work: Examining behavior-based sources of work-family conflict across occupations. *Journal of Applied Psychology*, 93, 883–892.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_VIOL1	How often is dealing with unpleasant, angry, or discourteous people a part of your current job? This includes both co-workers and residents.
WM_VIOL2	How often is dealing with violent or physically aggressive people a part of your current job?

Original Responses:

Never	= 1
Once in the past 6 months	= 2
Once a month, but not every week	= 3
Every week	= 4
Every day	= 5

Higher scores reflect greater interpersonal conflict.

---

### Scoring of Scale

Interpersonal conflict, listwise deletion (Leef Only):

```
IF NMISS(WM_VIOL1, WM_VIOL2)=0 THEN SCWM_VIOL=MEAN(WM_VIOL1,  
WM_VIOL2);  
ELSE IF NMISS(WM_VIOL1, WM_VIOL2) < 2 THEN SCWM_VIOL=-8;
```

Range: 1–5

Note: There are only two items in this scale; thus, mean imputation is not plausible.

## 15. BURNOUT/EMOTIONAL EXHAUSTION

---

### Description

The Maslach Burnout Inventory (MBI) was developed by Christina Maslach for the purpose of assessing the three components of burnout syndrome: emotional exhaustion, depersonalization, and reduced personal accomplishment, all of which have been implicated in job turnover, absenteeism, and low morale. By 1996, over 70 studies had been conducted using the MBI (Lee & Ashforth, 1996). The MBI was designed for human services staff who work directly with clients, although there is a general version which measures burnout as a state of exhaustion involving cynicism regarding the value of an occupation and uncertainty regarding performance.

Originally devised following initial interviews, surveys, and field observations of employees in various human services professions (56% male, 44% female), the MBI consisted of 47 items, which have been pared down to 22 items in its third edition. Among these 22 items of the MBI are the subscales of emotional exhaustion, depersonalization, and reduced personal accomplishment. Only the emotional exhaustion subscale is used here.

---

### Reference

Maslach, C., & Jackson, S. (1986). *Maslach burnout inventory manual* (2nd ed.). Palo Alto, CA: Consulting Psychologists Press.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

Next we will talk about how your work makes you feel.

#### *Item List*

Variable Name	Item Text
WM_BURN1	You feel emotionally drained from your work. How often do you feel this way?
WM_BURN2	You feel burned out by your work. How often do you feel this way?
WM_BURN3	You feel used up at the end of the workday. How often do you feel this way?

---

#### Reverse-coded Responses:

Every day	= 7
A few times a week	= 6
Once a week	= 5
A few times a month	= 4
Once a month or less	= 3
A few times a year or less	= 2
Never	= 1

Higher scores reflect greater burnout.

---

### **Scoring of Scale**

Emotional Burnout, listwise deletion:

```
IF NMISS(OF WM_BURN1R WM_BURN2R WM_BURN3R)=0 THEN  
    SCWM_BURN=MEAN(OF WM_BURN1R WM_BURN2R WM_BURN3R);  
ELSE IF NMISS(OF WM_BURN1R WM_BURN2R WM_BURN3R) < 3 THEN  
    SCWM_BURN=-8;
```

Range: 1–7

Note: There are only three items in the scale; thus, mean imputation is not plausible.

## 16. JOB SATISFACTION

---

### Description

The measure describes the affective component of job satisfaction and consists of only three items. Furthermore, it measures global job satisfaction rather than specific facets of job satisfaction.

---

### Reference

Cammann, C., Fichman, M., Jenkins, G. D., & Klesh, J. (1983). Michigan Organizational Assessment Questionnaire. In S. E. Seashore, E. E. Lawler, P. H. Mirvis, and C. Cammann (Eds.), *Assessing organizational change: A guide to methods, measures, and practices* (pp. 71–138). New York, NY: Wiley-Interscience.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

The next set of questions will ask about how satisfied you are with your job at ^FCOMPANY.

#### *Item List*

Variable Name	Item Text
WM_JSAT1	In general, you like working at your job.
WM_JSAT2	In general, you are satisfied with your job
WM_JSAT3	You are generally satisfied with the kind of work you do in this job.

Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater job satisfaction.

---

### Scoring of Scale

Job Satisfaction, listwise deletion:

```
IF NMISS(OF WM_JSAT1R WM_JSAT2R WM_JSAT3R)=0 THEN  
  SCWM_JSAT=MEAN(OF WM_JSAT1R WM_JSAT2R WM_JSAT3R);  
ELSE IF NMISS(OF WM_JSAT1R WM_JSAT2R WM_JSAT3R) < 3 THEN  
  SCWM_JSAT=-8;
```



Range: 1–5

Note: This scale has only three items; thus, mean imputation is not plausible.

## 17. INTENTION TO QUIT

---

### Description

Assesses turnover intentions as an outcome.

---

### Reference

Boroff, K. E., & Lewin, D. (1997). Loyalty, voice, and intent to exit a union firm: A conceptual and empirical analysis. *Industrial and Labor Relations Review*, 51(1), 50–63.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_TURN1	You are seriously considering quitting ^FCOMPANY for another employer.
WM_TURN2	During the next 12 months, you will probably look for a new job outside ^FCOMPANY.

---

#### Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither Agree nor Disagree	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater turnover intentions.

---

### Scoring of Scale

Turnover intentions, listwise deletion:

```
IF NMISS(OF WM_TURN1R WM_TURN2R)=0 THEN SCWM_TURN=MEAN(OF  
WM_TURN1R WM_TURN2R);
```

```
ELSE IF NMISS(OF WM_TURN1R WM_TURN2R)=1 THEN SCWM_TURN=-8;
```

## 18. OBLIGATION TO COME TO WORK WHILE SICK

---

### Description

This item measures whether people still come in to work even if they are ill. The intervention is designed to reduce reliance on face-time, which this measure assesses on one dimension.

---

### Reference

Moen, P., Kelly, E., Tranby, E., & Huang, Q. (2011). Changing work, changing health: Can real work-time flexibility promote health behaviors and well-being? *Journal of Health and Social Behavior*, 52(4), 404–429.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_SICK	When you are sick, you still feel obligated to come into work.

#### Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither Agree nor Disagree	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect greater obligation to work when sick.

## 19. SAFETY COMPLIANCE

---

### Description

This scale measures the degree to which employees report following safety protocols.

Note: This variable is in Leef data only. This variable will not be in the Tomo datasets.

---

### References

Neal, A., Griffin, M. A., & Hart, P. M. (2000). The impact of organizational climate on safety climate and individual behavior. *Safety Science*, 34(1), 99-109.

---

### Scale Subject Instructions and Item List

Variable Name	Item Text
WM_SAFE1	You carry out your work in a safe manner
WM_SAFE2	You use all the necessary safety equipment to do your job.
WM_SAFE3	You use the correct safety procedures for carrying out your job.
WM_SAFE4	You ensure the highest levels of safety when you carry out your job.

#### Reverse-coded Responses:

Strongly Agree	= 5
Agree	= 4
Neither	= 3
Disagree	= 2
Strongly Disagree	= 1

Higher scores reflect higher safety compliance.

---

### Scoring of Scale

Safety Compliance, listwise deletion:

```
IF NMISS(OF WM_SAFE1R WM_SAFE2R WM_SAFE3R WM_SAFE4R)=0 THEN
  SCWM_SAFE=MEAN(OF WM_SAFE1R WM_SAFE2R WM_SAFE3R WM_SAFE4R);
ELSE IF NMISS(OF WM_SAFE1R WM_SAFE2R WM_SAFE3R WM_SAFE4R) < 4 THEN
  SCWM_SAFE=-8;
```

Safety Compliance, mean imputed:

```
IF NMISS(OF WM_SAFE1R WM_SAFE2R WM_SAFE3R WM_SAFE4R) <= 1 THEN
  SCWM_SAFEi=MEAN(OF WM_SAFE1R WM_SAFE2R WM_SAFE3R WM_SAFE4R);
ELSE IF NMISS(OF WM_SAFE1R WM_SAFE2R WM_SAFE3R WM_SAFE4R) < 4 THEN
  SCWM_SAFEi=-8;
```

Range: 1–5

## 20. HEALTH AND WORK PERFORMANCE QUESTIONNAIRE (HPQ)/ATTENDANCE: HOURS AND PERFORMANCE

---

### Description

A review of health-related productivity measurement instruments rated the HPQ very high in terms of a performance indicator, especially absenteeism and presenteeism. The HPQ has high external validity as it has been administered across a wide variety of occupational groups and countries.

---

### Reference

Kessler, R. C., Barber, C., Beck, A., Berglund, P., Cleary, P. D., McKenas, D., Pronk, N., Simon, G., Stang, P., Üstün, T. U., & Wang, P. (2003). The World Health Organization Health and Work Performance Questionnaire (HPQ). *Journal of Occupational and Environmental Medicine*, 45(2), 156–174.

(The full instrument, scoring, and other pertinent information can be found at <http://www.hcp.med.harvard.edu/hpq/>.)

---

### Scale Subject Instructions and Item List

Variable Name	Item Text	Reverse-coded	Subscale
WM_HPQ1	About how many hours altogether did you work at this job in the last full 7-day calendar week?		
WM_HPQ2	How many hours does your manager expect you to work in a typical 7-day calendar week?		
WM_HPQ2flag (TOMO ONLY)	ODD HPQ RESPONSES: CHECK FOR MISTAKES Missing (.) or 0=NO 1=YES		
WM_HPQ2r	RECODED WM_HPQ2 Correcting likely data entry mistake		
WM_HPQ3	On a scale of 0 to 10, where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker, how would you rate the usual performance of most workers in a job similar to yours?		
WM_HPQ4	Using the same 0 to 10 scale, how would you rate your overall performance on the days you worked during the past 4 weeks?		

---

### Item Values

WM\_HPQ1 & WM\_HPQ2: # Hours  
WM\_HPQ2 & WM\_HPQ3: 0-10 scale

---

## Scoring of Scale

Relative absenteeism=(WM\_HPQ1/ WM\_HPQ2). Less than 1 answer means works less than expected. Greater than 1 means works more than expected.

Score is a ratio for presenteeism—one's own actual performance in past 4 weeks/that of most employees doing similar job/0–10 rating

WM\_HPQ2r only present in Wave 1 (baseline); in Waves 2–4 syntax uses WM\_HPQ2 instead of WM\_HPQ2r.

Absolute absenteeism:

CVWM\_HPQABSABSNT=(4\*WM\_HPQ2r - 4\*WM\_HPQ1);

Relative absenteeism:

IF WM\_HPQ2r > 0 THEN CVWM\_HPQRELAB=(4\*WM\_HPQ2r -  
4\*WM\_HPQ1)/(4\*WM\_HPQ2r);  
ELSE IF WM\_HPQ2r=0 THEN CVWM\_HPQRELAB=-9;

Relative hours of work

IF WM\_HPQ2r > 0 THEN CVWM\_HPQRELHWK=WM\_HPQ1 / WM\_HPQ2r;  
ELSE IF WM\_HPQ2r=0 THEN CVWM\_HPQRELHWK=-9;

Relative presenteeism:

IF WM\_HPQ3 > 0 THEN CVWM\_HPQPRES=WM\_HPQ4 / WM\_HPQ3;  
ELSE IF WM\_HPQ3=0 THEN CVWM\_HPQPRES=-9;

IF CVWM\_HPQPRES > 2 THEN CVWM\_HPQPRES=2;  
ELSE IF 0 <= CVWM\_HPQPRES < 0.25 THEN CVWM\_HPQPRES=0.25;

Productivity:

CVWM\_HPQPROD=CVWM\_HPQRELHWK \* CVWM\_HPQPRES

## 21. SLEEP QUALITY

---

### Description

The Pittsburgh Sleep Quality Index is the most widely used questionnaire for general sleep characteristics and sleep duration, with strong relationship to daily sleep diary reports.

---

### Reference

Buysse, D. J., Reynolds, C. F., Monk, T. H., Berman, S. R., & Kupfer, D. J. (1989). The Pittsburgh Sleep Quality Index (PSQI): A new instrument for psychiatric research and practice. *Psychiatry Research*, 28(2), 193–213.

---

### Scale Subject Instructions and Item List

#### *Scale Subject Instructions*

Note: Only the constructed variable is included in public use data; individual items on which it is based are not included.

Item ListVariable Name	Item Text	Subscale
PHPSQI1h	Over the past 4 weeks, what time did you usually turn the lights off to go to sleep? Please tell me the hour and minutes of the day, for example 8:30 pm. HOUR	Sleep Duration
PHPSQI1m	Over the past 4 weeks, what time did you usually turn the lights off to go to sleep? Please tell me the hour and minutes of the day, for example 8:30 pm. MINUTES	Sleep Duration
PHPSQI1p	Over the past 4 weeks, what time did you usually turn the lights off to go to sleep? Please tell me the hour and minutes of the day, for example 8:30 pm. SPECIFY AM OR PM	Sleep Duration
PHPSQI1Pr	RECODED: PHPSQI1p Correcting likely data entry mistake	Sleep Duration
PHPSQI25h	Over the past 4 weeks, what time did you usually get out of bed? HOUR	Sleep Duration
PHPSQI2m	Over the past 4 weeks, what time did you usually get out of bed? MINUTES	Sleep Duration
PHPSQI2p	Over the past 4 weeks, what time did you usually get out of bed? SPECIFY AM OR PM	Sleep Duration

---

### Scoring of Scale

CVPH\_BEDHRS: number of hours in bed



Note: Only the constructed variable CVPH\_BEDHRS is included in public use data; the individual items on which it is based are not included (these items are available in the restricted use data).

```
IF PHPSQI1H >= 0 & PHPSQI1M >= 0 & PHPSQI1P >= 0 & PHPSQI2H >= 0 & PHPSQI2M  
  >= 0 & PHPSQI2P >= 0 THEN DO;  
IF PHPSQI1P=1 & PHPSQI1H ^= 12 then PHPSQI1H24hrfmt=PHPSQI1H;  
ELSE IF PHPSQI1P=1 & PHPSQI1H=12 then PHPSQI1H24hrfmt=0;  
  
IF PHPSQI1P=2 & PHPSQI1H ^= 12 then PHPSQI1H24hrfmt=PHPSQI1H + 12;  
ELSE IF PHPSQI1P=2 & PHPSQI1H=12 then PHPSQI1H24hrfmt=12;  
  
IF PHPSQI2P=1 & PHPSQI2H ^= 12 then PHPSQI2H24hrfmt=PHPSQI2H;  
ELSE IF PHPSQI2P=1 & PHPSQI2H=12 then PHPSQI2H24hrfmt=0;  
IF PHPSQI2P=2 & PHPSQI2H ^= 12 then PHPSQI2H24hrfmt=PHPSQI2H + 12;  
ELSE IF PHPSQI2P=2 & PHPSQI2H=12 then PHPSQI2H24hrfmt=12;  
END;  
  
CVPH_BEDHRS=(PHPSQI2H24HRFMT - PHPSQI1H24HRFMT) + (PHPSQI2M -  
  PHPSQI1M) / 60;  
IF CVPH_BEDHRS < 0 THEN CVPH_BEDHRS=CVPH_BEDHRS + 24;
```

## 22. PSYCHOLOGICAL DISTRESS

---

### Description

The K6 is the most widely used mental health screening scale in the United States and has been used in numerous psychiatric and social epidemiology studies, including the National Household Survey on Drug Abuse (e.g., Centers for Disease Control and Prevention, 2004; U.S. Department of Health and Human Services, 2004).

Extensive clinical validation of the K-6 has been conducted. When compared to a gold-standard structured diagnostic interview, the K-6 has demonstrated excellent precision, including sensitivity and specificity (area under the curve=0.86).

The K-6 has excellent internal consistency ( $\alpha=0.89$ ) and has been demonstrated to better predict a diagnosis of serious mental illness than a number of other well-validated scales of psychological distress (Kessler et al., 2003).

---

### Reference

Kessler, R. C., Barker, P. R., Colpe, L. J., Epstein, J. F., Gfroerer, J. C., Hiripi, E., Howes, M. J., Normand, S- L. T., Manderscheid, R. W., Walters, E. E., & Zaslavsky, A. M. (2003). Screening for serious mental illness in the general population. *Archives of General Psychiatry*, 60(2), 184–189.

---

### Scale Subject Instructions and Item List

#### *Subject Instructions*

The next set of questions asks about happy and sad feelings you experienced during the past 30 days. For each question, please tell me whether you felt the following ways all of the time, most of the time, some of the time, a little of the time, or none of the time.

### ***Item List***

Variable Name	Item Text
EM_DIST1	During the past 30 days, how much of the time did you feel so sad nothing could cheer you up? Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?
EM_DIST2	During the past 30 days, how much of the time did you feel nervous? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)
EM_DIST3	During the past 30 days, how much of the time did you feel restless or fidgety? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)
EM_DIST4	During the past 30 days, how much of the time did you feel hopeless? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)
EM_DIST5	During the past 30 days, how much of the time did you feel that everything was an effort? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)
EM_DIST6	During the past 30 days, how much of the time did you feel worthless? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

#### **Reverse-coded Responses:**

All of the Time	= 5
Most of the Time	= 4
Some of the Time	= 3
A Little of the Time	= 2
None of the Time	= 1

Higher score indicates higher level of distress.

---

### **Scoring of Scale**

A composite distress score is formed by summing the item responses.

Psychological Distress, listwise deletion:

```
IF NMISS(OF EM_DIST1R EM_DIST2R EM_DIST3R EM_DIST4R EM_DIST5R  
  EM_DIST6R)=0 THEN SCEM_DIST=SUM(OF EM_DIST1R EM_DIST2R EM_DIST3R  
  EM_DIST4R EM_DIST5R EM_DIST6R);  
ELSE IF NMISS(OF EM_DIST1R EM_DIST2R EM_DIST3R EM_DIST4R EM_DIST5R  
  EM_DIST6R) < 6 THEN SCEM_DIST=-8;
```

Psychological Distress, mean imputed:

```
IF NMISS(OF EM_DIST1R EM_DIST2R EM_DIST3R EM_DIST4R EM_DIST5R  
  EM_DIST6R) <= 1 THEN SCEM_DISTi=(MEAN(OF EM_DIST1R EM_DIST2R  
  EM_DIST3R EM_DIST4R EM_DIST5R EM_DIST6R))*6;  
ELSE IF NMISS(OF EM_DIST1R EM_DIST2R EM_DIST3R EM_DIST4R EM_DIST5R  
  EM_DIST6R) < 6 THEN SCEM_DISTi=-8;
```

Range: 6–30

## 23. PERCEIVED STRESS

---

### Description

The Perceived Stress Scale (PSS) is by far the most widely used scale of stress appraisals and has been found to be more predictive of physical and mental health outcomes and use of health services than event-based stress checklists..

The PSS has been found to predict many adverse physical and mental health outcomes (Cohen et al., 1983). The PSS has shown discriminant validity with regard to life event measures of stress (i.e., each measure of stress predicts different stress-related processes or outcomes).

The PSS has good internal consistency ( $\alpha=.78$ ).

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### Reference

Cohen, S., Kamarck, T., & Mermelstein, R. (1983). A global measure of perceived stress. *Journal of Health and Social Behavior*, 24, 385–396.

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### Scale Subject Instructions and Item List

#### *Subject Instructions*

The next set of questions is about how you have felt during the past 30 days. Please respond using very often, fairly often, sometimes, almost never, or never.

#### *Item List*

Variable Name	Item Text	Reverse-coded
EM_STRS1	During the past 30 days, how often have you felt that you were unable to control the important things in your life? Would you say very often, fairly often, sometimes, almost never, or never?	R
EM_STRS2	During the past 30 days, how often have you felt confident about your ability to handle your personal problems? (Would you say very often, fairly often, sometimes, almost never, or never?)	
EM_STRS3	During the past 30 days, how often have you felt that things were going your way? (Would you say very often, fairly often, sometimes, almost never, or never?)	
EM_STRS4	During the past 30 days, how often have you felt difficulties were piling up so high that you could not overcome them? (Would you say very often, fairly often, sometimes, almost never, or never?)	R

Original Responses:

Very Often	= 1
Fairly Often	= 2
Sometimes	= 3
Almost Never	= 4
Never	= 5

Reverse-coded Responses:

Very Often	= 5
Fairly Often	= 4
Sometimes	= 3
Almost Never	= 2
Never	= 1

Higher score means a higher level of stress.

---

### Scoring of Scale

Scores are created by summing subject responses after reverse-coding certain items.

Perceived Stress, listwise deletion:

```
IF NMISS(OF EM_STRS1 EM_STRS2 EM_STRS3 EM_STRS4)=0 THEN  
  SCEM_STRS=SUM(OF EM_STRS1R EM_STRS2 EM_STRS3 EM_STRS4R);  
ELSE IF NMISS(OF EM_STRS1 EM_STRS2 EM_STRS3 EM_STRS4) < 4 THEN  
  SCEM_STRS=-8;
```

Perceived Stress, mean imputed:

```
IF NMISS(OF EM_STRS1 EM_STRS2 EM_STRS3 EM_STRS4) <= 1 THEN  
  SCEM_STRSi=(MEAN(OF EM_STRS1R EM_STRS2 EM_STRS3 EM_STRS4R)*4);  
ELSE IF NMISS(OF EM_STRS1 EM_STRS2 EM_STRS3 EM_STRS4) < 4 THEN  
  SCEM_STRSi=-8;
```

Range: 4–20

# **ICPSR 36158**

## **Work, Family, and Health Study (WFHS)**

### **Variable Description and Frequencies**

**Note: Frequencies displayed for the variables are not weighted. They are purely descriptive and may not be representative of the study population. Please review any sampling or weighting information available with the study.**

**Summary statistics (minimum, maximum, mean, median, and standard deviation) may not be available for every variable in the codebook. Conversely, a listing of frequencies in table format may not be present for every variable in the codebook either. However, all variables in the dataset are present and display sufficient information about each variable. These decisions are made intentionally and are at the discretion of the archive producing this codebook.**

# Tomo Data Set

## ADMINLINK: Respondent ID

Respondent ID

Value	Label	Unweighted Frequency	%
T0001	-	3	0.1 %
T0002	-	4	0.1 %
T0003	-	1	0.0 %
T0004	-	2	0.1 %
T0005	-	4	0.1 %
T0006	-	4	0.1 %
T0007	-	4	0.1 %
T0008	-	4	0.1 %
T0009	-	4	0.1 %
T0010	-	4	0.1 %
T0011	-	4	0.1 %
T0012	-	1	0.0 %
T0013	-	4	0.1 %
T0014	-	4	0.1 %
T0015	-	2	0.1 %
T0016	-	4	0.1 %
T0017	-	4	0.1 %
T0018	-	4	0.1 %
T0019	-	4	0.1 %
T0020	-	4	0.1 %
T0021	-	4	0.1 %
T0022	-	4	0.1 %
T0023	-	4	0.1 %
T0024	-	1	0.0 %
T0025	-	1	0.0 %
T0026	-	4	0.1 %
T0027	-	4	0.1 %
T0028	-	2	0.1 %
T0029	-	4	0.1 %
T0030	-	4	0.1 %
T0031	-	4	0.1 %
T0032	-	4	0.1 %
T0033	-	4	0.1 %
T0034	-	1	0.0 %

Value	Label	Unweighted Frequency	%
T0035	-	4	0.1 %
T0036	-	4	0.1 %
T0037	-	4	0.1 %
T0038	-	4	0.1 %
T0039	-	4	0.1 %
T0040	-	4	0.1 %
T0041	-	2	0.1 %
T0042	-	2	0.1 %
T0043	-	2	0.1 %
T0044	-	4	0.1 %
T0045	-	4	0.1 %
T0046	-	4	0.1 %
T0047	-	4	0.1 %
T0048	-	2	0.1 %
T0049	-	4	0.1 %
T0050	-	4	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,684 valid cases out of 3,684 total cases.

*Location:* 1-5 (width: 5; decimal: 0)

*Variable Type:* character

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## WAVE: WAVE

Wave of interview

Value	Label	Unweighted Frequency	%
1	BASELINE	1044	28.3 %
2	6-MONTH FOLLOW-UP	913	24.8 %
3	12-MONTH FOLLOW-UP	889	24.1 %
4	18-MONTH FOLLOW-UP	838	22.7 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 4.00

*Location:* 6-6 (width: 1; decimal: 0)

*Variable Type:* numeric



---

## EMPLOYEE: EMPLOYEE

Employee Indicator Variable

Value	Label	Unweighted Frequency	%
0	NOT AN EMPLOYEE	792	21.5 %
1	EMPLOYEE	2892	78.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 0.00
- Maximum: 1.00

Location: 7-7 (width: 1; decimal: 0)

Variable Type: numeric

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## MANAGER: MANAGER

Manager Indicator Variable

Value	Label	Unweighted Frequency	%
0	NOT A MANAGER	2892	78.5 %
1	MANAGER	792	21.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 0.00
- Maximum: 1.00

Location: 8-8 (width: 1; decimal: 0)

Variable Type: numeric

---

## STUDYGROUP: STUDY GROUP

Study Group

Value	Label	Unweighted Frequency	%
1	-	67	1.8 %
2	-	119	3.2 %
3	-	64	1.7 %
4	-	57	1.5 %
5	-	34	0.9 %
6	-	58	1.6 %
7	-	46	1.2 %
8	-	93	2.5 %
9	-	51	1.4 %

Value	Label	Unweighted Frequency	%
10	-	16	0.4 %
11	-	37	1.0 %
12	-	37	1.0 %
13	-	47	1.3 %
14	-	38	1.0 %
15	-	46	1.2 %
16	-	106	2.9 %
17	-	38	1.0 %
18	-	57	1.5 %
19	-	22	0.6 %
20	-	51	1.4 %
21	-	59	1.6 %
22	-	51	1.4 %
23	-	74	2.0 %
24	-	40	1.1 %
25	-	38	1.0 %
26	-	141	3.8 %
27	-	199	5.4 %
28	-	46	1.2 %
29	-	76	2.1 %
30	-	89	2.4 %
31	-	73	2.0 %
32	-	118	3.2 %
33	-	102	2.8 %
34	-	82	2.2 %
35	-	36	1.0 %
36	-	38	1.0 %
37	-	23	0.6 %
38	-	64	1.7 %
39	-	50	1.4 %
40	-	92	2.5 %
41	-	40	1.1 %
42	-	64	1.7 %
43	-	18	0.5 %
44	-	90	2.4 %
45	-	27	0.7 %
46	-	116	3.1 %
47	-	111	3.0 %
48	-	72	2.0 %

Value	Label	Unweighted Frequency	%
49	-	36	1.0 %
50	-	76	2.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 29.73
- Median: 30.00
- Mode: 27.00
- Minimum: 1.00
- Maximum: 56.00
- Standard Deviation: 16.02

*Location:* 9-10 (width: 2; decimal: 0)

*Variable Type:* numeric

---

## WGID: WORK GROUP

Work Group

Value	Label	Unweighted Frequency	%
1	-	58	1.6 %
2	-	17	0.5 %
3	-	7	0.2 %
4	-	7	0.2 %
5	-	23	0.6 %
6	-	27	0.7 %
7	-	12	0.3 %
8	-	38	1.0 %
9	-	8	0.2 %
10	-	16	0.4 %
11	-	59	1.6 %
12	-	4	0.1 %
13	-	16	0.4 %
14	-	11	0.3 %
15	-	22	0.6 %
16	-	4	0.1 %
17	-	49	1.3 %
18	-	40	1.1 %
19	-	27	0.7 %
20	-	12	0.3 %
21	-	16	0.4 %

Value	Label	Unweighted Frequency	%
22	-	12	0.3 %
23	-	55	1.5 %
24	-	12	0.3 %
25	-	19	0.5 %
26	-	16	0.4 %
27	-	19	0.5 %
28	-	6	0.2 %
29	-	70	1.9 %
30	-	4	0.1 %
31	-	47	1.3 %
32	-	46	1.2 %
33	-	25	0.7 %
34	-	27	0.7 %
35	-	15	0.4 %
36	-	5	0.1 %
37	-	19	0.5 %
38	-	4	0.1 %
39	-	8	0.2 %
40	-	4	0.1 %
41	-	24	0.7 %
42	-	38	1.0 %
43	-	71	1.9 %
44	-	42	1.1 %
45	-	15	0.4 %
46	-	7	0.2 %
47	-	22	0.6 %
48	-	4	0.1 %
49	-	10	0.3 %
50	-	46	1.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 67.95
- Median: 67.50
- Mode: 67.00
- Minimum: 1.00
- Maximum: 127.00
- Standard Deviation: 35.14

Location: 11-13 (width: 3; decimal: 0)

Variable Type: numeric

## RMZEMP: RANDOMIZED GROUP'S NUMBER OF EMPLOYEES

Randomized Group's Number of Employees

Value	Label	Unweighted Frequency	%
7	-	16	0.4 %
8	-	49	1.3 %
9	-	61	1.7 %
10	-	40	1.1 %
11	-	37	1.0 %
13	-	127	3.4 %
14	-	228	6.2 %
15	-	130	3.5 %
16	-	91	2.5 %
18	-	393	10.7 %
20	-	58	1.6 %
21	-	76	2.1 %
22	-	64	1.7 %
23	-	92	2.5 %
24	-	105	2.9 %
25	-	109	3.0 %
26	-	73	2.0 %
28	-	278	7.5 %
29	-	179	4.9 %
31	-	102	2.8 %
32	-	275	7.5 %
34	-	50	1.4 %
36	-	119	3.2 %
37	-	64	1.7 %
38	-	117	3.2 %
41	-	118	3.2 %
44	-	116	3.1 %
46	-	170	4.6 %
57	-	177	4.8 %
60	-	141	3.8 %
	Missing Data		
.	-	29	0.8 %
	Total	3,684	100%

Based upon 3,655 valid cases out of 3,684 total cases.

- Mean: 28.63
- Median: 28.00
- Mode: 18.00
- Minimum: 7.00
- Maximum: 60.00
- Standard Deviation: 13.47

*Location:* 14-15 (width: 2; decimal: 0)

*Variable Type:* numeric

---

## RMZFN: RANDOMIZED GROUP'S JOB FUNCTION

Randomized Group's Job Function

Value	Label	Unweighted Frequency	%
1	CORE	1492	40.5 %
2	SUPPORT	2163	58.7 %
	<b>Missing Data</b>		
.	-	29	0.8 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,655 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 2.00

*Location:* 16-16 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## EXCLUDE: Reason Excluded from main Work-Family Conflict Study (Kelly et al. 2014)

Reason Excluded from main Work-Family Conflict Study (Kelly et al. 2014).

Value	Label	Unweighted Frequency	%
1	NOT INVITED	64	1.7 %
2	NOT RANDOMIZED	29	0.8 %
	<b>Missing Data</b>		
.	-	3591	97.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 93 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 2.00

*Location:* 17-17 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## CONDITION: CONDITION

Condition

Value	Label	Unweighted Frequency	%
1	INTERVENTION	1901	51.6 %
2	CONTROL	1783	48.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 2.00

*Location:* 18-18 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## CVEV\_MERGERANN: Tomo Merger Announcement Indicator: CONSTRUCTED

Tomo Merger Announcement Indicator

Value	Label	Unweighted Frequency	%
0	PRE-MERGER ANNOUNCEMENT	613	16.6 %
1	POST-MERGER ANNOUNCEMENT	3071	83.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 0.00
- Maximum: 1.00

*Location:* 19-19 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## CVEV\_MERGERANN3: Tomo Merger and SVP Announcement Indicator: CONSTRUCTED

Tomo Merger and Senior Vice-President Announcement Indicator

Value	Label	Unweighted Frequency	%
0	PRE-MERGER & SVP ANNOUNCEMENTS	613	16.6 %
1	POST- MERGER ANNOUNCEMENT, PRE-SVP ANNOUNCEMENT	206	5.6 %
2	POST- MERGER & SVP ANNOUNCEMENTS	2865	77.8 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 0.00
- Maximum: 2.00

*Location:* 20-20 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## CVRD\_WEND2: Time worked when R works weekend days/shifts: CONSTRUCTED

[If respondent reporting working > 0 weekend days/shifts per month in non-public use gate question:] Is this usually a full weekend day or shift, or only an hour or two on this job?

Value	Label	Unweighted Frequency	%
1	FULL WEEKEND DAY OR SHIFT	84	2.3 %
2	ABOUT HALF A DAY OR SHIFT	167	4.5 %
3	ONLY AN HOUR OR TWO	214	5.8 %
	Missing Data		
-4	DON'T KNOW	4	0.1 %
.	-	3215	87.3 %
	Total	3,684	100%

Based upon 465 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 3.00

Location: 21-22 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

---

## WM\_CWH1R: REVERSE CODED: Choice over vacations or days off

The first few questions are going to ask about your perceived control over your work schedule at ^FCOMPANY. How much choice do you have over when you take vacations or days off? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	30	0.8 %
2	LITTLE	84	2.3 %
3	A MODERATE AMOUNT	577	15.7 %
4	MUCH	1207	32.8 %
5	VERY MUCH	1786	48.5 %
	Total	3,684	100%

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 23-23 (width: 1; decimal: 0)

Variable Type: numeric

---

## WM\_CWH2R: REVERSE CODED: Choice over when R can take off a few hours

How much choice do you have over when you can take off a few hours? [Please answer thinking about what you feel or believe is realistic for you, in your job.]



Value	Label	Unweighted Frequency	%
1	VERY LITTLE	18	0.5 %
2	LITTLE	78	2.1 %
3	A MODERATE AMOUNT	409	11.1 %
4	MUCH	1127	30.6 %
5	VERY MUCH	2051	55.7 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 24-25 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

### WM\_CWH3R: REVERSE CODED: Choice over when R begins/ends each work day

How much choice do you have over when you begin and end each work day? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	100	2.7 %
2	LITTLE	280	7.6 %
3	A MODERATE AMOUNT	938	25.5 %
4	MUCH	1213	32.9 %
5	VERY MUCH	1150	31.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 26-27 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

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### WM\_CWH4R: REVERSE CODED: Choice over total number of hours R works each week

How much choice do you have over the total number of hours you work each week? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	259	7.0 %
2	LITTLE	723	19.6 %
3	A MODERATE AMOUNT	1217	33.0 %
4	MUCH	921	25.0 %
5	VERY MUCH	559	15.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	5	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,679 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 28-29 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -4

---

## WM\_CWH5R: REVERSE CODED: Choice in doing work at home/other location

How much choice do you have over doing some of your work at home or at another location, instead of [insert company name/location]? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	51	1.4 %
2	LITTLE	180	4.9 %
3	A MODERATE AMOUNT	734	19.9 %
4	MUCH	1150	31.2 %
5	VERY MUCH	1567	42.5 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,682 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 30-31 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -7 , -4

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## WM\_CWH6R: REVERSE CODED: Choice over # of personal calls while at work

How much choice do you have over the number of personal phone calls you make or receive while you work? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	60	1.6 %
2	LITTLE	137	3.7 %
3	A MODERATE AMOUNT	600	16.3 %
4	MUCH	1275	34.6 %
5	VERY MUCH	1605	43.6 %
	<b>Missing Data</b>		
-4	DON'T KNOW	7	0.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,677 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 32-33 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

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## WM\_CWH7R: REVERSE CODED: Choice over amount/times R takes work home

How much choice do you have over the amount or times you take work home with you? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	87	2.4 %
2	LITTLE	308	8.4 %
3	A MODERATE AMOUNT	830	22.5 %
4	MUCH	1184	32.1 %
5	VERY MUCH	1271	34.5 %
	<b>Missing Data</b>		
-4	DON'T KNOW	4	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,680 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 34-35 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

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## WM\_CWH8R: REVERSE CODED: Choice over changing FT/PT/shift in current position

How much choice do you have over shifting to a part-time schedule (or full-time if currently part-time) while remaining in your current position if you wanted to do so? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	2036	55.3 %
2	LITTLE	824	22.4 %
3	A MODERATE AMOUNT	333	9.0 %
4	MUCH	116	3.1 %
5	VERY MUCH	78	2.1 %
	<b>Missing Data</b>		
-7	REFUSAL	10	0.3 %
-4	DON'T KNOW	287	7.8 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,387 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 36-37 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

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## SCWM\_CWH: CONTROL OVER WORK HOURS: SCALE

Listwise deletion

Value	Label	Unweighted Frequency	%
1.375	-	1	0.0 %
1.500	-	1	0.0 %
1.625	-	1	0.0 %
1.750	-	3	0.1 %
1.875	-	5	0.1 %
2.000	-	9	0.2 %
2.125	-	13	0.4 %
2.250	-	33	0.9 %
2.375	-	42	1.1 %
2.500	-	43	1.2 %
2.625	-	81	2.2 %
2.750	-	116	3.1 %
2.875	-	109	3.0 %
3.000	-	150	4.1 %
3.125	-	177	4.8 %
3.250	-	216	5.9 %
3.375	-	226	6.1 %
3.500	-	228	6.2 %
3.625	-	254	6.9 %

Value	Label	Unweighted Frequency	%
3.750	-	230	6.2 %
3.875	-	243	6.6 %
4.000	-	227	6.2 %
4.125	-	189	5.1 %
4.250	-	200	5.4 %
4.375	-	156	4.2 %
4.500	-	185	5.0 %
4.625	-	95	2.6 %
4.750	-	62	1.7 %
4.875	-	31	0.8 %
5.000	-	46	1.2 %
	<b>Missing Data</b>		
-8.000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	312	8.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,372 valid cases out of 3,684 total cases.

- Mean: 3.662
- Median: 3.625
- Mode: 3.625
- Minimum: 1.375
- Maximum: 5.000
- Standard Deviation: 0.637

*Location:* 38-43 (width: 6; decimal: 3)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000

---

## SCWM\_CWHI: CONTROL OVER WORK HOURS: SCALE: IMPUTED

Mean imputed

Value	Label	Unweighted Frequency	%
1.1428571428571	-	1	0.0 %
1.3750000000000	-	1	0.0 %
1.5000000000000	-	1	0.0 %
1.5714285714286	-	1	0.0 %
1.6250000000000	-	1	0.0 %
1.7500000000000	-	3	0.1 %
1.8750000000000	-	5	0.1 %
2.0000000000000	-	9	0.2 %
2.1250000000000	-	13	0.4 %
2.1428571428571	-	1	0.0 %
2.2500000000000	-	33	0.9 %

Value	Label	Unweighted Frequency	%
2.37500000000000	-	42	1.1 %
2.4285714285714	-	1	0.0 %
2.50000000000000	-	43	1.2 %
2.5714285714286	-	2	0.1 %
2.62500000000000	-	81	2.2 %
2.6666666666667	-	1	0.0 %
2.7142857142857	-	3	0.1 %
2.75000000000000	-	116	3.1 %
2.8571428571429	-	9	0.2 %
2.87500000000000	-	109	3.0 %
3.00000000000000	-	156	4.2 %
3.12500000000000	-	177	4.8 %
3.1428571428571	-	10	0.3 %
3.25000000000000	-	216	5.9 %
3.2857142857143	-	3	0.1 %
3.3333333333333	-	1	0.0 %
3.37500000000000	-	226	6.1 %
3.4285714285714	-	13	0.4 %
3.50000000000000	-	228	6.2 %
3.5714285714286	-	14	0.4 %
3.62500000000000	-	254	6.9 %
3.7142857142857	-	16	0.4 %
3.75000000000000	-	230	6.2 %
3.8571428571429	-	13	0.4 %
3.87500000000000	-	243	6.6 %
4.00000000000000	-	247	6.7 %
4.12500000000000	-	189	5.1 %
4.1428571428571	-	29	0.8 %
4.1666666666667	-	3	0.1 %
4.25000000000000	-	200	5.4 %
4.2857142857143	-	20	0.5 %
4.37500000000000	-	156	4.2 %
4.4285714285714	-	28	0.8 %
4.50000000000000	-	185	5.0 %
4.5714285714286	-	13	0.4 %
4.62500000000000	-	95	2.6 %
4.6666666666667	-	1	0.0 %
4.7142857142857	-	39	1.1 %
4.75000000000000	-	62	1.7 %

Value	Label	Unweighted Frequency	%
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 3.7058919523292
- Median: 3.75000000000000
- Mode: 3.62500000000000
- Minimum: 1.1428571428571
- Maximum: 5.00000000000000
- Standard Deviation: 0.6567718512924

*Location:* 44-58 (width: 15; decimal: 13)

*Variable Type:* numeric

---

## WM\_JSTR1R: REVERSE CODED: MAKE A LOT OF DECISIONS ON OWN

The next set of statements will ask about your experience of the day-to-day functions of your job at ^FCOMPANY. Your job allows you to make a lot of decisions on your own.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	21	0.6 %
2	DISAGREE	139	3.8 %
3	NEITHER	320	8.7 %
4	AGREE	1976	53.6 %
5	STRONGLY AGREE	1228	33.3 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 59-59 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_JSTR2: Very little freedom to decide how to do work

On your job, you have very little freedom to decide how you do your work.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	50	1.4 %
2	AGREE	254	6.9 %
3	NEITHER	534	14.5 %
4	DISAGREE	2215	60.1 %
5	STRONGLY DISAGREE	631	17.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 60-60 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_JSTR3R: REVERSE CODED: A LOT OF SAY ABOUT WHAT HAPPENS ON JOB

You have a lot of say about what happens on your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	41	1.1 %
2	DISAGREE	332	9.0 %
3	NEITHER	839	22.8 %
4	AGREE	1913	51.9 %
5	STRONGLY AGREE	553	15.0 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	5	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,678 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 61-62 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_JSTR4R: REVERSE CODED: NOT ENOUGH TIME TO GET JOB DONE

You do not have enough time to get your job done.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	177	4.8 %
2	DISAGREE	1203	32.7 %
3	NEITHER	893	24.2 %
4	AGREE	929	25.2 %
5	STRONGLY AGREE	482	13.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 63-63 (width: 1; decimal: 0)



Variable Type: numeric

---

## WM\_JSTR5R: REVERSE CODED: VERY FAST WORK

Your job requires very fast work.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	14	0.4 %
2	DISAGREE	250	6.8 %
3	NEITHER	781	21.2 %
4	AGREE	1886	51.2 %
5	STRONGLY AGREE	752	20.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 64-65 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

## WM\_JSTR6R: REVERSE CODED: VERY HARD WORK

Your job requires very hard work.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	30	0.8 %
2	DISAGREE	325	8.8 %
3	NEITHER	940	25.5 %
4	AGREE	1841	50.0 %
5	STRONGLY AGREE	547	14.8 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 66-67 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

## SCWM\_JSTRDA: JOB STRAIN: DECISION AUTHORITY: SUBSCALE

Decision Authority, listwise deletion. NOTES: There are only three items per subscale; thus, imputed scales are not possible. There is a longer version of the scale that is not being used and has its own scoring guide (Job Content Questionnaire and User's Guide, Karasek et al., 1985).

Value	Label	Unweighted Frequency	%
1.000000000000	-	9	0.2 %
1.333333333333	-	8	0.2 %
1.666666666667	-	11	0.3 %
2.000000000000	-	45	1.2 %
2.333333333333	-	56	1.5 %
2.666666666667	-	113	3.1 %
3.000000000000	-	214	5.8 %
3.333333333333	-	368	10.0 %
3.666666666667	-	594	16.1 %
4.000000000000	-	1044	28.3 %
4.333333333333	-	565	15.3 %
4.666666666667	-	389	10.6 %
5.000000000000	-	262	7.1 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	6	0.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,678 valid cases out of 3,684 total cases.

- Mean: 3.903298894327
- Median: 4.000000000000
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.668058101932

*Location:* 68-82 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000

---

## SCWM\_JSTRPJD: JOB STRAIN: PSYCHOLOGICAL JOB DEMANDS: SUBSCALE

Psychological Job Demands, listwise deletion. NOTES: There are only three items per subscale; thus, imputed scales are not possible. There is a longer version of the scale that is not being used and has its own scoring guide (Job Content Questionnaire and User's Guide, Karasek et al., 1985).

Value	Label	Unweighted Frequency	%
1.000000000000	-	3	0.1 %
1.333333333333	-	4	0.1 %
1.666666666667	-	18	0.5 %

Value	Label	Unweighted Frequency	%
2.000000000000	-	79	2.1 %
2.333333333333	-	132	3.6 %
2.666666666667	-	332	9.0 %
3.000000000000	-	498	13.5 %
3.333333333333	-	690	18.7 %
3.666666666667	-	686	18.6 %
4.000000000000	-	594	16.1 %
4.333333333333	-	296	8.0 %
4.666666666667	-	191	5.2 %
5.000000000000	-	160	4.3 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSE TO COMPUTE SCALE	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Mean: 3.543035568830
- Median: 3.666666666667
- Mode: 3.333333333333
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.702275509651

*Location:* 83-97 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000

---

## WM\_RCR: REVERSE CODED: KNOW EXACTLY WHAT IS EXPECTED ON JOB

You know exactly what is expected of you on your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	30	0.8 %
2	DISAGREE	277	7.5 %
3	NEITHER	484	13.1 %
4	AGREE	2011	54.6 %
5	STRONGLY AGREE	882	23.9 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 98-98 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_LVW1R: REVERSE CODED: WORK ON UNNECESSARY THINGS

You work on unnecessary things.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	306	8.3 %
2	DISAGREE	1327	36.0 %
3	NEITHER	908	24.6 %
4	AGREE	915	24.8 %
5	STRONGLY AGREE	228	6.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 99-99 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_LVW2R: REVERSE CODED: SPEND TIME IN UNPRODUCTIVE MEETINGS

You spend time in unproductive meetings.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	131	3.6 %
2	DISAGREE	904	24.5 %
3	NEITHER	892	24.2 %
4	AGREE	1337	36.3 %
5	STRONGLY AGREE	420	11.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 100-100 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## SCWM\_LVW: LOW-VALUE WORK: SCALE

Low-Value Work, listwise deletion. NOTES: There are only two items in this scale; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.0	-	85	2.3 %
1.5	-	152	4.1 %
2.0	-	655	17.8 %

Value	Label	Unweighted Frequency	%
2.5	-	541	14.7 %
3.0	-	721	19.6 %
3.5	-	518	14.1 %
4.0	-	615	16.7 %
4.5	-	246	6.7 %
5.0	-	151	4.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 3.06
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.96

*Location:* 101-103 (width: 3; decimal: 1)

*Variable Type:* numeric

---

## WM\_FSSB1R: REVERSE CODED: SVR MAKES R COMFTBLE TALKING ABT CONFLICTS WORK/NON-WORK

I'm now going to read some statements about your experiences with your direct supervisor at ^FCOMPANY. Your supervisor makes you feel comfortable talking to him/her about conflicts between work and non-work. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluations and other HR matters.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	58	1.6 %
2	DISAGREE	230	6.2 %
3	NEITHER	535	14.5 %
4	AGREE	1623	44.1 %
5	STRONGLY AGREE	1212	32.9 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	25	0.7 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,658 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 104-105 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_FSSB3R: REVERSE CODED: SVR WORKS EFFECTIVELY W/ EMP TO SOLVE CONFLICTS

Your supervisor works effectively with employees to creatively solve conflicts between work and non-work. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluations and other HR matters.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	61	1.7 %
2	DISAGREE	213	5.8 %
3	NEITHER	795	21.6 %
4	AGREE	1655	44.9 %
5	STRONGLY AGREE	912	24.8 %
	<b>Missing Data</b>		
-7	REFUSAL	3	0.1 %
-4	DON'T KNOW	45	1.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,636 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 106-107 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_FSSB4R: REVERSE CODED: SVR DEMOS EFFECTIVE BEHAVIORS JUGGLING WORK/NON-WORK

Your supervisor demonstrates effective behaviors in how to juggle work and non-work issues. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluations and other HR matters.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	68	1.8 %
2	DISAGREE	291	7.9 %
3	NEITHER	757	20.5 %
4	AGREE	1715	46.6 %
5	STRONGLY AGREE	816	22.1 %
	<b>Missing Data</b>		
-7	REFUSAL	2	0.1 %
-4	DON'T KNOW	35	1.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,647 valid cases out of 3,684 total cases.

- Minimum: 1.00

- Maximum: 5.00

Location: 108-109 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4

## WM\_FSSB5R: REVERSE CODED: SVR ORGS WORK TO BENEFIT BOTH EMPLOYEES AND COMPANY

Your supervisor organizes the work in your department or unit to jointly benefit employees and the company. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluations and other HR matters.]  
[INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	75	2.0 %
2	DISAGREE	334	9.1 %
3	NEITHER	886	24.0 %
4	AGREE	1744	47.3 %
5	STRONGLY AGREE	621	16.9 %
	<b>Missing Data</b>		
-4	DON'T KNOW	24	0.7 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,660 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 110-111 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

## SCWM\_FSSB: FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS: SHORT FORM: SCALE

FSSB, listwise deletion

Value	Label	Unweighted Frequency	%
1.00	-	17	0.5 %
1.25	-	12	0.3 %
1.50	-	16	0.4 %
1.75	-	24	0.7 %
2.00	-	60	1.6 %
2.25	-	65	1.8 %
2.50	-	84	2.3 %
2.75	-	141	3.8 %
3.00	-	215	5.8 %
3.25	-	231	6.3 %
3.50	-	296	8.0 %

Value	Label	Unweighted Frequency	%
3.75	-	452	12.3 %
4.00	-	772	21.0 %
4.25	-	320	8.7 %
4.50	-	258	7.0 %
4.75	-	247	6.7 %
5.00	-	403	10.9 %
	<b>Missing Data</b>		
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	63	1.7 %
.	-	8	0.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,613 valid cases out of 3,684 total cases.

- Mean: 3.84
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.80

Location: 112-116 (width: 5; decimal: 2)

Variable Type: numeric

(Range of) Missing Values: -8.00 , .

---

## SCWM\_FSSBI: FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS: SHORT FORM: SCALE: IMPUTED

FSSB, mean imputed

Value	Label	Unweighted Frequency	%
1.000000000000	-	18	0.5 %
1.250000000000	-	12	0.3 %
1.333333333333	-	1	0.0 %
1.500000000000	-	16	0.4 %
1.750000000000	-	24	0.7 %
2.000000000000	-	60	1.6 %
2.250000000000	-	65	1.8 %
2.500000000000	-	84	2.3 %
2.666666666667	-	2	0.1 %
2.750000000000	-	141	3.8 %
3.000000000000	-	218	5.9 %
3.250000000000	-	231	6.3 %
3.333333333333	-	7	0.2 %
3.500000000000	-	296	8.0 %



Value	Label	Unweighted Frequency	%
3.666666666667	-	7	0.2 %
3.750000000000	-	452	12.3 %
4.000000000000	-	777	21.1 %
4.250000000000	-	320	8.7 %
4.333333333333	-	6	0.2 %
4.500000000000	-	258	7.0 %
4.750000000000	-	247	6.7 %
5.000000000000	-	405	11.0 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	29	0.8 %
.	-	8	0.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,647 valid cases out of 3,684 total cases.

- Mean: 3.840873777534
- Median: 4.000000000000
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.798401785893

*Location:* 117-131 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## WM\_OCLI1: Must take time from family/personal life to get work done

Now I'd like to ask you about your experiences in your workplace as a whole. In your workplace, employees are expected to take time away from their family or personal lives to get their work done.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	354	9.6 %
2	AGREE	1564	42.5 %
3	NEITHER	767	20.8 %
4	DISAGREE	874	23.7 %
5	STRONGLY DISAGREE	122	3.3 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 132-133 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

## WM\_OCLI2: Have to put family/personal lifesecond to job

In your workplace, employees are expected to put their families or personal lives second to their jobs.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	167	4.5 %
2	AGREE	697	18.9 %
3	NEITHER	992	26.9 %
4	DISAGREE	1550	42.1 %
5	STRONGLY DISAGREE	274	7.4 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,680 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 134-135 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4

---

## WM\_OCLI3: Need to make work top priority

In your workplace, employees are expected to make work their top priority.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	284	7.7 %
2	AGREE	1386	37.6 %
3	NEITHER	1034	28.1 %
4	DISAGREE	866	23.5 %
5	STRONGLY DISAGREE	113	3.1 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 136-137 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7

## SCWM\_OCLI: ORG CLIMATE FOR WF ISSUES: SCALE (NOT IMPUTED)

Org Climate for WF Issues, listwise deletion. NOTES: There are only three items in this scale; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.000000000000	-	119	3.2 %
1.333333333333	-	59	1.6 %
1.666666666667	-	145	3.9 %
2.000000000000	-	470	12.8 %
2.333333333333	-	414	11.2 %
2.666666666667	-	520	14.1 %
3.000000000000	-	464	12.6 %
3.333333333333	-	492	13.4 %
3.666666666667	-	401	10.9 %
4.000000000000	-	413	11.2 %
4.333333333333	-	78	2.1 %
4.666666666667	-	45	1.2 %
5.000000000000	-	56	1.5 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	8	0.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,676 valid cases out of 3,684 total cases.

- Mean: 2.914671744650
- Median: 3.000000000000
- Mode: 2.666666666667
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.859716037690

Location: 138-152 (width: 15; decimal: 12)

Variable Type: numeric

(Range of) Missing Values: -8.000000000000

## WM\_WFC1R: REVERSE CODED: DEMANDS OF WORK INTERFERE WITH FAMILY/PERSONAL TIME

The next section will ask you some questions about how your job relates to your family or personal life. Please continue using response card #10 and think about the past 6 months. The demands of your work interfere with your family or personal time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	162	4.4 %
2	DISAGREE	1276	34.6 %
3	NEITHER	748	20.3 %

Value	Label	Unweighted Frequency	%
4	AGREE	1166	31.7 %
5	STRONGLY AGREE	332	9.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 153-153 (width: 1; decimal: 0)

Variable Type: numeric

---

## WM\_WFC2R: REVERSE CODED: JOB MAKES IT DIFFICULT TO FULFILL PERSONAL RESPONSIBILITIES

The amount of time your job takes up makes it difficult to fulfill your family or personal responsibilities.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	212	5.8 %
2	DISAGREE	1641	44.5 %
3	NEITHER	770	20.9 %
4	AGREE	866	23.5 %
5	STRONGLY AGREE	195	5.3 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 154-154 (width: 1; decimal: 0)

Variable Type: numeric

---

## WM\_WFC3R: REVERSE CODED: THINGS AT HOME DO NOT GET DONE B/C OF DEMANDS OF JOB

Things you want to do at home do not get done because of the demands your job puts on you.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	192	5.2 %
2	DISAGREE	1449	39.3 %
3	NEITHER	745	20.2 %
4	AGREE	1026	27.9 %
5	STRONGLY AGREE	271	7.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %

Value	Label	Unweighted Frequency	%
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 155-156 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

## WM\_WFC4R: REVERSE CODED: JOB STRAIN MAKES IT DIFFICULT TO FULFILL FAM/PERSONAL DUTIES

Your job produces strain that makes it difficult to fulfill your family or personal duties.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	227	6.2 %
2	DISAGREE	1532	41.6 %
3	NEITHER	766	20.8 %
4	AGREE	933	25.3 %
5	STRONGLY AGREE	224	6.1 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,682 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 157-158 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4

## WM\_WFC5R: REVERSE CODED: DUE TO WORK MAKE CHANGES TO FAM/PERSONAL ACTIVITIES

Due to your work-related duties, you have to make changes to your plans for family or personal activities.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	131	3.6 %
2	DISAGREE	1010	27.4 %
3	NEITHER	741	20.1 %
4	AGREE	1539	41.8 %
5	STRONGLY AGREE	263	7.1 %

Value	Label	Unweighted Frequency	%
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 159-159 (width: 1; decimal: 0)

Variable Type: numeric

## WM\_WFC6R: REVERSE CODED: DEMANDS OF FAM/PERSONAL RELATIONSHIPS INTERFERE WITH WORK

The demands of your family or personal relationships interfere with work-related activities.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	358	9.7 %
2	DISAGREE	2034	55.2 %
3	NEITHER	745	20.2 %
4	AGREE	508	13.8 %
5	STRONGLY AGREE	37	1.0 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,682 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 160-161 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

## WM\_WFC7R: REVERSE CODED: PUT OFF THINGS AT WORK BECAUSE OF DEMANDS ON TIME AT HOME

You have to put off doing things at work because of demands on your time at home.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	541	14.7 %
2	DISAGREE	2390	64.9 %
3	NEITHER	469	12.7 %
4	AGREE	265	7.2 %
5	STRONGLY AGREE	18	0.5 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %

Value	Label	Unweighted Frequency	%
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 162-163 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4

## WM\_WFC8R: REVERSE CODED: THINGS AT WORK NOT DONE B/C OF DEMANDS OF FAM/PERSONAL LIFE

Things you want to do at work don't get done because of the demands of your family or personal life.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	770	20.9 %
2	DISAGREE	2430	66.0 %
3	NEITHER	321	8.7 %
4	AGREE	150	4.1 %
5	STRONGLY AGREE	13	0.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 164-164 (width: 1; decimal: 0)

*Variable Type:* numeric

## WM\_WFC9R: REVERSE CODED: HOME LIFE INTERFERES WITH RESPONSIBILITIES AT WORK

Your home life interferes with your responsibilities at work, such as getting to work on time, accomplishing daily tasks, and working overtime.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	841	22.8 %
2	DISAGREE	2199	59.7 %
3	NEITHER	384	10.4 %
4	AGREE	241	6.5 %
5	STRONGLY AGREE	19	0.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 165-165 (width: 1; decimal: 0)

Variable Type: numeric

## WM\_WFC10R: REVERSE CODED: FAMILY-RELATED STRAIN INTERFERES W/ ABILITY TO DO JOB DUTIES

Family-related strain interferes with your ability to perform job-related duties.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	878	23.8 %
2	DISAGREE	2247	61.0 %
3	NEITHER	366	9.9 %
4	AGREE	174	4.7 %
5	STRONGLY AGREE	19	0.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 166-166 (width: 1; decimal: 0)

Variable Type: numeric

## SCWM\_WTFC: WORK-TO-FAMILY CONFLICT: SCALE

Work-to-Family Conflict, listwise deletion

Value	Label	Unweighted Frequency	%
1.0	-	52	1.4 %
1.2	-	40	1.1 %
1.4	-	49	1.3 %
1.6	-	48	1.3 %
1.8	-	65	1.8 %
2.0	-	513	13.9 %
2.2	-	300	8.1 %
2.4	-	327	8.9 %
2.6	-	225	6.1 %
2.8	-	239	6.5 %
3.0	-	237	6.4 %
3.2	-	246	6.7 %
3.4	-	201	5.5 %
3.6	-	208	5.6 %
3.8	-	227	6.2 %



Value	Label	Unweighted Frequency	%
4.0	-	311	8.4 %
4.2	-	126	3.4 %
4.4	-	71	1.9 %
4.6	-	64	1.7 %
4.8	-	44	1.2 %
5.0	-	88	2.4 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Mean: 2.96
- Median: 2.80
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.91

*Location:* 167-170 (width: 4; decimal: 1)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.0

---

## SCWM\_WTFCI: WORK-TO-FAMILY CONFLICT: SCALE: IMPUTED

Work-to-Family Conflict, mean imputation

Value	Label	Unweighted Frequency	%
1.00	-	52	1.4 %
1.20	-	40	1.1 %
1.40	-	49	1.3 %
1.60	-	48	1.3 %
1.80	-	65	1.8 %
2.00	-	513	13.9 %
2.20	-	300	8.1 %
2.40	-	327	8.9 %
2.60	-	225	6.1 %
2.75	-	1	0.0 %
2.80	-	239	6.5 %
3.00	-	238	6.5 %
3.20	-	246	6.7 %
3.40	-	201	5.5 %
3.50	-	1	0.0 %
3.60	-	208	5.6 %

Value	Label	Unweighted Frequency	%
3.80	-	227	6.2 %
4.00	-	311	8.4 %
4.20	-	126	3.4 %
4.40	-	71	1.9 %
4.60	-	64	1.7 %
4.80	-	44	1.2 %
5.00	-	88	2.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 2.96
- Median: 2.80
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.91

Location: 171-174 (width: 4; decimal: 2)

Variable Type: numeric

---

## SCWM\_FTWC: FAMILY-TO-WORK CONFLICT: SCALE

Family-to-Work Conflict, listwise deletion

Value	Label	Unweighted Frequency	%
1.0	-	247	6.7 %
1.2	-	162	4.4 %
1.4	-	163	4.4 %
1.6	-	193	5.2 %
1.8	-	215	5.8 %
2.0	-	1249	33.9 %
2.2	-	424	11.5 %
2.4	-	318	8.6 %
2.6	-	158	4.3 %
2.8	-	152	4.1 %
3.0	-	131	3.6 %
3.2	-	88	2.4 %
3.4	-	65	1.8 %
3.6	-	37	1.0 %
3.8	-	34	0.9 %
4.0	-	26	0.7 %
4.2	-	11	0.3 %
4.4	-	5	0.1 %

Value	Label	Unweighted Frequency	%
4.6	-	1	0.0 %
5.0	-	2	0.1 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Mean: 2.10
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.62

*Location:* 175-178 (width: 4; decimal: 1)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.0

---

## SCWM\_FTWCI: FAMILY-TO-WORK CONFLICT: SCALE: IMPUTED

Family-to-Work Conflict, mean imputation

Value	Label	Unweighted Frequency	%
1.00	-	247	6.7 %
1.20	-	162	4.4 %
1.25	-	1	0.0 %
1.40	-	163	4.4 %
1.60	-	193	5.2 %
1.80	-	215	5.8 %
2.00	-	1250	33.9 %
2.20	-	424	11.5 %
2.25	-	1	0.0 %
2.40	-	318	8.6 %
2.60	-	158	4.3 %
2.80	-	152	4.1 %
3.00	-	131	3.6 %
3.20	-	88	2.4 %
3.40	-	65	1.8 %
3.60	-	37	1.0 %
3.80	-	34	0.9 %
4.00	-	26	0.7 %
4.20	-	11	0.3 %
4.40	-	5	0.1 %

Value	Label	Unweighted Frequency	%
4.60	-	1	0.0 %
5.00	-	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 2.10
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.62

*Location:* 179-182 (width: 4; decimal: 2)

*Variable Type:* numeric

---

## WM\_WFPS1R: REVERSE CODED: THINGS WELL AT WORK IMPROVES OUTLOOK RE: FAM/PERSONAL LIFE

When things are going well at work, your outlook regarding your family or personal life is improved.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	31	0.8 %
2	DISAGREE	125	3.4 %
3	NEITHER	552	15.0 %
4	AGREE	2336	63.4 %
5	STRONGLY AGREE	640	17.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 183-183 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_WFPS2R: REVERSE CODED: POSITIVE MOOD AT WORK HELPS BE IN POSITIVE MOOD AT HOME

Being in a positive mood at work helps you to be in a positive mood at home.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	12	0.3 %
2	DISAGREE	49	1.3 %
3	NEITHER	268	7.3 %
4	AGREE	2378	64.5 %

Value	Label	Unweighted Frequency	%
5	STRONGLY AGREE	977	26.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 184-184 (width: 1; decimal: 0)

Variable Type: numeric

---

## WM\_WFPS3R: REVERSE CODED: BEING HAPPY AT WORK HELPS R BE HAPPY AT HOME

Being happy at work helps you to be happy at home.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	13	0.4 %
2	DISAGREE	64	1.7 %
3	NEITHER	257	7.0 %
4	AGREE	2286	62.1 %
5	STRONGLY AGREE	1064	28.9 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 185-185 (width: 1; decimal: 0)

Variable Type: numeric

---

## WM\_WFPS4R: REVERSE CODED: HAVING GOOD DAY AT WORK ALLOWS R TO FEEL POSITIVE W/ FAMILY

Having a good day at work allows you to feel positive with your family.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	12	0.3 %
2	DISAGREE	66	1.8 %
3	NEITHER	334	9.1 %
4	AGREE	2292	62.2 %
5	STRONGLY AGREE	980	26.6 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00

- Maximum: 5.00

*Location:* 186-186 (width: 1; decimal: 0)

*Variable Type:* numeric

## SCWM\_WFPS: POSITIVE WORK-TO-FAMILY SPILLOVER: SCALE

Positive work-to-family spillover, listwise deletion

Value	Label	Unweighted Frequency	%
1.00	-	5	0.1 %
1.25	-	2	0.1 %
1.50	-	1	0.0 %
1.75	-	1	0.0 %
2.00	-	31	0.8 %
2.25	-	10	0.3 %
2.50	-	21	0.6 %
2.75	-	23	0.6 %
3.00	-	129	3.5 %
3.25	-	71	1.9 %
3.50	-	171	4.6 %
3.75	-	342	9.3 %
4.00	-	1656	45.0 %
4.25	-	233	6.3 %
4.50	-	190	5.2 %
4.75	-	294	8.0 %
5.00	-	504	13.7 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 4.10
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.58

*Location:* 187-190 (width: 4; decimal: 2)

*Variable Type:* numeric

## SCWM\_WFPSI: POSITIVE WORK-TO-FAMILY SPILLOVER: SCALE: IMPUTED

Positive work-to-family spillover, mean imputation

Value	Label	Unweighted Frequency	%
1.00	-	5	0.1 %

Value	Label	Unweighted Frequency	%
1.25	-	2	0.1 %
1.50	-	1	0.0 %
1.75	-	1	0.0 %
2.00	-	31	0.8 %
2.25	-	10	0.3 %
2.50	-	21	0.6 %
2.75	-	23	0.6 %
3.00	-	129	3.5 %
3.25	-	71	1.9 %
3.50	-	171	4.6 %
3.75	-	342	9.3 %
4.00	-	1656	45.0 %
4.25	-	233	6.3 %
4.50	-	190	5.2 %
4.75	-	294	8.0 %
5.00	-	504	13.7 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 4.10
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.58

Location: 191-194 (width: 4; decimal: 2)

Variable Type: numeric

## SCWM\_TIMEALL: TIME ADEQUACY - ALL Rs: SCALE

TIME ADEQUACY - ALL Rs: SCALE. NOTES: Only the scales SCWM\_TIMEALL and SCWM\_TIMEALLi are included in the Public Use Data; the individual items on which the scales are based are not included (these items are available in the Restricted Use Data).

Value	Label	Unweighted Frequency	%
1.000000000000	-	4	0.1 %
1.333333333333	-	1	0.0 %
1.500000000000	-	1	0.0 %
1.666666666667	-	1	0.0 %
2.000000000000	-	37	1.0 %
2.142857142857	-	2	0.1 %
2.285714285714	-	4	0.1 %

Value	Label	Unweighted Frequency	%
2.3333333333333	-	16	0.4 %
2.428571428571	-	7	0.2 %
2.5000000000000	-	40	1.1 %
2.571428571429	-	19	0.5 %
2.6666666666667	-	72	2.0 %
2.714285714286	-	38	1.0 %
2.8333333333333	-	1	0.0 %
2.857142857143	-	56	1.5 %
3.0000000000000	-	375	10.2 %
3.142857142857	-	127	3.4 %
3.1666666666667	-	5	0.1 %
3.285714285714	-	169	4.6 %
3.3333333333333	-	189	5.1 %
3.428571428571	-	166	4.5 %
3.5000000000000	-	98	2.7 %
3.571428571429	-	191	5.2 %
3.6666666666667	-	244	6.6 %
3.714285714286	-	191	5.2 %
3.8333333333333	-	18	0.5 %
3.857142857143	-	172	4.7 %
4.0000000000000	-	599	16.3 %
4.142857142857	-	168	4.6 %
4.1666666666667	-	22	0.6 %
4.285714285714	-	139	3.8 %
4.3333333333333	-	69	1.9 %
4.428571428571	-	74	2.0 %
4.5000000000000	-	21	0.6 %
4.571428571429	-	35	1.0 %
4.6666666666667	-	29	0.8 %
4.714285714286	-	15	0.4 %
4.8333333333333	-	2	0.1 %
4.857142857143	-	15	0.4 %
5.0000000000000	-	71	1.9 %
	<b>Missing Data</b>		
-8.0000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	147	4.0 %
.	-	34	0.9 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,503 valid cases out of 3,684 total cases.



- Mean: 3.630412027786
- Median: 3.666666666667
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.575178564994

*Location:* 195-209 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## SCWM\_TIMEALLI: TIME ADEQUACY - ALL Rs: SCALE: IMPUTED

TIME ADEQUACY - ALL Rs: SCALE: IMPUTED. NOTES: Only the scales SCWM\_TIMEALL and SCWM\_TIMEALLi are included in the Public Use Data; the individual items on which the scales are based are not included (these items are available in the Restricted Use Data).

Value	Label	Unweighted Frequency	%
1.000000000000	-	4	0.1 %
1.333333333333	-	1	0.0 %
1.500000000000	-	1	0.0 %
1.666666666667	-	1	0.0 %
2.000000000000	-	37	1.0 %
2.142857142857	-	2	0.1 %
2.285714285714	-	4	0.1 %
2.333333333333	-	16	0.4 %
2.428571428571	-	7	0.2 %
2.500000000000	-	40	1.1 %
2.571428571429	-	19	0.5 %
2.666666666667	-	74	2.0 %
2.714285714286	-	38	1.0 %
2.833333333333	-	1	0.0 %
2.857142857143	-	56	1.5 %
3.000000000000	-	381	10.3 %
3.142857142857	-	127	3.4 %
3.166666666667	-	10	0.3 %
3.200000000000	-	2	0.1 %
3.285714285714	-	169	4.6 %
3.333333333333	-	192	5.2 %
3.400000000000	-	1	0.0 %
3.428571428571	-	166	4.5 %
3.500000000000	-	103	2.8 %
3.571428571429	-	191	5.2 %
3.600000000000	-	1	0.0 %
3.666666666667	-	249	6.8 %

Value	Label	Unweighted Frequency	%
3.714285714286	-	191	5.2 %
3.833333333333	-	22	0.6 %
3.857142857143	-	172	4.7 %
4.000000000000	-	608	16.5 %
4.142857142857	-	168	4.6 %
4.166666666667	-	29	0.8 %
4.285714285714	-	139	3.8 %
4.333333333333	-	72	2.0 %
4.400000000000	-	1	0.0 %
4.428571428571	-	74	2.0 %
4.500000000000	-	23	0.6 %
4.571428571429	-	35	1.0 %
4.600000000000	-	1	0.0 %
4.666666666667	-	30	0.8 %
4.714285714286	-	15	0.4 %
4.800000000000	-	1	0.0 %
4.833333333333	-	3	0.1 %
4.857142857143	-	15	0.4 %
5.000000000000	-	73	2.0 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	85	2.3 %
.	-	34	0.9 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,565 valid cases out of 3,684 total cases.

- Mean: 3.632968676952
- Median: 3.666666666667
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.575456052274

*Location:* 210-224 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## WM\_OCIT1: Help other employees with work when they have been absent

The next set of questions will ask about your relationship to other workers at ^FCOMPANY. To what extent do you help other employees with their work when they have been absent?

Value	Label	Unweighted Frequency	%
1	NEVER	27	0.7 %

Value	Label	Unweighted Frequency	%
2	RARELY	333	9.0 %
3	SOME OF THE TIME	1696	46.0 %
4	MOST OF THE TIME	1290	35.0 %
5	ALL OF THE TIME	332	9.0 %
	<b>Missing Data</b>		
-7	REFUSAL	2	0.1 %
-4	DON'T KNOW	4	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,678 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 225-226 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -7 , -4

## WM\_OCIT2: Help coworkers when they have too much to do

To what extent do you help your coworkers when they have too much to do?

Value	Label	Unweighted Frequency	%
1	NEVER	14	0.4 %
2	RARELY	307	8.3 %
3	SOME OF THE TIME	1791	48.6 %
4	MOST OF THE TIME	1285	34.9 %
5	ALL OF THE TIME	284	7.7 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 227-228 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -4

## WM\_OCIT3: Help coworkers with questions they have about their work

To what extent do you help coworkers with questions they have about their work?

Value	Label	Unweighted Frequency	%
1	NEVER	1	0.0 %

Value	Label	Unweighted Frequency	%
2	RARELY	67	1.8 %
3	SOME OF THE TIME	916	24.9 %
4	MOST OF THE TIME	1615	43.8 %
5	ALL OF THE TIME	1084	29.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 229-230 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4

---

## WM\_OCIT4: Willing to work harder to help employer succeed

To what extent are you willing to work harder in order to help your employer succeed?

Value	Label	Unweighted Frequency	%
1	NEVER	4	0.1 %
2	RARELY	31	0.8 %
3	SOME OF THE TIME	547	14.8 %
4	MOST OF THE TIME	2078	56.4 %
5	ALL OF THE TIME	1023	27.8 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 231-232 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## SCWM\_OCIT: ORGANIZATIONAL CITIZENSHIP BEHAVIORS: SCALE

OCB interrole helping, listwise deletion

Value	Label	Unweighted Frequency	%
2.25	-	11	0.3 %
2.50	-	39	1.1 %

Value	Label	Unweighted Frequency	%
2.75	-	107	2.9 %
3.00	-	336	9.1 %
3.25	-	547	14.8 %
3.50	-	617	16.7 %
3.75	-	529	14.4 %
4.00	-	592	16.1 %
4.25	-	418	11.3 %
4.50	-	216	5.9 %
4.75	-	144	3.9 %
5.00	-	119	3.2 %
	<b>Missing Data</b>		
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	9	0.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,675 valid cases out of 3,684 total cases.

- Mean: 3.74
- Median: 3.75
- Mode: 3.50
- Minimum: 2.25
- Maximum: 5.00
- Standard Deviation: 0.56

*Location:* 233-237 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.00

---

## SCWM\_OCITI: ORGANIZATIONAL CITIZENSHIP BEHAVIORS: SCALE: IMPUTED

OCB interrole helping, mean imputation

Value	Label	Unweighted Frequency	%
2.000000000000	-	1	0.0 %
2.250000000000	-	11	0.3 %
2.500000000000	-	39	1.1 %
2.750000000000	-	107	2.9 %
3.000000000000	-	336	9.1 %
3.250000000000	-	547	14.8 %
3.333333333333	-	2	0.1 %
3.500000000000	-	617	16.7 %
3.666666666667	-	1	0.0 %
3.750000000000	-	529	14.4 %
4.000000000000	-	593	16.1 %
4.250000000000	-	418	11.3 %

Value	Label	Unweighted Frequency	%
4.500000000000	-	216	5.9 %
4.666666666667	-	2	0.1 %
4.750000000000	-	144	3.9 %
5.000000000000	-	119	3.2 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,682 valid cases out of 3,684 total cases.

- Mean: 3.738910012674
- Median: 3.750000000000
- Mode: 3.500000000000
- Minimum: 2.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.560068586699

*Location:* 238-252 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000

---

## WM\_TASK: Job requires working closely w/ others

How often does your job require you to work closely with others when doing your work?

Value	Label	Unweighted Frequency	%
1	NEVER	2	0.1 %
2	RARELY	84	2.3 %
3	SOME OF THE TIME	763	20.7 %
4	MOST OF THE TIME	1627	44.2 %
5	ALL OF THE TIME	1208	32.8 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 253-253 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_BURN1R: REVERSE CODED: R FEELS EMOTIONALLY DRAINED FROM WORK

Next we will talk about how your work makes you feel. You feel emotionally drained from your work. How often do you feel this way?

Value	Label	Unweighted Frequency	%
1	NEVER	118	3.2 %

Value	Label	Unweighted Frequency	%
2	A FEW TIMES A YEAR OR LESS	464	12.6 %
3	ONCE A MONTH OR LESS	479	13.0 %
4	A FEW TIMES A MONTH	939	25.5 %
5	ONCE A WEEK	487	13.2 %
6	A FEW TIMES A WEEK	944	25.6 %
7	EVERY DAY	251	6.8 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,682 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 7.00

Location: 254-255 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

## WM\_BURN2R: REVERSE CODED: R FEELS BURNED OUT BY WORK

You feel burned out by your work. How often do you feel this way?

Value	Label	Unweighted Frequency	%
1	NEVER	237	6.4 %
2	A FEW TIMES A YEAR OR LESS	811	22.0 %
3	ONCE A MONTH OR LESS	640	17.4 %
4	A FEW TIMES A MONTH	804	21.8 %
5	ONCE A WEEK	361	9.8 %
6	A FEW TIMES A WEEK	651	17.7 %
7	EVERY DAY	180	4.9 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 7.00

Location: 256-256 (width: 1; decimal: 0)

Variable Type: numeric

---

## WM\_BURN3R: REVERSE CODED: R FEELS USED UP AT THE END OF THE WORKDAY

You feel used up at the end of the workday. How often do you feel this way?

Value	Label	Unweighted Frequency	%
1	NEVER	210	5.7 %
2	A FEW TIMES A YEAR OR LESS	539	14.6 %
3	ONCE A MONTH OR LESS	556	15.1 %
4	A FEW TIMES A MONTH	808	21.9 %
5	ONCE A WEEK	470	12.8 %
6	A FEW TIMES A WEEK	837	22.7 %
7	EVERY DAY	263	7.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 7.00

Location: 257-258 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

## SCWM\_BURN: EMOTIONAL BURNOUT: SCALE

Emotional Burnout, listwise deletion. NOTES: There are only three items in the scale; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.000000000000	-	56	1.5 %
1.333333333333	-	54	1.5 %
1.666666666667	-	135	3.7 %
2.000000000000	-	231	6.3 %
2.333333333333	-	158	4.3 %
2.666666666667	-	200	5.4 %
3.000000000000	-	248	6.7 %
3.333333333333	-	290	7.9 %
3.666666666667	-	257	7.0 %
4.000000000000	-	333	9.0 %
4.333333333333	-	223	6.1 %
4.666666666667	-	218	5.9 %
5.000000000000	-	206	5.6 %
5.333333333333	-	216	5.9 %
5.666666666667	-	166	4.5 %
6.000000000000	-	379	10.3 %
6.333333333333	-	138	3.7 %
6.666666666667	-	59	1.6 %



Value	Label	Unweighted Frequency	%
7.000000000000	-	114	3.1 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESONSES TO COMPUTE SCALE	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Mean: 4.115095535633
- Median: 4.000000000000
- Mode: 6.000000000000
- Minimum: 1.000000000000
- Maximum: 7.000000000000
- Standard Deviation: 1.527269641566

*Location:* 259-273 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000

---

## WM\_JSAT1R: REVERSE CODED: R LIKES WORKING AT JOB

The next set of questions will ask about how satisfied you are with your job at ^FCOMPANY. In general, you like working at your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	37	1.0 %
2	DISAGREE	173	4.7 %
3	NEITHER	322	8.7 %
4	AGREE	1917	52.0 %
5	STRONGLY AGREE	1235	33.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 274-274 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_JSAT2R: REVERSE CODED: R IS SATISFIED WITH JOB

In general, you are satisfied with your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	49	1.3 %
2	DISAGREE	290	7.9 %
3	NEITHER	518	14.1 %
4	AGREE	1904	51.7 %

Value	Label	Unweighted Frequency	%
5	STRONGLY AGREE	923	25.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 275-275 (width: 1; decimal: 0)

Variable Type: numeric

## WM\_JSAT3R: REVERSE CODED: R GENERALLY SATISFIED WITH KIND OF WORK DONE IN THIS JOB

You are generally satisfied with the kind of work you do in this job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	33	0.9 %
2	DISAGREE	202	5.5 %
3	NEITHER	500	13.6 %
4	AGREE	2007	54.5 %
5	STRONGLY AGREE	942	25.6 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 276-276 (width: 1; decimal: 0)

Variable Type: numeric

## SCWM\_JSAT: JOB SATISFACTION: SCALE

Job Satisfaction, listwise deletion. NOTES: This scale has only three items; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.0000000000000	-	14	0.4 %
1.3333333333333	-	13	0.4 %
1.6666666666667	-	19	0.5 %
2.0000000000000	-	73	2.0 %
2.3333333333333	-	59	1.6 %
2.6666666666667	-	118	3.2 %
3.0000000000000	-	147	4.0 %
3.3333333333333	-	283	7.7 %
3.6666666666667	-	362	9.8 %

Value	Label	Unweighted Frequency	%
4.00000000000000	-	1214	33.0 %
4.33333333333333	-	394	10.7 %
4.66666666666667	-	348	9.4 %
5.00000000000000	-	640	17.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 4.0066051393413
- Median: 4.00000000000000
- Mode: 4.00000000000000
- Minimum: 1.00000000000000
- Maximum: 5.00000000000000
- Standard Deviation: 0.7620583318565

Location: 277-291 (width: 15; decimal: 13)

Variable Type: numeric

## WM\_TURN1R: REVERSE CODED: R SERIOUSLY CONSIDERING QUITTING FOR ANOTHER EMPLOYER

You are seriously considering quitting ^FCOMPANY for another employer.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	1196	32.5 %
2	DISAGREE	1311	35.6 %
3	NEITHER	719	19.5 %
4	AGREE	317	8.6 %
5	STRONGLY AGREE	128	3.5 %
	<b>Missing Data</b>		
-7	REFUSAL	11	0.3 %
-4	DON'T KNOW	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,671 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 292-293 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -7 , -4)

## WM\_TURN2R: REVERSE CODED: IN NEXT 12 MOS, R WILL PROBABLY LOOK FOR NEW JOB OUTSIDE CO

During the next 12 months, you will probably look for a new job outside ^FCOMPANY.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	913	24.8 %
2	DISAGREE	1098	29.8 %
3	NEITHER	905	24.6 %
4	AGREE	533	14.5 %
5	STRONGLY AGREE	210	5.7 %
	<b>Missing Data</b>		
-7	REFUSAL	12	0.3 %
-4	DON'T KNOW	13	0.4 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,659 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 294-295 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## SCWM\_TURN: INTENTION TO QUIT: SCALE

Turnover intentions, listwise deletion

Value	Label	Unweighted Frequency	%
1.0	-	813	22.1 %
1.5	-	348	9.4 %
2.0	-	857	23.3 %
2.5	-	460	12.5 %
3.0	-	492	13.4 %
3.5	-	278	7.5 %
4.0	-	215	5.8 %
4.5	-	88	2.4 %
5.0	-	105	2.9 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	18	0.5 %
.	-	10	0.3 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,656 valid cases out of 3,684 total cases.

- Mean: 2.31
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00

- Standard Deviation: 1.07

Location: 296-299 (width: 4; decimal: 1)

Variable Type: numeric

(Range of) Missing Values: -8.0 , .

## WM\_SICKR: REVERSE CODED: R FEELS OBLIGATED TO COME INTO WORK WHEN SICK

When you are sick, you still feel obligated to come into work.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	242	6.6 %
2	DISAGREE	1018	27.6 %
3	NEITHER	670	18.2 %
4	AGREE	1353	36.7 %
5	STRONGLY AGREE	398	10.8 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 300-301 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4

## WM\_HPQ1: Hours worked in the last full 7-day calendar week

About how many hours altogether did you work at this job in the last full 7-day calendar week?

Value	Label	Unweighted Frequency	%
0.00	-	19	0.5 %
2.00	-	2	0.1 %
3.00	-	2	0.1 %
4.00	-	3	0.1 %
5.00	-	6	0.2 %
7.00	-	1	0.0 %
8.00	-	9	0.2 %
10.00	-	3	0.1 %
11.00	-	2	0.1 %
12.00	-	3	0.1 %
13.00	-	2	0.1 %
14.00	-	2	0.1 %

Value	Label	Unweighted Frequency	%
15.00	-	1	0.0 %
16.00	-	12	0.3 %
18.00	-	8	0.2 %
20.00	-	9	0.2 %
21.00	-	3	0.1 %
22.00	-	2	0.1 %
23.00	-	2	0.1 %
24.00	-	33	0.9 %
25.00	-	6	0.2 %
26.00	-	3	0.1 %
27.00	-	4	0.1 %
28.00	-	13	0.4 %
30.00	-	29	0.8 %
31.00	-	1	0.0 %
32.00	-	62	1.7 %
33.00	-	2	0.1 %
34.00	-	4	0.1 %
35.00	-	31	0.8 %
36.00	-	24	0.7 %
37.00	-	1	0.0 %
38.00	-	15	0.4 %
40.00	-	912	24.8 %
40.50	-	1	0.0 %
41.00	-	31	0.8 %
41.50	-	1	0.0 %
42.00	-	190	5.2 %
43.00	-	109	3.0 %
43.25	-	1	0.0 %
43.50	-	1	0.0 %
44.00	-	90	2.4 %
45.00	-	552	15.0 %
46.00	-	79	2.1 %
46.50	-	1	0.0 %
47.00	-	36	1.0 %
48.00	-	153	4.2 %
49.00	-	11	0.3 %
50.00	-	509	13.8 %
51.00	-	12	0.3 %
	Missing Data		

Value	Label	Unweighted Frequency	%
-7.00	REFUSED	2	0.1 %
-4.00	DON'T KNOW	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,680 valid cases out of 3,684 total cases.

- Mean: 45.23
- Median: 45.00
- Mode: 40.00
- Minimum: 0.00
- Maximum: 97.00
- Standard Deviation: 9.89

*Location:* 302-306 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -7.00 , -4.00

---

## WM\_HPQ2: Hours manager expects in a typical 7-day calendar week

How many hours does your manager expect you to work in a typical 7-day calendar week?

Value	Label	Unweighted Frequency	%
0.0	-	2	0.1 %
4.0	-	4	0.1 %
7.0	-	1	0.0 %
13.0	-	1	0.0 %
20.0	-	5	0.1 %
24.0	-	4	0.1 %
30.0	-	6	0.2 %
32.0	-	5	0.1 %
35.0	-	4	0.1 %
36.0	-	1	0.0 %
40.0	-	2368	64.3 %
41.0	-	1	0.0 %
42.0	-	35	1.0 %
42.5	-	1	0.0 %
43.0	-	15	0.4 %
44.0	-	17	0.5 %
45.0	-	522	14.2 %
46.0	-	3	0.1 %
47.0	-	8	0.2 %
48.0	-	32	0.9 %

Value	Label	Unweighted Frequency	%
49.0	-	7	0.2 %
50.0	-	321	8.7 %
52.0	-	3	0.1 %
53.0	-	1	0.0 %
54.0	-	3	0.1 %
55.0	-	37	1.0 %
56.0	-	11	0.3 %
58.0	-	1	0.0 %
60.0	-	28	0.8 %
62.0	-	1	0.0 %
65.0	-	1	0.0 %
70.0	-	3	0.1 %
80.0	-	4	0.1 %
	<b>Missing Data</b>		
-7.0	REFUSED	3	0.1 %
-4.0	DON'T KNOW	225	6.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,456 valid cases out of 3,684 total cases.

- Mean: 42.18
- Median: 40.00
- Mode: 40.00
- Minimum: 0.00
- Maximum: 80.00
- Standard Deviation: 4.83

Location: 307-310 (width: 4; decimal: 1)

Variable Type: numeric

(Range of) Missing Values: -7.0 , -4.0

## WM\_HPQ2FLAG: ODD HPQ RESPONSES: CHECK FOR MISTAKES

ODD HPQ RESPONSES: CHECK FOR MISTAKES

Value	Label	Unweighted Frequency	%
0	NO	0	0.0 %
1	YES	1	0.0 %
	<b>Missing Data</b>		
.	-	3683	100.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 1 valid cases out of 3,684 total cases.

- Minimum: 1.00



- Maximum: 1.00

Location: 311-311 (width: 1; decimal: 0)

Variable Type: numeric

## WM\_HPQ2R: Revised WM\_HPQ2r to correct likely FI keying mistake

RECODED WM\_HPQ2: Correcting likely data entry mistake.

Value	Label	Unweighted Frequency	%
0	-	2	0.1 %
13	-	1	0.0 %
20	-	2	0.1 %
24	-	1	0.0 %
30	-	2	0.1 %
32	-	1	0.0 %
35	-	1	0.0 %
40	-	540	14.7 %
42	-	12	0.3 %
43	-	7	0.2 %
44	-	5	0.1 %
45	-	116	3.1 %
46	-	1	0.0 %
47	-	1	0.0 %
48	-	9	0.2 %
49	-	2	0.1 %
50	-	65	1.8 %
52	-	1	0.0 %
54	-	1	0.0 %
55	-	6	0.2 %
56	-	4	0.1 %
60	-	7	0.2 %
80	-	2	0.1 %
	<b>Missing Data</b>		
-7	REFUSED	1	0.0 %
-4	DON'T KNOW	33	0.9 %
.	-	2861	77.7 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 789 valid cases out of 3,684 total cases.

- Mean: 42.03
- Median: 40.00
- Mode: 40.00

- Minimum: 0.00
- Maximum: 80.00
- Standard Deviation: 5.18

Location: 312-313 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

## WM\_HPQ3: Rating performance of most workers in job similar to R's

On a scale of 0 to 10, where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker, how would you rate the usual performance of most workers in a job similar to yours?

Value	Label	Unweighted Frequency	%
2	-	2	0.1 %
3	-	10	0.3 %
4	-	26	0.7 %
5	-	149	4.0 %
6	-	340	9.2 %
7	-	1337	36.3 %
8	-	1406	38.2 %
9	-	306	8.3 %
10	-	52	1.4 %
	<b>Missing Data</b>		
-7	REFUSED	10	0.3 %
-4	DON'T KNOW	46	1.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,628 valid cases out of 3,684 total cases.

- Mean: 7.39
- Median: 7.00
- Mode: 8.00
- Minimum: 2.00
- Maximum: 10.00
- Standard Deviation: 1.04

Location: 314-315 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4

## WM\_HPQ4: Self-rating of overall performance in past 4 weeks

Using the same 0 to 10 scale (where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker), how would you rate your overall performance on the days you worked during the past 4 weeks?

Value	Label	Unweighted Frequency	%
1	-	1	0.0 %
2	-	1	0.0 %

Value	Label	Unweighted Frequency	%
3	-	5	0.1 %
4	-	13	0.4 %
5	-	50	1.4 %
6	-	112	3.0 %
7	-	536	14.5 %
8	-	1557	42.3 %
9	-	1122	30.5 %
10	-	283	7.7 %
	<b>Missing Data</b>		
-7	REFUSED	2	0.1 %
-4	DON'T KNOW	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,680 valid cases out of 3,684 total cases.

- Mean: 8.19
- Median: 8.00
- Mode: 8.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 1.04

*Location:* 316-317 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## CVWM\_HPQABSABSNT: HPQ ABSOLUTE ABSENTEEISM: CONSTRUCTED

Absolute absenteeism

Value	Label	Unweighted Frequency	%
-200	-	1	0.0 %
-188	-	1	0.0 %
-184	-	1	0.0 %
-180	-	3	0.1 %
-176	-	2	0.1 %
-168	-	1	0.0 %
-160	-	2	0.1 %
-140	-	4	0.1 %
-132	-	1	0.0 %
-128	-	1	0.0 %
-124	-	2	0.1 %
-120	-	9	0.2 %
-112	-	4	0.1 %

Value	Label	Unweighted Frequency	%
-108	-	1	0.0 %
-100	-	25	0.7 %
-96	-	3	0.1 %
-88	-	10	0.3 %
-84	-	2	0.1 %
-80	-	91	2.5 %
-76	-	1	0.0 %
-72	-	16	0.4 %
-68	-	6	0.2 %
-64	-	12	0.3 %
-60	-	95	2.6 %
-56	-	12	0.3 %
-52	-	12	0.3 %
-50	-	1	0.0 %
-48	-	34	0.9 %
-44	-	10	0.3 %
-40	-	324	8.8 %
-36	-	14	0.4 %
-32	-	100	2.7 %
-28	-	53	1.4 %
-26	-	1	0.0 %
-24	-	70	1.9 %
-20	-	486	13.2 %
-16	-	90	2.4 %
-14	-	1	0.0 %
-13	-	1	0.0 %
-12	-	131	3.6 %
-8	-	170	4.6 %
-4	-	41	1.1 %
0	-	1138	30.9 %
4	-	11	0.3 %
8	-	26	0.7 %
12	-	26	0.7 %
16	-	29	0.8 %
20	-	79	2.1 %
24	-	7	0.2 %
28	-	10	0.3 %
	<b>Missing Data</b>		
.	-	230	6.2 %

Value	Label	Unweighted Frequency	%
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,454 valid cases out of 3,684 total cases.

- Mean: -10.94
- Median: -8.00
- Mode: 0.00
- Minimum: -200.00
- Maximum: 208.00
- Standard Deviation: 37.78

*Location:* 318-321 (width: 4; decimal: 0)

*Variable Type:* numeric

## CVWM\_HPQRELAB: HPQ RELATIVE ABSENTEEISM: CONSTRUCTED

Relative absenteeism

Value	Label	Unweighted Frequency	%
-11.500000000000	-	1	0.0 %
-10.500000000000	-	1	0.0 %
-9.000000000000	UNDEFINED/INVALID CALCULATION	2	0.1 %
-7.000000000000	-	1	0.0 %
-5.71428571429	-	1	0.0 %
-1.125000000000	-	3	0.1 %
-1.100000000000	-	2	0.1 %
-1.000000000000	-	1	0.0 %
-0.940000000000	-	1	0.0 %
-0.875000000000	-	4	0.1 %
-0.825000000000	-	1	0.0 %
-0.800000000000	-	1	0.0 %
-0.775000000000	-	1	0.0 %
-0.750000000000	-	5	0.1 %
-0.700000000000	-	2	0.1 %
-0.625000000000	-	18	0.5 %
-0.600000000000	-	8	0.2 %
-0.56363636364	-	1	0.0 %
-0.560000000000	-	1	0.0 %
-0.55555555556	-	7	0.2 %
-0.550000000000	-	8	0.2 %
-0.500000000000	-	81	2.2 %
-0.48888888889	-	1	0.0 %

Value	Label	Unweighted Frequency	%
-0.47619047619	-	1	0.0 %
-0.47500000000	-	1	0.0 %
-0.46666666667	-	2	0.1 %
-0.45000000000	-	12	0.3 %
-0.44444444444	-	5	0.1 %
-0.44000000000	-	2	0.1 %
-0.42500000000	-	2	0.1 %
-0.40000000000	-	16	0.4 %
-0.39534883721	-	1	0.0 %
-0.37777777778	-	2	0.1 %
-0.37500000000	-	59	1.6 %
-0.36363636364	-	3	0.1 %
-0.36170212766	-	1	0.0 %
-0.36000000000	-	1	0.0 %
-0.35000000000	-	10	0.3 %
-0.33333333333	-	26	0.7 %
-0.32500000000	-	8	0.2 %
-0.31250000000	-	1	0.0 %
-0.30000000000	-	39	1.1 %
-0.28888888889	-	3	0.1 %
-0.28571428571	-	2	0.1 %
-0.28000000000	-	2	0.1 %
-0.27500000000	-	2	0.1 %
-0.26666666667	-	3	0.1 %
-0.26000000000	-	1	0.0 %
-0.25000000000	-	243	6.6 %
-0.24444444444	-	5	0.1 %
	<b>Missing Data</b>		
.	-	230	6.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,454 valid cases out of 3,684 total cases.

- Mean: -0.08183199872
- Median: -0.05000000000
- Mode: 0.00000000000
- Minimum: -11.50000000000
- Maximum: 1.00000000000
- Standard Deviation: 0.43269763310

Location: 322-336 (width: 15; decimal: 11)

Variable Type: numeric

## CVWM\_HPQRELHWK: HPQ RELATIVE HOURS OF WORK: CONSTRUCTED

Relative hours of work

Value	Label	Unweighted Frequency	%
-9.000000000000	UNDEFINED/INVALID CALCULATION	2	0.1 %
0.000000000000	-	17	0.5 %
0.044444444444	-	1	0.0 %
0.050000000000	-	1	0.0 %
0.066666666667	-	1	0.0 %
0.075000000000	-	1	0.0 %
0.080000000000	-	1	0.0 %
0.093023255814	-	1	0.0 %
0.111111111111	-	2	0.1 %
0.125000000000	-	4	0.1 %
0.133333333333	-	1	0.0 %
0.160000000000	-	2	0.1 %
0.200000000000	-	5	0.1 %
0.222222222222	-	1	0.0 %
0.233333333333	-	1	0.0 %
0.244444444444	-	1	0.0 %
0.250000000000	-	2	0.1 %
0.266666666667	-	1	0.0 %
0.275000000000	-	1	0.0 %
0.300000000000	-	2	0.1 %
0.320000000000	-	1	0.0 %
0.325000000000	-	1	0.0 %
0.327272727273	-	1	0.0 %
0.333333333333	-	1	0.0 %
0.350000000000	-	2	0.1 %
0.355555555556	-	2	0.1 %
0.360000000000	-	2	0.1 %
0.375000000000	-	1	0.0 %
0.400000000000	-	9	0.2 %
0.436363636364	-	1	0.0 %
0.440000000000	-	1	0.0 %
0.444444444444	-	1	0.0 %
0.450000000000	-	5	0.1 %
0.476190476190	-	1	0.0 %

Value	Label	Unweighted Frequency	%
0.479166666667	-	1	0.0 %
0.480000000000	-	2	0.1 %
0.490566037736	-	1	0.0 %
0.500000000000	-	6	0.2 %
0.523809523810	-	1	0.0 %
0.525000000000	-	3	0.1 %
0.533333333333	-	4	0.1 %
0.555555555556	-	1	0.0 %
0.571428571429	-	1	0.0 %
0.575000000000	-	1	0.0 %
0.577777777778	-	1	0.0 %
0.581818181818	-	1	0.0 %
0.600000000000	-	29	0.8 %
0.622222222222	-	2	0.1 %
0.625000000000	-	5	0.1 %
0.640000000000	-	2	0.1 %
	<b>Missing Data</b>		
.	-	230	6.2 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,454 valid cases out of 3,684 total cases.

- Mean: 1.070830261602
- Median: 1.050000000000
- Mode: 1.000000000000
- Minimum: -9.000000000000
- Maximum: 12.500000000000
- Standard Deviation: 0.447115422910

*Location:* 337-351 (width: 15; decimal: 12)

*Variable Type:* numeric

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## CVWM\_HPQPRES: HPQ RELATIVE PRESENTEEISM: CONSTRUCTED

Relative presenteeism

Value	Label	Unweighted Frequency	%
0.250000000000	-	1	0.0 %
0.375000000000	-	2	0.1 %
0.500000000000	-	1	0.0 %
0.5714285714286	-	2	0.1 %
0.600000000000	-	1	0.0 %



Value	Label	Unweighted Frequency	%
0.6250000000000	-	11	0.3 %
0.6666666666667	-	3	0.1 %
0.7142857142857	-	12	0.3 %
0.7500000000000	-	17	0.5 %
0.7777777777778	-	11	0.3 %
0.8000000000000	-	7	0.2 %
0.8333333333333	-	15	0.4 %
0.8571428571429	-	43	1.2 %
0.8750000000000	-	95	2.6 %
0.8888888888889	-	34	0.9 %
0.9000000000000	-	5	0.1 %
1.0000000000000	-	1316	35.7 %
1.1111111111111	-	57	1.5 %
1.1250000000000	-	479	13.0 %
1.1428571428571	-	608	16.5 %
1.1666666666667	-	73	2.0 %
1.2000000000000	-	7	0.2 %
1.2500000000000	-	98	2.7 %
1.2857142857143	-	315	8.6 %
1.3333333333333	-	126	3.4 %
1.4000000000000	-	39	1.1 %
1.4285714285714	-	52	1.4 %
1.5000000000000	-	63	1.7 %
1.6000000000000	-	46	1.2 %
1.6666666666667	-	18	0.5 %
1.7500000000000	-	4	0.1 %
1.8000000000000	-	33	0.9 %
2.0000000000000	-	33	0.9 %
	<b>Missing Data</b>		
.	-	57	1.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,627 valid cases out of 3,684 total cases.

- Mean: 1.1238811865156
- Median: 1.1250000000000
- Mode: 1.0000000000000
- Minimum: 0.2500000000000
- Maximum: 2.0000000000000
- Standard Deviation: 0.1934299713090

*Location:* 352-366 (width: 15; decimal: 13)

**CVWM\_HPQPROD: HPQ PRODUCTIVITY: CONSTRUCTED**

Productivity

Value	Label	Unweighted Frequency	%
0.000000000000	-	17	0.5 %
0.050000000000	-	1	0.0 %
0.050793650794	-	1	0.0 %
0.066666666667	-	1	0.0 %
0.075000000000	-	1	0.0 %
0.091428571429	-	1	0.0 %
0.095238095238	-	1	0.0 %
0.111111111111	-	1	0.0 %
0.125000000000	-	2	0.1 %
0.139534883721	-	1	0.0 %
0.142857142857	-	2	0.1 %
0.160714285714	-	1	0.0 %
0.180000000000	-	2	0.1 %
0.182857142857	-	1	0.0 %
0.200000000000	-	4	0.1 %
0.222222222222	-	1	0.0 %
0.228571428571	-	1	0.0 %
0.250000000000	-	2	0.1 %
0.262500000000	-	1	0.0 %
0.285714285714	-	1	0.0 %
0.300000000000	-	2	0.1 %
0.314285714286	-	1	0.0 %
0.333333333333	-	1	0.0 %
0.342857142857	-	1	0.0 %
0.350000000000	-	2	0.1 %
0.353571428571	-	1	0.0 %
0.355555555556	-	2	0.1 %
0.374025974026	-	1	0.0 %
0.375000000000	-	2	0.1 %
0.400000000000	-	3	0.1 %
0.405000000000	-	1	0.0 %
0.411428571429	-	1	0.0 %
0.417857142857	-	1	0.0 %
0.421875000000	-	1	0.0 %
0.428571428571	-	1	0.0 %

Value	Label	Unweighted Frequency	%
0.436058700210	-	1	0.0 %
0.436363636364	-	1	0.0 %
0.437500000000	-	1	0.0 %
0.450000000000	-	2	0.1 %
0.457142857143	-	2	0.1 %
0.468750000000	-	1	0.0 %
0.476190476190	-	1	0.0 %
0.479166666667	-	1	0.0 %
0.480000000000	-	1	0.0 %
0.486000000000	-	1	0.0 %
0.493827160494	-	1	0.0 %
0.495000000000	-	1	0.0 %
0.500000000000	-	4	0.1 %
0.506250000000	-	1	0.0 %
0.514285714286	-	3	0.1 %
	Missing Data		
.	-	280	7.6 %
	Total	3,684	100%

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,404 valid cases out of 3,684 total cases.

- Mean: 1.210522557829
- Minimum: 0.000000000000
- Maximum: 14.285714285714
- Standard Deviation: 0.485119247706

Location: 367-381 (width: 15; decimal: 12)

Variable Type: numeric

## CVPH\_BEDHRS: NUMBER OF HOURS IN BED: CONSTRUCTED

Number of hours in bed. NOTES: Only the constructed variable CVPH\_BEDHRS is included in public use data; the individual items on which it is based are not included (these items are available in the restricted use data).

Value	Label	Unweighted Frequency	%
3.000000000000	-	2	0.1 %
3.500000000000	-	3	0.1 %
4.000000000000	-	12	0.3 %
4.166666666667	-	1	0.0 %
4.250000000000	-	1	0.0 %
4.500000000000	-	12	0.3 %

Value	Label	Unweighted Frequency	%
4.51666666667	-	1	0.0 %
4.65000000000	-	1	0.0 %
4.75000000000	-	3	0.1 %
4.83333333333	-	1	0.0 %
4.98333333333	-	2	0.1 %
5.00000000000	-	48	1.3 %
5.25000000000	-	9	0.2 %
5.33333333333	-	2	0.1 %
5.41666666667	-	1	0.0 %
5.46666666667	-	1	0.0 %
5.50000000000	-	92	2.5 %
5.66666666667	-	2	0.1 %
5.75000000000	-	20	0.5 %
5.83333333333	-	1	0.0 %
5.91666666667	-	1	0.0 %
6.00000000000	-	214	5.8 %
6.08333333333	-	2	0.1 %
6.16666666667	-	2	0.1 %
6.25000000000	-	54	1.5 %
6.33333333333	-	7	0.2 %
6.41666666667	-	1	0.0 %
6.50000000000	-	321	8.7 %
6.58333333333	-	5	0.1 %
6.66666666667	-	11	0.3 %
6.75000000000	-	86	2.3 %
6.81666666667	-	1	0.0 %
6.83333333333	-	17	0.5 %
6.88333333333	-	1	0.0 %
6.91666666667	-	1	0.0 %
6.98333333333	-	1	0.0 %
7.00000000000	-	576	15.6 %
7.08333333333	-	7	0.2 %
7.16666666667	-	16	0.4 %
7.20000000000	-	2	0.1 %
7.23333333333	-	1	0.0 %
7.25000000000	-	141	3.8 %
7.26666666667	-	1	0.0 %
7.30000000000	-	1	0.0 %
7.33333333333	-	14	0.4 %

Value	Label	Unweighted Frequency	%
7.350000000000	-	1	0.0 %
7.383333333333	-	1	0.0 %
7.416666666667	-	5	0.1 %
7.500000000000	-	646	17.5 %
7.516666666667	-	1	0.0 %
	<b>Missing Data</b>		
.	-	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 3,682 valid cases out of 3,684 total cases.

- Mean: 7.329245880862
- Median: 7.500000000000
- Mode: 7.500000000000
- Minimum: 3.000000000000
- Maximum: 13.000000000000
- Standard Deviation: 0.956166983654

*Location:* 382-396 (width: 15; decimal: 12)

*Variable Type:* numeric

## EM\_DIST1R: REVERSE CODED: R FELT SO SAD NOTHING COULD CHEER R UP

The next set of questions asks about happy and sad feelings you experienced during the past 30 days. For each question, please tell me whether you felt the following ways all of the time, most of the time, some of the time, a little of the time, or none of the time. During the past 30 days, how much of the time did you feel so sad nothing could cheer you up? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	2145	58.2 %
2	A LITTLE OF THE TIME	1108	30.1 %
3	SOME OF THE TIME	374	10.2 %
4	MOST OF THE TIME	52	1.4 %
5	ALL OF THE TIME	5	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 397-397 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## EM\_DIST2R: REVERSE CODED: R FELT NERVOUS

During the past 30 days, how much of the time did you feel nervous? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	811	22.0 %
2	A LITTLE OF THE TIME	1743	47.3 %
3	SOME OF THE TIME	986	26.8 %
4	MOST OF THE TIME	127	3.4 %
5	ALL OF THE TIME	17	0.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 398-398 (width: 1; decimal: 0)

Variable Type: numeric

---

## EM\_DIST3R: REVERSE CODED: R FELT RESTLESS OR FIDGETY

During the past 30 days, how much of the time did you feel restless or fidgety? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	706	19.2 %
2	A LITTLE OF THE TIME	1608	43.6 %
3	SOME OF THE TIME	1114	30.2 %
4	MOST OF THE TIME	230	6.2 %
5	ALL OF THE TIME	25	0.7 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,683 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 399-400 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7

---

## EM\_DIST4R: REVERSE CODED: R FELT HOPELESS

During the past 30 days, how much of the time did you feel hopeless? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	2839	77.1 %
2	A LITTLE OF THE TIME	614	16.7 %
3	SOME OF THE TIME	193	5.2 %
4	MOST OF THE TIME	36	1.0 %
5	ALL OF THE TIME	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 401-401 (width: 1; decimal: 0)

Variable Type: numeric

---

## EM\_DIST5R: REVERSE CODED: R FELT THAT EVERYTHING WAS AN EFFORT

During the past 30 days, how much of the time did you feel that everything was an effort? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	1437	39.0 %
2	A LITTLE OF THE TIME	1386	37.6 %
3	SOME OF THE TIME	639	17.3 %
4	MOST OF THE TIME	196	5.3 %
5	ALL OF THE TIME	23	0.6 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,681 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 402-403 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4

---

## EM\_DIST6R: REVERSE CODED: R FELT WORTHLESS

During the past 30 days, how much of the time did you feel worthless? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	2980	80.9 %
2	A LITTLE OF THE TIME	525	14.3 %

Value	Label	Unweighted Frequency	%
3	SOME OF THE TIME	159	4.3 %
4	MOST OF THE TIME	16	0.4 %
5	ALL OF THE TIME	4	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 404-404 (width: 1; decimal: 0)

*Variable Type:* numeric

## SCEM\_DIST: PSYCHOLOGICAL DISTRESS: SCALE

Psychological Distress, listwise deletion

Value	Label	Unweighted Frequency	%
6	-	234	6.4 %
7	-	332	9.0 %
8	-	563	15.3 %
9	-	596	16.2 %
10	-	489	13.3 %
11	-	383	10.4 %
12	-	301	8.2 %
13	-	222	6.0 %
14	-	182	4.9 %
15	-	104	2.8 %
16	-	91	2.5 %
17	-	59	1.6 %
18	-	33	0.9 %
19	-	26	0.7 %
20	-	22	0.6 %
21	-	16	0.4 %
22	-	13	0.4 %
23	-	5	0.1 %
24	-	3	0.1 %
25	-	4	0.1 %
29	-	2	0.1 %
	<b>Missing Data</b>		
-8	NOT ENOUGH RESPONSES TO COMPUTE SCALE	4	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>



Based upon 3,680 valid cases out of 3,684 total cases.

- Mean: 10.40
- Median: 10.00
- Mode: 9.00
- Minimum: 6.00
- Maximum: 29.00
- Standard Deviation: 3.19

*Location:* 405-406 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -8

## SCEM\_DIST1: PSYCHOLOGICAL DISTRESS: SCALE: IMPUTED

Psychological Distress, mean imputed

Value	Label	Unweighted Frequency	%
6.0	-	235	6.4 %
7.0	-	332	9.0 %
7.2	-	1	0.0 %
8.0	-	563	15.3 %
8.4	-	1	0.0 %
9.0	-	596	16.2 %
10.0	-	489	13.3 %
11.0	-	383	10.4 %
12.0	-	301	8.2 %
13.0	-	222	6.0 %
14.0	-	182	4.9 %
14.4	-	1	0.0 %
15.0	-	104	2.8 %
16.0	-	91	2.5 %
17.0	-	59	1.6 %
18.0	-	33	0.9 %
19.0	-	26	0.7 %
20.0	-	22	0.6 %
21.0	-	16	0.4 %
22.0	-	13	0.4 %
23.0	-	5	0.1 %
24.0	-	3	0.1 %
25.0	-	4	0.1 %
29.0	-	2	0.1 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 3,684 valid cases out of 3,684 total cases.

- Mean: 10.394951140065
- Median: 10.000000000000
- Mode: 9.000000000000
- Minimum: 6.000000000000
- Maximum: 29.000000000000
- Standard Deviation: 3.194997876136

Location: 407-421 (width: 15; decimal: 12)

Variable Type: numeric

## EM\_STRS1R: REVERSE CODED: R FELT R WAS UNABLE TO CONTROL THE IMPORTANT THINGS IN LIFE

The next set of questions is about how you have felt during the past 30 days. Please respond using very often, fairly often, sometimes, almost never, or never. During the past 30 days, how often have you felt that you were unable to control the important things in your life? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	NEVER	625	17.0 %
2	ALMOST NEVER	1119	30.4 %
3	SOMETIMES	912	24.8 %
4	FAIRLY OFTEN	186	5.0 %
5	VERY OFTEN	50	1.4 %
	<b>Missing Data</b>		
.	-	792	21.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 2,892 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 422-422 (width: 1; decimal: 0)

Variable Type: numeric

## EM\_STRS2: R felt confident about ability to handle personal problems

During the past 30 days, how often have you felt confident about your ability to handle your personal problems? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	VERY OFTEN	1135	30.8 %
2	FAIRLY OFTEN	1243	33.7 %
3	SOMETIMES	423	11.5 %
4	ALMOST NEVER	71	1.9 %
5	NEVER	20	0.5 %
	<b>Missing Data</b>		
.	-	792	21.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 2,892 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 423-423 (width: 1; decimal: 0)

Variable Type: numeric

### EM\_STRS3: R felt that things were going R's way

During the past 30 days, how often have you felt that things were going your way? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	VERY OFTEN	488	13.2 %
2	FAIRLY OFTEN	1345	36.5 %
3	SOMETIMES	911	24.7 %
4	ALMOST NEVER	132	3.6 %
5	NEVER	16	0.4 %
	Missing Data		
.	-	792	21.5 %
	Total	3,684	100%

Based upon 2,892 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 424-424 (width: 1; decimal: 0)

Variable Type: numeric

### EM\_STRS4R: REVERSE CODED: R FELT DIFFICULTIES WERE PILING UP & COULD NOT OVERCOME THEM

During the past 30 days, how often have you felt difficulties were piling up so high that you could not overcome them? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	NEVER	919	24.9 %
2	ALMOST NEVER	1231	33.4 %
3	SOMETIMES	587	15.9 %
4	FAIRLY OFTEN	137	3.7 %
5	VERY OFTEN	18	0.5 %
	Missing Data		
.	-	792	21.5 %
	Total	3,684	100%

Based upon 2,892 valid cases out of 3,684 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 425-425 (width: 1; decimal: 0)

*Variable Type:* numeric

## SCEM\_STRS: PERCEIVED STRESS: SCALE

Perceived Stress, listwise deletion

Value	Label	Unweighted Frequency	%
4	-	192	5.2 %
5	-	260	7.1 %
6	-	326	8.8 %
7	-	363	9.9 %
8	-	457	12.4 %
9	-	360	9.8 %
10	-	333	9.0 %
11	-	229	6.2 %
12	-	181	4.9 %
13	-	92	2.5 %
14	-	50	1.4 %
15	-	21	0.6 %
16	-	15	0.4 %
17	-	4	0.1 %
18	-	7	0.2 %
19	-	1	0.0 %
20	-	1	0.0 %
	<b>Missing Data</b>		
.	-	792	21.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 2,892 valid cases out of 3,684 total cases.

- Mean: 8.36
- Median: 8.00
- Mode: 8.00
- Minimum: 4.00
- Maximum: 20.00
- Standard Deviation: 2.68

*Location:* 426-427 (width: 2; decimal: 0)

*Variable Type:* numeric

## SCEM\_STRSI: PERCEIVED STRESS: SCALE: IMPUTED

Perceived Stress, mean imputed

Value	Label	Unweighted Frequency	%
4	-	192	5.2 %
5	-	260	7.1 %
6	-	326	8.8 %
7	-	363	9.9 %
8	-	457	12.4 %
9	-	360	9.8 %
10	-	333	9.0 %
11	-	229	6.2 %
12	-	181	4.9 %
13	-	92	2.5 %
14	-	50	1.4 %
15	-	21	0.6 %
16	-	15	0.4 %
17	-	4	0.1 %
18	-	7	0.2 %
19	-	1	0.0 %
20	-	1	0.0 %
	<b>Missing Data</b>		
.	-	792	21.5 %
	<b>Total</b>	<b>3,684</b>	<b>100%</b>

Based upon 2,892 valid cases out of 3,684 total cases.

- Mean: 8.36
- Median: 8.00
- Mode: 8.00
- Minimum: 4.00
- Maximum: 20.00
- Standard Deviation: 2.68

*Location:* 428-429 (width: 2; decimal: 0)

*Variable Type:* numeric

# Leef Data Set

## ADMINLINK: Resdpondent ID

Respondent ID

Value	Label	Unweighted Frequency	%
L0001	-	4	0.1 %
L0002	-	4	0.1 %
L0003	-	4	0.1 %
L0004	-	1	0.0 %
L0005	-	2	0.0 %
L0006	-	4	0.1 %
L0007	-	1	0.0 %
L0008	-	3	0.1 %
L0009	-	4	0.1 %
L0010	-	4	0.1 %
L0011	-	4	0.1 %
L0012	-	4	0.1 %
L0013	-	4	0.1 %
L0014	-	2	0.0 %
L0015	-	1	0.0 %
L0016	-	3	0.1 %
L0017	-	1	0.0 %
L0018	-	4	0.1 %
L0019	-	2	0.0 %
L0020	-	4	0.1 %
L0021	-	4	0.1 %
L0022	-	4	0.1 %
L0023	-	4	0.1 %
L0024	-	4	0.1 %
L0025	-	1	0.0 %
L0026	-	4	0.1 %
L0027	-	3	0.1 %
L0028	-	2	0.0 %
L0029	-	2	0.0 %
L0030	-	4	0.1 %
L0031	-	4	0.1 %
L0032	-	1	0.0 %
L0033	-	4	0.1 %
L0034	-	2	0.0 %

Value	Label	Unweighted Frequency	%
L0035	-	1	0.0 %
L0036	-	2	0.0 %
L0037	-	4	0.1 %
L0038	-	1	0.0 %
L0039	-	4	0.1 %
L0040	-	1	0.0 %
L0041	-	1	0.0 %
L0042	-	4	0.1 %
L0043	-	3	0.1 %
L0044	-	4	0.1 %
L0045	-	2	0.0 %
L0046	-	1	0.0 %
L0047	-	1	0.0 %
L0048	-	4	0.1 %
L0049	-	2	0.0 %
L0050	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,509 valid cases out of 5,509 total cases.

*Location:* 1-5 (width: 5; decimal: 0)

*Variable Type:* character

---

## WAVE: WAVE

Wave of interview

Value	Label	Unweighted Frequency	%
1	BASELINE	1708	31.0 %
2	6-MONTH FOLLOW-UP	1429	25.9 %
3	12-MONTH FOLLOW-UP	1228	22.3 %
4	18-MONTH FOLLOW-UP	1144	20.8 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 4.00

*Location:* 6-6 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## EMPLOYEE: EMPLOYEE

Employee Indicator Variable

Value	Label	Unweighted Frequency	%
0	NOT AN EMPLOYEE	620	11.3 %
1	EMPLOYEE	4889	88.7 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Minimum: 0.00
- Maximum: 1.00

Location: 7-7 (width: 1; decimal: 0)

Variable Type: numeric

---

## MANAGER: MANAGER

Manager Indicator Variable

Value	Label	Unweighted Frequency	%
0	NOT A MANAGER	4889	88.7 %
1	MANAGER	620	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Minimum: 0.00
- Maximum: 1.00

Location: 8-8 (width: 1; decimal: 0)

Variable Type: numeric

---

## LF\_CENTERID: Leef Center ID

Leef Center ID

Value	Label	Unweighted Frequency	%
1	-	112	2.0 %
2	-	208	3.8 %
3	-	322	5.8 %
4	-	318	5.8 %
5	-	122	2.2 %
6	-	178	3.2 %
8	-	108	2.0 %
9	-	203	3.7 %
10	-	246	4.5 %



Value	Label	Unweighted Frequency	%
11	-	138	2.5 %
12	-	154	2.8 %
13	-	298	5.4 %
14	-	154	2.8 %
15	-	180	3.3 %
16	-	127	2.3 %
17	-	235	4.3 %
18	-	165	3.0 %
19	-	139	2.5 %
20	-	223	4.0 %
21	-	205	3.7 %
22	-	279	5.1 %
23	-	214	3.9 %
24	-	101	1.8 %
25	-	143	2.6 %
26	-	241	4.4 %
27	-	84	1.5 %
28	-	90	1.6 %
29	-	226	4.1 %
30	-	183	3.3 %
31	-	113	2.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Mean: 15.57
- Median: 16.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 31.00
- Standard Deviation: 8.82

*Location:* 9-10 (width: 2; decimal: 0)

*Variable Type:* numeric

---

## RMZBLOCK: RANDOMIZATION BLOCK

Randomization Block

Value	Label	Unweighted Frequency	%
1	BLOCK 1	362	6.6 %
2	BLOCK 2	391	7.1 %
3	BLOCK 3	498	9.0 %
4	BLOCK 4	568	10.3 %

Value	Label	Unweighted Frequency	%
5	BLOCK 5	1195	21.7 %
6	BLOCK 6	1069	19.4 %
7	BLOCK 7	699	12.7 %
8	BLOCK 8	727	13.2 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 8.00

*Location:* 11-11 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## RMZCLUSTER: RANDOMIZATION CLUSTER

Randomization Cluster

Value	Label	Unweighted Frequency	%
1	-	112	2.0 %
2	-	180	3.3 %
3	-	279	5.1 %
4	-	318	5.8 %
5	-	154	2.8 %
6	-	208	3.8 %
7	-	246	4.5 %
8	-	322	5.8 %
9	-	108	2.0 %
10	-	165	3.0 %
11	-	178	3.2 %
12	-	298	5.4 %
13	-	205	3.7 %
14	-	241	4.4 %
15	-	226	4.1 %
16	-	138	2.5 %
17	-	113	2.1 %
18	-	235	4.3 %
19	-	143	2.6 %
20	-	214	3.9 %
21	-	90	1.6 %
22	-	203	3.7 %
23	-	183	3.3 %

Value	Label	Unweighted Frequency	%
24	-	223	4.0 %
25	-	122	2.2 %
26	-	139	2.5 %
27	-	101	1.8 %
28	-	127	2.3 %
29	-	154	2.8 %
30	-	84	1.5 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Mean: 14.10
- Median: 13.00
- Mode: 8.00
- Minimum: 1.00
- Maximum: 30.00
- Standard Deviation: 8.22

*Location:* 12-13 (width: 2; decimal: 0)

*Variable Type:* numeric

---

## RMZTURNOVER: RANDOMIZATION CLUSTER'S TURNOVER RATE

Randomization Cluster's Turnover Rate

Value	Label	Unweighted Frequency	%
0.0850	-	226	4.1 %
0.0990	-	143	2.6 %
0.1240	-	178	3.2 %
0.1340	-	138	2.5 %
0.1370	-	113	2.1 %
0.1548	-	139	2.5 %
0.1600	-	208	3.8 %
0.1700	-	241	4.4 %
0.1740	-	298	5.4 %
0.1770	-	122	2.2 %
0.1800	-	214	3.9 %
0.1840	-	318	5.8 %
0.1880	-	108	2.0 %
0.1930	-	183	3.3 %
0.2060	-	322	5.8 %
0.2100	-	154	2.8 %
0.2110	-	112	2.0 %
0.2140	-	235	4.3 %

Value	Label	Unweighted Frequency	%
0.2200	-	205	3.7 %
0.2360	-	279	5.1 %
0.2370	-	180	3.3 %
0.2500	-	223	4.0 %
0.2655	-	127	2.3 %
0.2694	-	154	2.8 %
0.2880	-	165	3.0 %
0.3070	-	203	3.7 %
0.3210	-	246	4.5 %
0.3793	-	101	1.8 %
0.3960	-	84	1.5 %
0.4880	-	90	1.6 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Mean: 0.2129
- Median: 0.2060
- Mode: 0.2060
- Minimum: 0.0850
- Maximum: 0.4880
- Standard Deviation: 0.0746

*Location:* 14-19 (width: 6; decimal: 4)

*Variable Type:* numeric

---

## RMZRETENTION: RANDOMIZATION CLUSTER'S RETENTION RATE

Randomization Cluster's Retention Rate

Value	Label	Unweighted Frequency	%
0.6792	-	84	1.5 %
0.6885	-	101	1.8 %
0.7110	-	90	1.6 %
0.7280	-	203	3.7 %
0.7530	-	165	3.0 %
0.7660	-	180	3.3 %
0.7680	-	112	2.0 %
0.7820	-	279	5.1 %
0.7879	-	154	2.8 %
0.7990	-	246	4.5 %
0.8070	-	205	3.7 %
0.8150	-	183	3.3 %
0.8160	-	235	4.3 %

Value	Label	Unweighted Frequency	%
0.8167	-	122	2.2 %
0.8200	-	318	5.8 %
0.8270	-	298	5.4 %
0.8393	-	127	2.3 %
0.8400	-	223	4.0 %
0.8500	-	214	3.9 %
0.8570	-	108	2.0 %
0.8600	-	395	7.2 %
0.8700	-	208	3.8 %
0.8890	-	138	2.5 %
0.8974	-	139	2.5 %
0.9000	-	113	2.1 %
0.9030	-	143	2.6 %
0.9080	-	178	3.2 %
0.9250	-	226	4.1 %
0.9300	-	322	5.8 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Mean: 0.8301
- Median: 0.8270
- Mode: 0.8600
- Minimum: 0.6792
- Maximum: 0.9300
- Standard Deviation: 0.0610

*Location:* 20-25 (width: 6; decimal: 4)

*Variable Type:* numeric

## RMZEMP: RANDOMIZATION CLUSTER'S NUMBER OF EMPLOYEES

Randomized Group's Number of Employees

Value	Label	Unweighted Frequency	%
42	-	90	1.6 %
43	-	84	1.5 %
48	-	235	4.3 %
51	-	367	6.7 %
52	-	127	2.3 %
58	-	108	2.0 %
62	-	143	2.6 %
66	-	208	3.8 %
67	-	180	3.3 %

Value	Label	Unweighted Frequency	%
69	-	139	2.5 %
72	-	203	3.7 %
73	-	343	6.2 %
77	-	183	3.3 %
79	-	165	3.0 %
80	-	223	4.0 %
85	-	154	2.8 %
88	-	178	3.2 %
89	-	449	8.2 %
90	-	241	4.4 %
95	-	298	5.4 %
96	-	226	4.1 %
99	-	279	5.1 %
117	-	318	5.8 %
128	-	568	10.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Mean: 82.97
- Median: 80.00
- Mode: 128.00
- Minimum: 42.00
- Maximum: 128.00
- Standard Deviation: 23.76

*Location:* 26-28 (width: 3; decimal: 0)

*Variable Type:* numeric

---

## CONDITION: CONDITION

Condition

Value	Label	Unweighted Frequency	%
1	INTERVENTION	2573	46.7 %
2	CONTROL	2936	53.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,509 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 2.00

*Location:* 29-29 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## **CVRD\_WEND2: Time worked when R works weekend days/shifts: CONSTRUCTED**

[If respondent reporting working > 0 weekend days/shifts per month in non-public use gate question:] Is this usually a full weekend day or shift, or only an hour or two on this job?

Value	Label	Unweighted Frequency	%
1	FULL WEEKEND DAY OR SHIFT	1424	25.8 %
2	ABOUT HALF A DAY OR SHIFT	45	0.8 %
3	ONLY AN HOUR OR TWO	11	0.2 %
	<b>Missing Data</b>		
.	-	4029	73.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 1,480 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 3.00

*Location:* 30-30 (width: 1; decimal: 0)  
*Variable Type:* numeric

---

## **WM\_CWH1R: REVERSE CODED: Choice over vacations or days off**

The first few questions are going to ask about your perceived control over your work schedule at ^FCOMPANY. How much choice do you have over when you take vacations or days off? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	297	5.4 %
2	LITTLE	613	11.1 %
3	A MODERATE AMOUNT	1721	31.2 %
4	MUCH	1558	28.3 %
5	VERY MUCH	1288	23.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	32	0.6 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,477 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 31-32 (width: 2; decimal: 0)  
*Variable Type:* numeric  
*(Range of) Missing Values:* -4

---

## **WM\_CWH2R: REVERSE CODED: Choice over when R can take off a few hours**

How much choice do you have over when you can take off a few hours? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	966	17.5 %
2	LITTLE	1235	22.4 %
3	A MODERATE AMOUNT	1352	24.5 %
4	MUCH	1080	19.6 %
5	VERY MUCH	835	15.2 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	40	0.7 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,468 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 33-34 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

### WM\_CWH3R: REVERSE CODED: Choice over when R begins/ends each work day

How much choice do you have over when you begin and end each work day? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	1648	29.9 %
2	LITTLE	1256	22.8 %
3	A MODERATE AMOUNT	955	17.3 %
4	MUCH	914	16.6 %
5	VERY MUCH	723	13.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	13	0.2 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,496 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 35-36 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4

---

### WM\_CWH4R: REVERSE CODED: Choice over total number of hours R works each week

How much choice do you have over the total number of hours you work each week? [Please answer thinking about what you feel or believe is realistic for you, in your job.]



Value	Label	Unweighted Frequency	%
1	VERY LITTLE	785	14.2 %
2	LITTLE	925	16.8 %
3	A MODERATE AMOUNT	1384	25.1 %
4	MUCH	1304	23.7 %
5	VERY MUCH	1105	20.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	6	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,503 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 37-38 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -4

## WM\_CWH5R: REVERSE CODED: Choice in doing work at home/other location

How much choice do you have over doing some of your work at home or at another location, instead of [insert company name/location]? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	3338	60.6 %
2	LITTLE	716	13.0 %
3	A MODERATE AMOUNT	382	6.9 %
4	MUCH	401	7.3 %
5	VERY MUCH	626	11.4 %
	<b>Missing Data</b>		
-7	REFUSAL	7	0.1 %
-4	DON'T KNOW	39	0.7 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,463 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 39-40 (width: 2; decimal: 0)

Variable Type: numeric

(Range of Missing Values: -7 , -4

## WM\_CWH6R: REVERSE CODED: Choice over # of personal calls while at work

How much choice do you have over the number of personal phone calls you make or receive while you work? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	1610	29.2 %
2	LITTLE	1145	20.8 %
3	A MODERATE AMOUNT	1196	21.7 %
4	MUCH	768	13.9 %
5	VERY MUCH	762	13.8 %
	<b>Missing Data</b>		
-7	REFUSAL	2	0.0 %
-4	DON'T KNOW	26	0.5 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,481 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 41-42 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_CWH7R: REVERSE CODED: Choice over amount/times R takes work home

How much choice do you have over the amount or times you take work home with you? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	2993	54.3 %
2	LITTLE	649	11.8 %
3	A MODERATE AMOUNT	378	6.9 %
4	MUCH	447	8.1 %
5	VERY MUCH	993	18.0 %
	<b>Missing Data</b>		
-7	REFUSAL	8	0.1 %
-4	DON'T KNOW	41	0.7 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,460 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 43-44 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_CWH8R: REVERSE CODED: Choice over changing FT/PT/shift in current position

How much choice do you have over shifting to a part-time schedule (or full-time if currently part-time) while remaining in your current position if you wanted to do so? [Please answer thinking about what you feel or believe is realistic for you, in your job.]

Value	Label	Unweighted Frequency	%
1	VERY LITTLE	1526	27.7 %
2	LITTLE	1006	18.3 %
3	A MODERATE AMOUNT	1250	22.7 %
4	MUCH	914	16.6 %
5	VERY MUCH	729	13.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	84	1.5 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,425 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 45-46 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4

---

## SCWM\_CWH: CONTROL OVER WORK HOURS: SCALE

Listwise deletion

Value	Label	Unweighted Frequency	%
1.000	-	24	0.4 %
1.125	-	24	0.4 %
1.250	-	58	1.1 %
1.375	-	78	1.4 %
1.500	-	119	2.2 %
1.625	-	155	2.8 %
1.750	-	182	3.3 %
1.875	-	233	4.2 %
2.000	-	266	4.8 %
2.125	-	310	5.6 %
2.250	-	295	5.4 %
2.375	-	320	5.8 %
2.500	-	326	5.9 %
2.625	-	303	5.5 %
2.750	-	308	5.6 %
2.875	-	322	5.8 %
3.000	-	298	5.4 %
3.125	-	245	4.4 %

Value	Label	Unweighted Frequency	%
3.250	-	237	4.3 %
3.375	-	200	3.6 %
3.500	-	196	3.6 %
3.625	-	156	2.8 %
3.750	-	118	2.1 %
3.875	-	111	2.0 %
4.000	-	98	1.8 %
4.125	-	76	1.4 %
4.250	-	60	1.1 %
4.375	-	47	0.9 %
4.500	-	51	0.9 %
4.625	-	27	0.5 %
4.750	-	19	0.3 %
4.875	-	7	0.1 %
5.000	-	21	0.4 %
	<b>Missing Data</b>		
-8.000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	219	4.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,290 valid cases out of 5,509 total cases.

- Mean: 2.721
- Median: 2.625
- Mode: 2.500
- Minimum: 1.000
- Maximum: 5.000
- Standard Deviation: 0.787

Location: 47-52 (width: 6; decimal: 3)

Variable Type: numeric

(Range of) Missing Values: -8.000

## SCWM\_CWHI: CONTROL OVER WORK HOURS: SCALE: IMPUTED

Mean imputed

Value	Label	Unweighted Frequency	%
1.000000000000	-	25	0.5 %
1.125000000000	-	24	0.4 %
1.142857142857	-	2	0.0 %
1.250000000000	-	58	1.1 %
1.285714285714	-	1	0.0 %
1.333333333333	-	3	0.1 %
1.375000000000	-	78	1.4 %

Value	Label	Unweighted Frequency	%
1.428571428571	-	2	0.0 %
1.500000000000	-	121	2.2 %
1.571428571429	-	5	0.1 %
1.625000000000	-	155	2.8 %
1.666666666667	-	4	0.1 %
1.714285714286	-	8	0.1 %
1.750000000000	-	182	3.3 %
1.857142857143	-	5	0.1 %
1.875000000000	-	233	4.2 %
2.000000000000	-	280	5.1 %
2.125000000000	-	310	5.6 %
2.142857142857	-	12	0.2 %
2.166666666667	-	3	0.1 %
2.250000000000	-	295	5.4 %
2.285714285714	-	9	0.2 %
2.333333333333	-	3	0.1 %
2.375000000000	-	320	5.8 %
2.428571428571	-	16	0.3 %
2.500000000000	-	329	6.0 %
2.571428571429	-	11	0.2 %
2.625000000000	-	303	5.5 %
2.666666666667	-	2	0.0 %
2.714285714286	-	15	0.3 %
2.750000000000	-	308	5.6 %
2.833333333333	-	7	0.1 %
2.857142857143	-	12	0.2 %
2.875000000000	-	322	5.8 %
3.000000000000	-	309	5.6 %
3.125000000000	-	245	4.4 %
3.142857142857	-	8	0.1 %
3.166666666667	-	1	0.0 %
3.250000000000	-	237	4.3 %
3.285714285714	-	9	0.2 %
3.333333333333	-	1	0.0 %
3.375000000000	-	200	3.6 %
3.428571428571	-	6	0.1 %
3.500000000000	-	197	3.6 %
3.571428571429	-	6	0.1 %
3.625000000000	-	156	2.8 %

Value	Label	Unweighted Frequency	%
3.714285714286	-	6	0.1 %
3.750000000000	-	118	2.1 %
3.833333333333	-	2	0.0 %
3.857142857143	-	3	0.1 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	17	0.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,492 valid cases out of 5,509 total cases.

- Mean: 2.717346443311
- Median: 2.625000000000
- Mode: 2.500000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.784784158706

*Location:* 53-67 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000

## WM\_JSTR1R: REVERSE CODED: MAKE A LOT OF DECISIONS ON OWN

The next set of statements will ask about your experience of the day-to-day functions of your job at ^FCOMPANY. Your job allows you to make a lot of decisions on your own.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	113	2.1 %
2	DISAGREE	705	12.8 %
3	NEITHER	931	16.9 %
4	AGREE	2541	46.1 %
5	STRONGLY AGREE	1216	22.1 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,506 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 68-69 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_JSTR2: Very little freedom to decide how to do work

On your job, you have very little freedom to decide how you do your work.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	166	3.0 %
2	AGREE	997	18.1 %
3	NEITHER	1129	20.5 %
4	DISAGREE	2641	47.9 %
5	STRONGLY DISAGREE	570	10.3 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	5	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,503 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 70-71 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_JSTR3R: REVERSE CODED: A LOT OF SAY ABOUT WHAT HAPPENS ON JOB

You have a lot of say about what happens on your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	188	3.4 %
2	DISAGREE	966	17.5 %
3	NEITHER	1328	24.1 %
4	AGREE	2356	42.8 %
5	STRONGLY AGREE	658	11.9 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	12	0.2 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,496 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 72-73 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4

---

## WM\_JSTR4R: REVERSE CODED: NOT ENOUGH TIME TO GET JOB DONE

You do not have enough time to get your job done.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	357	6.5 %
2	DISAGREE	1784	32.4 %
3	NEITHER	1134	20.6 %
4	AGREE	1488	27.0 %
5	STRONGLY AGREE	744	13.5 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
.	-	1	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,507 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 74-75 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , .

---

## WM\_JSTR5R: REVERSE CODED: VERY FAST WORK

Your job requires very fast work.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	59	1.1 %
2	DISAGREE	441	8.0 %
3	NEITHER	593	10.8 %
4	AGREE	2549	46.3 %
5	STRONGLY AGREE	1866	33.9 %
	<b>Missing Data</b>		
.	-	1	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,508 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 76-76 (width: 1; decimal: 0)

*Variable Type:* numeric

---

## WM\_JSTR6R: REVERSE CODED: VERY HARD WORK

Your job requires very hard work.



Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	30	0.5 %
2	DISAGREE	255	4.6 %
3	NEITHER	511	9.3 %
4	AGREE	2445	44.4 %
5	STRONGLY AGREE	2267	41.2 %
	<b>Missing Data</b>		
.	-	1	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,508 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 77-77 (width: 1; decimal: 0)

Variable Type: numeric

## SCWM\_JSTRDA: JOB STRAIN: DECISION AUTHORITY: SUBSCALE

Decision Authority, listwise deletion. NOTES: There are only three items per subscale; thus, imputed scales are not possible. There is a longer version of the scale that is not being used and has its own scoring guide (Job Content Questionnaire and User's Guide, Karasek et al., 1985).

Value	Label	Unweighted Frequency	%
1.000000000000	-	8	0.1 %
1.333333333333	-	19	0.3 %
1.666666666667	-	54	1.0 %
2.000000000000	-	163	3.0 %
2.333333333333	-	255	4.6 %
2.666666666667	-	505	9.2 %
3.000000000000	-	674	12.2 %
3.333333333333	-	872	15.8 %
3.666666666667	-	812	14.7 %
4.000000000000	-	1117	20.3 %
4.333333333333	-	462	8.4 %
4.666666666667	-	306	5.6 %
5.000000000000	-	243	4.4 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	18	0.3 %
.	-	1	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,490 valid cases out of 5,509 total cases.

- Mean: 3.535519125683
- Median: 3.666666666667
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.758375485192

*Location:* 78-92 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## SCWM\_JSTRPJD: JOB STRAIN: PSYCHOLOGICAL JOB DEMANDS: SUBSCALE

Psychological Job Demands, listwise deletion. NOTES: There are only three items per subscale; thus, imputed scales are not possible. There is a longer version of the scale that is not being used and has its own scoring guide (Job Content Questionnaire and User's Guide, Karasek et al., 1985).

Value	Label	Unweighted Frequency	%
1.000000000000	-	6	0.1 %
1.333333333333	-	11	0.2 %
1.666666666667	-	21	0.4 %
2.000000000000	-	98	1.8 %
2.333333333333	-	158	2.9 %
2.666666666667	-	287	5.2 %
3.000000000000	-	417	7.6 %
3.333333333333	-	896	16.3 %
3.666666666667	-	866	15.7 %
4.000000000000	-	1146	20.8 %
4.333333333333	-	615	11.2 %
4.666666666667	-	510	9.3 %
5.000000000000	-	476	8.6 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	1	0.0 %
.	-	1	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,507 valid cases out of 5,509 total cases.

- Mean: 3.778403244356
- Median: 3.666666666667
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.738108193770

*Location:* 93-107 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

---

## WM\_LVW1R: REVERSE CODED: WORK ON UNNECESSARY THINGS

You work on unnecessary things.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	727	13.2 %
2	DISAGREE	2462	44.7 %
3	NEITHER	1033	18.8 %
4	AGREE	951	17.3 %
5	STRONGLY AGREE	329	6.0 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 108-109 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

---

## WM\_FSSB1R: REVERSE CODED: SVR MAKES R COMFTBLE TALKING ABT CONFLICTS WORK/NON-WORK

I'm now going to read some statements about your experiences with your direct supervisor at ^FCOMPANY. Your supervisor makes you feel comfortable talking to him/her about conflicts between work and non-work. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluation. In many cases, this will be your Nurse Unit Manager.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	170	3.1 %
2	DISAGREE	539	9.8 %
3	NEITHER	826	15.0 %
4	AGREE	2541	46.1 %
5	STRONGLY AGREE	1405	25.5 %
	<b>Missing Data</b>		
-7	REFUSAL	4	0.1 %
-4	DON'T KNOW	11	0.2 %
.	-	13	0.2 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,481 valid cases out of 5,509 total cases.

- Minimum: 1.00

- Maximum: 5.00

Location: 110-111 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

## WM\_FSSB3R: REVERSE CODED: SVR WORKS EFFECTIVELY W/ EMP TO SOLVE CONFLICTS

Your supervisor works effectively with employees to creatively solve conflicts between work and non-work. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluation. In many cases, this will be your Nurse Unit Manager.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	174	3.2 %
2	DISAGREE	607	11.0 %
3	NEITHER	1090	19.8 %
4	AGREE	2631	47.8 %
5	STRONGLY AGREE	963	17.5 %
<b>Missing Data</b>			
-7	REFUSAL	5	0.1 %
-4	DON'T KNOW	21	0.4 %
.	-	18	0.3 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,465 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 112-113 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

## WM\_FSSB4R: REVERSE CODED: SVR DEMOS EFFECTIVE BEHAVIORS JUGGLING WORK/NON-WORK

Your supervisor demonstrates effective behaviors in how to juggle work and non-work issues. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluation. In many cases, this will be your Nurse Unit Manager.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	155	2.8 %
2	DISAGREE	564	10.2 %
3	NEITHER	1192	21.6 %
4	AGREE	2661	48.3 %
5	STRONGLY AGREE	891	16.2 %
<b>Missing Data</b>			
-7	REFUSAL	5	0.1 %

Value	Label	Unweighted Frequency	%
-4	DON'T KNOW	21	0.4 %
.	-	20	0.4 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,463 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 114-115 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## WM\_FSSB5R: REVERSE CODED: SVR ORGS WORK TO BENEFIT BOTH EMPLOYEES AND COMPANY

Your supervisor organizes the work in your department or unit to jointly benefit employees and the company. [The supervisor who would be officially considered your manager. The one responsible for your performance evaluation. In many cases, this will be your Nurse Unit Manager.] [INTERVIEWER, IF ASKED:] By non-work, we mean your family and your personal or free time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	165	3.0 %
2	DISAGREE	694	12.6 %
3	NEITHER	1241	22.5 %
4	AGREE	2616	47.5 %
5	STRONGLY AGREE	750	13.6 %
	<b>Missing Data</b>		
-7	REFUSAL	4	0.1 %
-4	DON'T KNOW	22	0.4 %
.	-	17	0.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,466 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 116-117 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## SCWM\_FSSB: FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS: SHORT FORM: SCALE

FSSB, listwise deletion

Value	Label	Unweighted Frequency	%
1.00	-	58	1.1 %

Value	Label	Unweighted Frequency	%
1.25	-	31	0.6 %
1.50	-	44	0.8 %
1.75	-	48	0.9 %
2.00	-	155	2.8 %
2.25	-	148	2.7 %
2.50	-	193	3.5 %
2.75	-	238	4.3 %
3.00	-	379	6.9 %
3.25	-	339	6.2 %
3.50	-	457	8.3 %
3.75	-	619	11.2 %
4.00	-	1381	25.1 %
4.25	-	358	6.5 %
4.50	-	248	4.5 %
4.75	-	249	4.5 %
5.00	-	486	8.8 %
	<b>Missing Data</b>		
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	59	1.1 %
.	-	19	0.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,431 valid cases out of 5,509 total cases.

- Mean: 3.68
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.86

*Location:* 118-122 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.00 , .

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## SCWM\_FSSBI: FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS: SHORT FORM: SCALE: IMPUTED

FSSB, mean imputed

Value	Label	Unweighted Frequency	%
1.000000000000	-	58	1.1 %
1.250000000000	-	31	0.6 %
1.500000000000	-	44	0.8 %
1.750000000000	-	48	0.9 %

Value	Label	Unweighted Frequency	%
2.000000000000	-	160	2.9 %
2.250000000000	-	148	2.7 %
2.333333333333	-	1	0.0 %
2.500000000000	-	193	3.5 %
2.666666666667	-	1	0.0 %
2.750000000000	-	238	4.3 %
3.000000000000	-	387	7.0 %
3.250000000000	-	339	6.2 %
3.333333333333	-	3	0.1 %
3.500000000000	-	457	8.3 %
3.666666666667	-	7	0.1 %
3.750000000000	-	619	11.2 %
4.000000000000	-	1391	25.2 %
4.250000000000	-	358	6.5 %
4.333333333333	-	2	0.0 %
4.500000000000	-	248	4.5 %
4.666666666667	-	4	0.1 %
4.750000000000	-	249	4.5 %
5.000000000000	-	486	8.8 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	18	0.3 %
.	-	19	0.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,472 valid cases out of 5,509 total cases.

- Mean: 3.673702485380
- Median: 4.000000000000
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.859424453889

*Location:* 123-137 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## WM\_OCLI1: Must take time from family/personal life to get work done

Now I'd like to ask you about your experiences in your workplace as a whole. In your workplace, employees are expected to take time away from their family or personal lives to get their work done.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	316	5.7 %

Value	Label	Unweighted Frequency	%
2	AGREE	1673	30.4 %
3	NEITHER	1124	20.4 %
4	DISAGREE	1993	36.2 %
5	STRONGLY DISAGREE	390	7.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	11	0.2 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,496 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 138-139 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## WM\_OCLI2: Have to put family/personal lifesecond to job

In your workplace, employees are expected to put their families or personal lives second to their jobs.

Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	301	5.5 %
2	AGREE	1333	24.2 %
3	NEITHER	1249	22.7 %
4	DISAGREE	2127	38.6 %
5	STRONGLY DISAGREE	486	8.8 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	10	0.2 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,496 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 140-141 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## WM\_OCLI3: Need to make work top priority

In your workplace, employees are expected to make work their top priority.



Value	Label	Unweighted Frequency	%
1	STRONGLY AGREE	820	14.9 %
2	AGREE	2562	46.5 %
3	NEITHER	1018	18.5 %
4	DISAGREE	907	16.5 %
5	STRONGLY DISAGREE	193	3.5 %
	<b>Missing Data</b>		
-4	DON'T KNOW	7	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,500 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 142-143 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

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## SCWM\_OCLI: ORG CLIMATE FOR WF ISSUES: SCALE (NOT IMPUTED)

Org Climate for WF Issues, listwise deletion. NOTES: There are only three items in this scale; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.000000000000	-	144	2.6 %
1.333333333333	-	102	1.9 %
1.666666666667	-	191	3.5 %
2.000000000000	-	797	14.5 %
2.333333333333	-	523	9.5 %
2.666666666667	-	797	14.5 %
3.000000000000	-	678	12.3 %
3.333333333333	-	869	15.8 %
3.666666666667	-	495	9.0 %
4.000000000000	-	582	10.6 %
4.333333333333	-	116	2.1 %
4.666666666667	-	75	1.4 %
5.000000000000	-	113	2.1 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	25	0.5 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,482 valid cases out of 5,509 total cases.

- Mean: 2.923993676274
- Median: 3.000000000000
- Mode: 3.333333333333
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.859637476835

Location: 144-158 (width: 15; decimal: 12)

Variable Type: numeric

(Range of) Missing Values: -8.000000000000 , .

## WM\_WFC1R: REVERSE CODED: DEMANDS OF WORK INTERFERE WITH FAMILY/PERSONAL TIME

The next section will ask you some questions about how your job relates to your family or personal life. Please continue using response card #10 and think about the past 6 months. The demands of your work interfere with your family or personal time.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	426	7.7 %
2	DISAGREE	2491	45.2 %
3	NEITHER	941	17.1 %
4	AGREE	1313	23.8 %
5	STRONGLY AGREE	334	6.1 %
	<b>Missing Data</b>		
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 159-159 (width: 1; decimal: 0)

Variable Type: numeric

## WM\_WFC2R: REVERSE CODED: JOB MAKES IT DIFFICULT TO FULFILL PERSONAL RESPONSIBILITIES

The amount of time your job takes up makes it difficult to fulfill your family or personal responsibilities.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	427	7.8 %
2	DISAGREE	2841	51.6 %
3	NEITHER	910	16.5 %
4	AGREE	1077	19.5 %
5	STRONGLY AGREE	247	4.5 %
	<b>Missing Data</b>		

Value	Label	Unweighted Frequency	%
-4	DON'T KNOW	2	0.0 %
.	-	5	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 160-161 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## WM\_WFC3R: REVERSE CODED: THINGS AT HOME DO NOT GET DONE B/C OF DEMANDS OF JOB

Things you want to do at home do not get done because of the demands your job puts on you.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	452	8.2 %
2	DISAGREE	2757	50.0 %
3	NEITHER	786	14.3 %
4	AGREE	1220	22.1 %
5	STRONGLY AGREE	290	5.3 %
	<b>Missing Data</b>		
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 162-162 (width: 1; decimal: 0)

*Variable Type:* numeric

## WM\_WFC4R: REVERSE CODED: JOB STRAIN MAKES IT DIFFICULT TO FULFILL FAM/PERSONAL DUTIES

Your job produces strain that makes it difficult to fulfill your family or personal duties.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	425	7.7 %
2	DISAGREE	2735	49.6 %
3	NEITHER	935	17.0 %
4	AGREE	1156	21.0 %
5	STRONGLY AGREE	252	4.6 %

Value	Label	Unweighted Frequency	%
	<b>Missing Data</b>		
-4	DON'T KNOW	4	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,503 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 163-164 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## WM\_WFC5R: REVERSE CODED: DUE TO WORK MAKE CHANGES TO FAM/PERSONAL ACTIVITIES

Due to your work-related duties, you have to make changes to your plans for family or personal activities.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	309	5.6 %
2	DISAGREE	1821	33.1 %
3	NEITHER	792	14.4 %
4	AGREE	2121	38.5 %
5	STRONGLY AGREE	461	8.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 165-166 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## WM\_WFC6R: REVERSE CODED: DEMANDS OF FAM/PERSONAL RELATIONSHIPS INTERFERE WITH WORK

The demands of your family or personal relationships interfere with work-related activities.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	612	11.1 %
2	DISAGREE	3457	62.8 %

Value	Label	Unweighted Frequency	%
3	NEITHER	811	14.7 %
4	AGREE	558	10.1 %
5	STRONGLY AGREE	64	1.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	5	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 167-168 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

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## WM\_WFC7R: REVERSE CODED: PUT OFF THINGS AT WORK BECAUSE OF DEMANDS ON TIME AT HOME

You have to put off doing things at work because of demands on your time at home.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	802	14.6 %
2	DISAGREE	3920	71.2 %
3	NEITHER	506	9.2 %
4	AGREE	250	4.5 %
5	STRONGLY AGREE	26	0.5 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 169-170 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

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## WM\_WFC8R: REVERSE CODED: THINGS AT WORK NOT DONE B/C OF DEMANDS OF FAM/PERSONAL LIFE

Things you want to do at work don't get done because of the demands of your family or personal life.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	1024	18.6 %
2	DISAGREE	4093	74.3 %
3	NEITHER	270	4.9 %
4	AGREE	104	1.9 %
5	STRONGLY AGREE	13	0.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 171-172 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_WFC9R: REVERSE CODED: HOME LIFE INTERFERES WITH RESPONSIBILITIES AT WORK

Your home life interferes with your responsibilities at work, such as getting to work on time, accomplishing daily tasks, and working overtime.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	1060	19.2 %
2	DISAGREE	3512	63.8 %
3	NEITHER	427	7.8 %
4	AGREE	462	8.4 %
5	STRONGLY AGREE	45	0.8 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,506 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 173-174 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_WFC10R: REVERSE CODED: FAMILY-RELATED STRAIN INTERFERES W/ ABILITY TO DO JOB DUTIES

Family-related strain interferes with your ability to perform job-related duties.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	1037	18.8 %
2	DISAGREE	3758	68.2 %
3	NEITHER	454	8.2 %
4	AGREE	234	4.2 %
5	STRONGLY AGREE	20	0.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,503 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 175-176 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## SCWM\_WTFC: WORK-TO-FAMILY CONFLICT: SCALE

Work-to-Family Conflict, listwise deletion

Value	Label	Unweighted Frequency	%
1.0	-	199	3.6 %
1.2	-	53	1.0 %
1.4	-	69	1.3 %
1.6	-	72	1.3 %
1.8	-	79	1.4 %
2.0	-	1166	21.2 %
2.2	-	402	7.3 %
2.4	-	598	10.9 %
2.6	-	360	6.5 %
2.8	-	366	6.6 %
3.0	-	278	5.0 %
3.2	-	291	5.3 %
3.4	-	236	4.3 %
3.6	-	309	5.6 %
3.8	-	248	4.5 %

Value	Label	Unweighted Frequency	%
4.0	-	376	6.8 %
4.2	-	133	2.4 %
4.4	-	67	1.2 %
4.6	-	55	1.0 %
4.8	-	55	1.0 %
5.0	-	87	1.6 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	8	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,499 valid cases out of 5,509 total cases.

- Mean: 2.76
- Median: 2.60
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.90

Location: 177-180 (width: 4; decimal: 1)

Variable Type: numeric

(Range of) Missing Values: -8.0 , .

---

## SCWM\_WTFCI: WORK-TO-FAMILY CONFLICT: SCALE: IMPUTED

Work-to-Family Conflict, mean imputation

Value	Label	Unweighted Frequency	%
1.0	-	199	3.6 %
1.2	-	53	1.0 %
1.4	-	69	1.3 %
1.6	-	72	1.3 %
1.8	-	79	1.4 %
2.0	-	1166	21.2 %
2.2	-	402	7.3 %
2.4	-	598	10.9 %
2.5	-	1	0.0 %
2.6	-	360	6.5 %
2.8	-	366	6.6 %
3.0	-	278	5.0 %
3.2	-	291	5.3 %
3.4	-	236	4.3 %
3.5	-	1	0.0 %



Value	Label	Unweighted Frequency	%
3.6	-	309	5.6 %
3.8	-	248	4.5 %
4.0	-	376	6.8 %
4.2	-	133	2.4 %
4.4	-	67	1.2 %
4.6	-	55	1.0 %
4.8	-	55	1.0 %
5.0	-	87	1.6 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	6	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,501 valid cases out of 5,509 total cases.

- Mean: 2.76
- Median: 2.60
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.90

*Location:* 181-184 (width: 4; decimal: 1)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.0 , .

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## SCWM\_FTWC: FAMILY-TO-WORK CONFLICT: SCALE

Family-to-Work Conflict, listwise deletion

Value	Label	Unweighted Frequency	%
1.0	-	476	8.6 %
1.2	-	150	2.7 %
1.4	-	153	2.8 %
1.6	-	202	3.7 %
1.8	-	221	4.0 %
2.0	-	2435	44.2 %
2.2	-	521	9.5 %
2.4	-	496	9.0 %
2.6	-	243	4.4 %
2.8	-	205	3.7 %
3.0	-	133	2.4 %
3.2	-	111	2.0 %
3.4	-	40	0.7 %

Value	Label	Unweighted Frequency	%
3.6	-	35	0.6 %
3.8	-	31	0.6 %
4.0	-	35	0.6 %
4.2	-	4	0.1 %
4.4	-	2	0.0 %
4.6	-	2	0.0 %
5.0	-	2	0.0 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	9	0.2 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,497 valid cases out of 5,509 total cases.

- Mean: 2.06
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.56

*Location:* 185-188 (width: 4; decimal: 1)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.0 , .

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## SCWM\_FTWCI: FAMILY-TO-WORK CONFLICT: SCALE: IMPUTED

Family-to-Work Conflict, mean imputation

Value	Label	Unweighted Frequency	%
1.00	-	477	8.7 %
1.20	-	150	2.7 %
1.40	-	153	2.8 %
1.60	-	202	3.7 %
1.80	-	221	4.0 %
2.00	-	2437	44.2 %
2.20	-	521	9.5 %
2.40	-	496	9.0 %
2.50	-	2	0.0 %
2.60	-	243	4.4 %
2.75	-	1	0.0 %
2.80	-	205	3.7 %
3.00	-	133	2.4 %
3.20	-	111	2.0 %

Value	Label	Unweighted Frequency	%
3.40	-	40	0.7 %
3.50	-	1	0.0 %
3.60	-	35	0.6 %
3.80	-	31	0.6 %
4.00	-	35	0.6 %
4.20	-	4	0.1 %
4.40	-	2	0.0 %
4.60	-	2	0.0 %
5.00	-	2	0.0 %
<b>Missing Data</b>			
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	2	0.0 %
.	-	3	0.1 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Mean: 2.06
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.56

*Location:* 189-193 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.00 , .

---

## WM\_WFPS1R: REVERSE CODED: THINGS WELL AT WORK IMPROVES OUTLOOK RE: FAM/PERSONAL LIFE

When things are going well at work, your outlook regarding your family or personal life is improved.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	93	1.7 %
2	DISAGREE	481	8.7 %
3	NEITHER	1065	19.3 %
4	AGREE	3134	56.9 %
5	STRONGLY AGREE	728	13.2 %
<b>Missing Data</b>			
-4	DON'T KNOW	6	0.1 %
.	-	2	0.0 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,501 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 194-195 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_WFPS2R: REVERSE CODED: POSITIVE MOOD AT WORK HELPS BE IN POSITIVE MOOD AT HOME

Being in a positive mood at work helps you to be in a positive mood at home.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	46	0.8 %
2	DISAGREE	218	4.0 %
3	NEITHER	480	8.7 %
4	AGREE	3470	63.0 %
5	STRONGLY AGREE	1291	23.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 196-197 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_WFPS3R: REVERSE CODED: BEING HAPPY AT WORK HELPS R BE HAPPY AT HOME

Being happy at work helps you to be happy at home.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	44	0.8 %
2	DISAGREE	228	4.1 %
3	NEITHER	464	8.4 %
4	AGREE	3429	62.2 %
5	STRONGLY AGREE	1341	24.3 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,506 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 198-199 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_WFPS4R: REVERSE CODED: HAVING GOOD DAY AT WORK ALLOWS R TO FEEL POSITIVE W/ FAMILY

Having a good day at work allows you to feel positive with your family.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	36	0.7 %
2	DISAGREE	207	3.8 %
3	NEITHER	507	9.2 %
4	AGREE	3408	61.9 %
5	STRONGLY AGREE	1346	24.4 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	2	0.0 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 200-201 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

## SCWM\_WFPS: POSITIVE WORK-TO-FAMILY SPILLOVER: SCALE

Positive work-to-family spillover, listwise deletion

Value	Label	Unweighted Frequency	%
1.00	-	22	0.4 %
1.25	-	1	0.0 %
1.50	-	5	0.1 %
1.75	-	6	0.1 %
2.00	-	97	1.8 %
2.25	-	30	0.5 %
2.50	-	64	1.2 %
2.75	-	64	1.2 %
3.00	-	279	5.1 %

Value	Label	Unweighted Frequency	%
3.25	-	166	3.0 %
3.50	-	370	6.7 %
3.75	-	585	10.6 %
4.00	-	2347	42.6 %
4.25	-	246	4.5 %
4.50	-	230	4.2 %
4.75	-	373	6.8 %
5.00	-	613	11.1 %
	<b>Missing Data</b>		
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	8	0.1 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,498 valid cases out of 5,509 total cases.

- Mean: 3.97
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.66

*Location:* 202-206 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.00 , .

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## SCWM\_WFPSI: POSITIVE WORK-TO-FAMILY SPILLOVER: SCALE: IMPUTED

Positive work-to-family spillover, mean imputation

Value	Label	Unweighted Frequency	%
1.00000000000000	-	22	0.4 %
1.25000000000000	-	1	0.0 %
1.50000000000000	-	5	0.1 %
1.75000000000000	-	6	0.1 %
2.00000000000000	-	97	1.8 %
2.25000000000000	-	30	0.5 %
2.50000000000000	-	64	1.2 %
2.66666666666667	-	1	0.0 %
2.75000000000000	-	64	1.2 %
3.00000000000000	-	279	5.1 %
3.25000000000000	-	166	3.0 %
3.33333333333333	-	1	0.0 %
3.50000000000000	-	370	6.7 %

Value	Label	Unweighted Frequency	%
3.6666666666667	-	1	0.0 %
3.7500000000000	-	585	10.6 %
4.0000000000000	-	2351	42.7 %
4.2500000000000	-	246	4.5 %
4.5000000000000	-	230	4.2 %
4.7500000000000	-	373	6.8 %
5.0000000000000	-	614	11.1 %
	Missing Data		
.	-	3	0.1 %
	Total	5,509	100%

Based upon 5,506 valid cases out of 5,509 total cases.

- Mean: 3.9665667756387
- Median: 4.0000000000000
- Mode: 4.0000000000000
- Minimum: 1.0000000000000
- Maximum: 5.0000000000000
- Standard Deviation: 0.6582621457204

Location: 207-221 (width: 15; decimal: 13)

Variable Type: numeric

## SCWM\_TIMEALL: TIME ADEQUACY - ALL Rs: SCALE

TIME ADEQUACY - ALL Rs: SCALE. NOTES: Only the scales SCWM\_TIMEALL and SCWM\_TIMEALLi are included in the Public Use Data; the individual items on which the scales are based are not included (these items are available in the Restricted Use Data).

Value	Label	Unweighted Frequency	%
1.0000000000000	-	7	0.1 %
1.285714285714	-	1	0.0 %
1.3333333333333	-	1	0.0 %
1.5000000000000	-	14	0.3 %
1.571428571429	-	1	0.0 %
1.6666666666667	-	14	0.3 %
1.8333333333333	-	1	0.0 %
1.857142857143	-	3	0.1 %
2.0000000000000	-	128	2.3 %
2.142857142857	-	5	0.1 %
2.1666666666667	-	4	0.1 %
2.285714285714	-	18	0.3 %
2.3333333333333	-	95	1.7 %

Value	Label	Unweighted Frequency	%
2.428571428571	-	15	0.3 %
2.500000000000	-	140	2.5 %
2.571428571429	-	37	0.7 %
2.666666666667	-	173	3.1 %
2.714285714286	-	60	1.1 %
2.833333333333	-	36	0.7 %
2.857142857143	-	96	1.7 %
3.000000000000	-	759	13.8 %
3.142857142857	-	139	2.5 %
3.166666666667	-	105	1.9 %
3.285714285714	-	212	3.8 %
3.333333333333	-	341	6.2 %
3.428571428571	-	193	3.5 %
3.500000000000	-	273	5.0 %
3.571428571429	-	200	3.6 %
3.666666666667	-	343	6.2 %
3.714285714286	-	189	3.4 %
3.833333333333	-	95	1.7 %
3.857142857143	-	195	3.5 %
4.000000000000	-	666	12.1 %
4.142857142857	-	121	2.2 %
4.166666666667	-	62	1.1 %
4.285714285714	-	100	1.8 %
4.333333333333	-	118	2.1 %
4.428571428571	-	65	1.2 %
4.500000000000	-	46	0.8 %
4.571428571429	-	29	0.5 %
4.666666666667	-	43	0.8 %
4.714285714286	-	23	0.4 %
4.833333333333	-	5	0.1 %
4.857142857143	-	12	0.2 %
5.000000000000	-	82	1.5 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	214	3.9 %
.	-	30	0.5 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,265 valid cases out of 5,509 total cases.

- Mean: 3.449712838602



- Median: 3.500000000000
- Mode: 3.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.638319540703

Location: 222-236 (width: 15; decimal: 12)

Variable Type: numeric

(Range of) Missing Values: -8.000000000000 , .

## SCWM\_TIMEALLI: TIME ADEQUACY - ALL Rs: SCALE: IMPUTED

TIME ADEQUACY - ALL Rs: SCALE: IMPUTED. NOTES: Only the scales SCWM\_TIMEALL and SCWM\_TIMEALLi are included in the Public Use Data; the individual items on which the scales are based are not included (these items are available in the Restricted Use Data).

Value	Label	Unweighted Frequency	%
1.000000000000	-	7	0.1 %
1.285714285714	-	1	0.0 %
1.333333333333	-	1	0.0 %
1.500000000000	-	14	0.3 %
1.571428571429	-	1	0.0 %
1.666666666667	-	14	0.3 %
1.833333333333	-	1	0.0 %
1.857142857143	-	3	0.1 %
2.000000000000	-	129	2.3 %
2.142857142857	-	5	0.1 %
2.166666666667	-	4	0.1 %
2.285714285714	-	18	0.3 %
2.333333333333	-	95	1.7 %
2.428571428571	-	15	0.3 %
2.500000000000	-	141	2.6 %
2.571428571429	-	37	0.7 %
2.666666666667	-	174	3.2 %
2.714285714286	-	60	1.1 %
2.833333333333	-	37	0.7 %
2.857142857143	-	96	1.7 %
3.000000000000	-	763	13.9 %
3.142857142857	-	139	2.5 %
3.166666666667	-	106	1.9 %
3.200000000000	-	1	0.0 %
3.285714285714	-	212	3.8 %
3.333333333333	-	345	6.3 %
3.400000000000	-	5	0.1 %
3.428571428571	-	193	3.5 %

Value	Label	Unweighted Frequency	%
3.500000000000	-	279	5.1 %
3.571428571429	-	200	3.6 %
3.600000000000	-	1	0.0 %
3.666666666667	-	350	6.4 %
3.714285714286	-	189	3.4 %
3.800000000000	-	4	0.1 %
3.833333333333	-	100	1.8 %
3.857142857143	-	195	3.5 %
4.000000000000	-	673	12.2 %
4.142857142857	-	121	2.2 %
4.166666666667	-	65	1.2 %
4.200000000000	-	3	0.1 %
4.285714285714	-	100	1.8 %
4.333333333333	-	122	2.2 %
4.400000000000	-	2	0.0 %
4.428571428571	-	65	1.2 %
4.500000000000	-	47	0.9 %
4.571428571429	-	29	0.5 %
4.666666666667	-	45	0.8 %
4.714285714286	-	23	0.4 %
4.833333333333	-	6	0.1 %
4.857142857143	-	12	0.2 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	149	2.7 %
.	-	30	0.5 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,330 valid cases out of 5,509 total cases.

- Mean: 3.452902707049
- Median: 3.500000000000
- Mode: 3.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.637779745284

*Location:* 237-251 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

---

## WM\_OCIT1: Help other employees with work when they have been absent

The next set of questions will ask about your relationship to other workers at ^FCOMPANY. To what extent do you help other employees with their work when they have been absent?

Value	Label	Unweighted Frequency	%
1	NEVER	72	1.3 %
2	RARELY	221	4.0 %
3	SOME OF THE TIME	1627	29.5 %
4	MOST OF THE TIME	2452	44.5 %
5	ALL OF THE TIME	1098	19.9 %
	<b>Missing Data</b>		
-7	REFUSAL	6	0.1 %
-4	DON'T KNOW	31	0.6 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,470 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 252-253 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

---

## WM\_OCIT2: Help coworkers when they have too much to do

To what extent do you help your coworkers when they have too much to do?

Value	Label	Unweighted Frequency	%
1	NEVER	11	0.2 %
2	RARELY	69	1.3 %
3	SOME OF THE TIME	1328	24.1 %
4	MOST OF THE TIME	2803	50.9 %
5	ALL OF THE TIME	1291	23.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	5	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 254-255 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

---

## WM\_OCIT3: Help coworkers with questions they have about their work

To what extent do you help coworkers with questions they have about their work?

Value	Label	Unweighted Frequency	%
1	NEVER	5	0.1 %
2	RARELY	77	1.4 %
3	SOME OF THE TIME	809	14.7 %
4	MOST OF THE TIME	2404	43.6 %
5	ALL OF THE TIME	2206	40.0 %
	<b>Missing Data</b>		
-4	DON'T KNOW	6	0.1 %
.	-	2	0.0 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,501 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 256-257 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

---

## WM\_OCIT4: Willing to work harder to help employer succeed

To what extent are you willing to work harder in order to help your employer succeed?

Value	Label	Unweighted Frequency	%
1	NEVER	14	0.3 %
2	RARELY	56	1.0 %
3	SOME OF THE TIME	793	14.4 %
4	MOST OF THE TIME	2556	46.4 %
5	ALL OF THE TIME	2076	37.7 %
	<b>Missing Data</b>		
-7	REFUSAL	2	0.0 %
-4	DON'T KNOW	9	0.2 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,495 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 258-259 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## SCWM\_OCIT: ORGANIZATIONAL CITIZENSHIP BEHAVIORS: SCALE

OCB interrole helping, listwise deletion

Value	Label	Unweighted Frequency	%
1.00	-	1	0.0 %
1.75	-	2	0.0 %
2.00	-	2	0.0 %
2.25	-	4	0.1 %
2.50	-	19	0.3 %
2.75	-	86	1.6 %
3.00	-	217	3.9 %
3.25	-	376	6.8 %
3.50	-	557	10.1 %
3.75	-	705	12.8 %
4.00	-	1112	20.2 %
4.25	-	830	15.1 %
4.50	-	589	10.7 %
4.75	-	440	8.0 %
5.00	-	517	9.4 %
	<b>Missing Data</b>		
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	49	0.9 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,457 valid cases out of 5,509 total cases.

- Mean: 4.04
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.57

Location: 260-264 (width: 5; decimal: 2)

Variable Type: numeric

(Range of Missing Values: -8.00 , .

## SCWM\_OCITI: ORGANIZATIONAL CITIZENSHIP BEHAVIORS: SCALE: IMPUTED

OCB interrole helping, mean imputation

Value	Label	Unweighted Frequency	%
1.000000000000	-	1	0.0 %
1.750000000000	-	2	0.0 %
2.000000000000	-	4	0.1 %

Value	Label	Unweighted Frequency	%
2.250000000000	-	4	0.1 %
2.500000000000	-	19	0.3 %
2.666666666667	-	2	0.0 %
2.750000000000	-	86	1.6 %
3.000000000000	-	218	4.0 %
3.250000000000	-	376	6.8 %
3.333333333333	-	4	0.1 %
3.500000000000	-	557	10.1 %
3.666666666667	-	6	0.1 %
3.750000000000	-	705	12.8 %
4.000000000000	-	1121	20.3 %
4.250000000000	-	830	15.1 %
4.333333333333	-	10	0.2 %
4.500000000000	-	589	10.7 %
4.666666666667	-	4	0.1 %
4.750000000000	-	440	8.0 %
5.000000000000	-	523	9.5 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	5	0.1 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,501 valid cases out of 5,509 total cases.

- Mean: 4.043704174998
- Median: 4.000000000000
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.572922202686

*Location:* 265-279 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## WM\_VIOL1: Dealing with unpleasant people a part of current job

How often is dealing with unpleasant, angry, or discourteous people a part of your current job? This includes both co-workers and residents.

Value	Label	Unweighted Frequency	%
1	NEVER	223	4.0 %
2	ONCE IN THE PAST 6 MONTHS	470	8.5 %
3	ONCE A MONTH, BUT NOT EVERY WEEK	1026	18.6 %

Value	Label	Unweighted Frequency	%
4	EVERY WEEK	1746	31.7 %
5	EVERY DAY	2039	37.0 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 280-281 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_VIOL2: Dealing with violent/phys aggressive people part of job

How often is dealing with violent or physically aggressive people a part of your current job?

Value	Label	Unweighted Frequency	%
1	NEVER	1340	24.3 %
2	ONCE IN THE PAST 6 MONTHS	1112	20.2 %
3	ONCE A MONTH, BUT NOT EVERY WEEK	1149	20.9 %
4	EVERY WEEK	1053	19.1 %
5	EVERY DAY	850	15.4 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 282-283 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## SCWM\_VIOL: INTERPERSONAL CONFLICT: SCALE

Interpersonal conflict, listwise deletion. NOTES: There are only two items in this scale; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.0	-	169	3.1 %
1.5	-	253	4.6 %

Value	Label	Unweighted Frequency	%
2.0	-	509	9.2 %
2.5	-	722	13.1 %
3.0	-	871	15.8 %
3.5	-	857	15.6 %
4.0	-	822	14.9 %
4.5	-	652	11.8 %
5.0	-	647	11.7 %
<b>Missing Data</b>			
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	4	0.1 %
.	-	3	0.1 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Mean: 3.35
- Median: 3.50
- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.07

*Location:* 284-287 (width: 4; decimal: 1)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.0 , .

---

## WM\_BURN1R: REVERSE CODED: R FEELS EMOTIONALLY DRAINED FROM WORK

Next we will talk about how your work makes you feel. You feel emotionally drained from your work. How often do you feel this way?

Value	Label	Unweighted Frequency	%
1	NEVER	334	6.1 %
2	A FEW TIMES A YEAR OR LESS	557	10.1 %
3	ONCE A MONTH OR LESS	705	12.8 %
4	A FEW TIMES A MONTH	1062	19.3 %
5	ONCE A WEEK	756	13.7 %
6	A FEW TIMES A WEEK	1489	27.0 %
7	EVERY DAY	600	10.9 %
<b>Missing Data</b>			
-4	DON'T KNOW	3	0.1 %
.	-	3	0.1 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,503 valid cases out of 5,509 total cases.



- Minimum: 1.00
- Maximum: 7.00

Location: 288-289 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_BURN2R: REVERSE CODED: R FEELS BURNED OUT BY WORK

You feel burned out by your work. How often do you feel this way?

Value	Label	Unweighted Frequency	%
1	NEVER	548	9.9 %
2	A FEW TIMES A YEAR OR LESS	896	16.3 %
3	ONCE A MONTH OR LESS	824	15.0 %
4	A FEW TIMES A MONTH	937	17.0 %
5	ONCE A WEEK	673	12.2 %
6	A FEW TIMES A WEEK	1061	19.3 %
7	EVERY DAY	562	10.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	5	0.1 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,501 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 7.00

Location: 290-291 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_BURN3R: REVERSE CODED: R FEELS USED UP AT THE END OF THE WORKDAY

You feel used up at the end of the workday. How often do you feel this way?

Value	Label	Unweighted Frequency	%
1	NEVER	478	8.7 %
2	A FEW TIMES A YEAR OR LESS	501	9.1 %
3	ONCE A MONTH OR LESS	655	11.9 %
4	A FEW TIMES A MONTH	877	15.9 %
5	ONCE A WEEK	694	12.6 %
6	A FEW TIMES A WEEK	1330	24.1 %
7	EVERY DAY	971	17.6 %
	<b>Missing Data</b>		
.	-	3	0.1 %

Value	Label	Unweighted Frequency	%
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,506 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 7.00

Location: 292-292 (width: 1; decimal: 0)

Variable Type: numeric

## SCWM\_BURN: EMOTIONAL BURNOUT: SCALE

Emotional Burnout, listwise deletion. NOTES: There are only three items in the scale; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.000000000000	-	160	2.9 %
1.333333333333	-	92	1.7 %
1.666666666667	-	153	2.8 %
2.000000000000	-	265	4.8 %
2.333333333333	-	204	3.7 %
2.666666666667	-	253	4.6 %
3.000000000000	-	340	6.2 %
3.333333333333	-	328	6.0 %
3.666666666667	-	286	5.2 %
4.000000000000	-	395	7.2 %
4.333333333333	-	340	6.2 %
4.666666666667	-	314	5.7 %
5.000000000000	-	323	5.9 %
5.333333333333	-	330	6.0 %
5.666666666667	-	306	5.6 %
6.000000000000	-	620	11.3 %
6.333333333333	-	260	4.7 %
6.666666666667	-	151	2.7 %
7.000000000000	-	379	6.9 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	7	0.1 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,499 valid cases out of 5,509 total cases.

- Mean: 4.370673455780
- Median: 4.333333333333
- Mode: 6.000000000000

- Minimum: 1.000000000000
- Maximum: 7.000000000000
- Standard Deviation: 1.656309491123

Location: 293-307 (width: 15; decimal: 12)

Variable Type: numeric

(Range of) Missing Values: -8.000000000000 , .

## WM\_JSAT1R: REVERSE CODED: R LIKES WORKING AT JOB

The next set of questions will ask about how satisfied you are with your job at ^FCOMPANY. In general, you like working at your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	31	0.6 %
2	DISAGREE	78	1.4 %
3	NEITHER AGREE NOR DISAGREE	381	6.9 %
4	AGREE	2861	51.9 %
5	STRONGLY AGREE	2154	39.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 308-309 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_JSAT2R: REVERSE CODED: R IS SATISFIED WITH JOB

In general, you are satisfied with your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	43	0.8 %
2	DISAGREE	232	4.2 %
3	NEITHER AGREE NOR DISAGREE	675	12.3 %
4	AGREE	2902	52.7 %
5	STRONGLY AGREE	1653	30.0 %
	<b>Missing Data</b>		
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 310-310 (width: 1; decimal: 0)

Variable Type: numeric

## WM\_JSAT3R: REVERSE CODED: R GENERALLY SATISFIED WITH KIND OF WORK DONE IN THIS JOB

You are generally satisfied with the kind of work you do in this job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	24	0.4 %
2	DISAGREE	143	2.6 %
3	NEITHER AGREE NOR DISAGREE	480	8.7 %
4	AGREE	2955	53.6 %
5	STRONGLY AGREE	1903	34.5 %
	Missing Data		
.	-	4	0.1 %
	Total	5,509	100%

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 311-311 (width: 1; decimal: 0)

Variable Type: numeric

## SCWM\_JSAT: JOB SATISFACTION: SCALE

Job Satisfaction, listwise deletion. NOTES: This scale has only three items; thus, mean imputation is not plausible.

Value	Label	Unweighted Frequency	%
1.000000000000	-	6	0.1 %
1.333333333333	-	5	0.1 %
1.666666666667	-	6	0.1 %
2.000000000000	-	35	0.6 %
2.333333333333	-	39	0.7 %
2.666666666667	-	83	1.5 %
3.000000000000	-	166	3.0 %
3.333333333333	-	356	6.5 %
3.666666666667	-	437	7.9 %
4.000000000000	-	1999	36.3 %
4.333333333333	-	585	10.6 %
4.666666666667	-	450	8.2 %
5.000000000000	-	1337	24.3 %

Value	Label	Unweighted Frequency	%
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	2	0.0 %
.	-	3	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Mean: 4.180232558140
- Median: 4.000000000000
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.648471860181

*Location:* 312-326 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

## WM\_TURN1R: REVERSE CODED: R SERIOUSLY CONSIDERING QUITTING FOR ANOTHER EMPLOYER

You are seriously considering quitting ^FCOMPANY for another employer.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	2056	37.3 %
2	DISAGREE	2068	37.5 %
3	NEITHER AGREE NOR DISAGREE	843	15.3 %
4	AGREE	362	6.6 %
5	STRONGLY AGREE	169	3.1 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	6	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,498 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 327-328 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## WM\_TURN2R: REVERSE CODED: IN NEXT 12 MOS, R WILL PROBABLY LOOK FOR NEW JOB OUTSIDE CO

During the next 12 months, you will probably look for a new job outside ^FCOMPANY.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	1764	32.0 %
2	DISAGREE	1868	33.9 %
3	NEITHER AGREE NOR DISAGREE	935	17.0 %
4	AGREE	646	11.7 %
5	STRONGLY AGREE	283	5.1 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	8	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,496 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 329-330 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

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## SCWM\_TURN: INTENTION TO QUIT: SCALE

Turnover intentions, listwise deletion

Value	Label	Unweighted Frequency	%
1.0	-	1626	29.5 %
1.5	-	396	7.2 %
2.0	-	1544	28.0 %
2.5	-	468	8.5 %
3.0	-	692	12.6 %
3.5	-	294	5.3 %
4.0	-	254	4.6 %
4.5	-	82	1.5 %
5.0	-	136	2.5 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	10	0.2 %
.	-	7	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,492 valid cases out of 5,509 total cases.

- Mean: 2.12
- Median: 2.00
- Mode: 1.00

- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.03

Location: 331-334 (width: 4; decimal: 1)

Variable Type: numeric

(Range of) Missing Values: -8.0 , .

## WM\_SICKR: REVERSE CODED: R FEELS OBLIGATED TO COME INTO WORK WHEN SICK

When you are sick, you still feel obligated to come into work.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	137	2.5 %
2	DISAGREE	688	12.5 %
3	NEITHER AGREE NOR DISAGREE	655	11.9 %
4	AGREE	2456	44.6 %
5	STRONGLY AGREE	1566	28.4 %
	<b>Missing Data</b>		
-7	REFUSAL	1	0.0 %
-4	DON'T KNOW	2	0.0 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 335-336 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -7 , -4 , .

## WM\_SAFE1R: REVERSE CODED: R CARRIES OUT WORK IN A SAFE MANNER

You carry out your work in a safe manner.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	2	0.0 %
2	DISAGREE	12	0.2 %
3	NEITHER AGREE NOR DISAGREE	71	1.3 %
4	AGREE	3039	55.2 %
5	STRONGLY AGREE	2380	43.2 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 337-338 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_SAFE2R: REVERSE CODED: R USES ALL NECESSARY SAFETY EQUIPMENT TO DO JOB

You use all the necessary safety equipment to do your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	5	0.1 %
2	DISAGREE	35	0.6 %
3	NEITHER AGREE NOR DISAGREE	152	2.8 %
4	AGREE	2666	48.4 %
5	STRONGLY AGREE	2644	48.0 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 339-340 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## WM\_SAFE3R: REVERSE CODED: R USES CORRECT SAFETY PROCEDURES FOR CARRYING OUT JOB

You use the correct safety procedures for carrying out your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	2	0.0 %
2	DISAGREE	28	0.5 %
3	NEITHER AGREE NOR DISAGREE	110	2.0 %
4	AGREE	2680	48.6 %
5	STRONGLY AGREE	2683	48.7 %
	<b>Missing Data</b>		
-4	DON'T KNOW	2	0.0 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>



Based upon 5,503 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 341-342 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## WM\_SAFE4R: REVERSE CODED: R ENSURES HIGHEST LEVELS OF SAFETY WHEN CARRYING OUT JOB

You ensure the highest levels of safety when you carry out your job.

Value	Label	Unweighted Frequency	%
1	STRONGLY DISAGREE	3	0.1 %
2	DISAGREE	17	0.3 %
3	NEITHER AGREE NOR DISAGREE	82	1.5 %
4	AGREE	2555	46.4 %
5	STRONGLY AGREE	2844	51.6 %
	<b>Missing Data</b>		
-4	DON'T KNOW	4	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,501 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 343-344 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## SCWM\_SAFE: SAFETY COMPLIANCE: SCALE

Safety Compliance, listwise deletion

Value	Label	Unweighted Frequency	%
1.00	-	1	0.0 %
1.25	-	1	0.0 %
2.00	-	1	0.0 %
2.25	-	2	0.0 %
2.50	-	6	0.1 %
2.75	-	12	0.2 %
3.00	-	18	0.3 %
3.25	-	32	0.6 %
3.50	-	58	1.1 %

Value	Label	Unweighted Frequency	%
3.75	-	97	1.8 %
4.00	-	2100	38.1 %
4.25	-	375	6.8 %
4.50	-	238	4.3 %
4.75	-	640	11.6 %
5.00	-	1917	34.8 %
	<b>Missing Data</b>		
-8.00	NOT ENOUGH RESPONSES TO COMPUTE SCALE	7	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,498 valid cases out of 5,509 total cases.

- Mean: 4.45
- Median: 4.50
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.50

Location: 345-349 (width: 5; decimal: 2)

Variable Type: numeric

(Range of) Missing Values: -8.00 , .

## SCWM\_SAFEI: SAFETY COMPLIANCE: SCALE: IMPUTED

Safety Compliance, mean imputed

Value	Label	Unweighted Frequency	%
1.000000000000	-	1	0.0 %
1.250000000000	-	1	0.0 %
2.000000000000	-	1	0.0 %
2.250000000000	-	2	0.0 %
2.500000000000	-	6	0.1 %
2.750000000000	-	12	0.2 %
3.000000000000	-	18	0.3 %
3.250000000000	-	32	0.6 %
3.333333333333	-	1	0.0 %
3.500000000000	-	58	1.1 %
3.750000000000	-	97	1.8 %
4.000000000000	-	2104	38.2 %
4.250000000000	-	375	6.8 %
4.500000000000	-	238	4.3 %
4.750000000000	-	640	11.6 %

Value	Label	Unweighted Frequency	%
5.000000000000	-	1917	34.8 %
	<b>Missing Data</b>		
-8.000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	2	0.0 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,503 valid cases out of 5,509 total cases.

- Mean: 4.450405839239
- Median: 4.500000000000
- Mode: 4.000000000000
- Minimum: 1.000000000000
- Maximum: 5.000000000000
- Standard Deviation: 0.497085935357

*Location:* 350-364 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .

---

## WM\_HPQ1: Hours worked in the last full 7-day calendar week

About how many hours altogether did you work at this job in the last full 7-day calendar week?

Value	Label	Unweighted Frequency	%
0.00	-	135	2.5 %
1.00	-	1	0.0 %
2.00	-	1	0.0 %
3.00	-	3	0.1 %
3.50	-	1	0.0 %
4.00	-	5	0.1 %
5.00	-	1	0.0 %
6.00	-	2	0.0 %
7.00	-	1	0.0 %
7.50	-	1	0.0 %
8.00	-	33	0.6 %
9.00	-	3	0.1 %
10.00	-	2	0.0 %
11.50	-	1	0.0 %
12.00	-	6	0.1 %
13.00	-	1	0.0 %
14.00	-	1	0.0 %
15.00	-	15	0.3 %
16.00	-	64	1.2 %
17.00	-	2	0.0 %

Value	Label	Unweighted Frequency	%
18.00	-	2	0.0 %
19.00	-	2	0.0 %
20.00	-	28	0.5 %
21.00	-	9	0.2 %
21.50	-	1	0.0 %
22.00	-	14	0.3 %
22.50	-	4	0.1 %
23.00	-	9	0.2 %
23.50	-	1	0.0 %
24.00	-	244	4.4 %
25.00	-	8	0.1 %
26.00	-	6	0.1 %
27.00	-	3	0.1 %
27.50	-	1	0.0 %
28.00	-	28	0.5 %
28.50	-	2	0.0 %
29.00	-	4	0.1 %
29.50	-	1	0.0 %
30.00	-	249	4.5 %
30.50	-	2	0.0 %
31.00	-	5	0.1 %
32.00	-	967	17.6 %
32.50	-	2	0.0 %
33.00	-	13	0.2 %
33.50	-	1	0.0 %
34.00	-	60	1.1 %
35.00	-	67	1.2 %
35.50	-	5	0.1 %
36.00	-	112	2.0 %
36.50	-	4	0.1 %
	<b>Missing Data</b>		
-7.00	REFUSED	2	0.0 %
-4.00	DON'T KNOW	4	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,499 valid cases out of 5,509 total cases.

- Mean: 37.77
- Median: 40.00
- Mode: 40.00
- Minimum: 0.00
- Maximum: 97.00
- Standard Deviation: 11.64

*Location:* 365-369 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -7.00 , -4.00 , .

## WM\_HPQ2: Hours manager expects in a typical 7-day calendar week

How many hours does your manager expect you to work in a typical 7-day calendar week?

Value	Label	Unweighted Frequency	%
0.00	-	6	0.1 %
1.00	-	1	0.0 %
3.50	-	1	0.0 %
5.00	-	1	0.0 %
6.00	-	1	0.0 %
8.00	-	13	0.2 %
12.00	-	2	0.0 %
15.00	-	6	0.1 %
16.00	-	28	0.5 %
18.00	-	1	0.0 %
20.00	-	19	0.3 %
21.00	-	2	0.0 %
22.00	-	17	0.3 %
22.50	-	5	0.1 %
23.00	-	3	0.1 %
23.50	-	1	0.0 %
24.00	-	275	5.0 %
25.00	-	6	0.1 %
26.00	-	1	0.0 %
27.00	-	3	0.1 %
27.50	-	1	0.0 %
28.00	-	12	0.2 %
28.50	-	1	0.0 %
29.00	-	1	0.0 %
30.00	-	310	5.6 %
30.50	-	2	0.0 %
31.00	-	4	0.1 %
32.00	-	1397	25.4 %

Value	Label	Unweighted Frequency	%
32.50	-	4	0.1 %
33.00	-	4	0.1 %
34.00	-	24	0.4 %
35.00	-	56	1.0 %
35.50	-	3	0.1 %
36.00	-	108	2.0 %
36.50	-	7	0.1 %
37.00	-	79	1.4 %
37.30	-	1	0.0 %
37.50	-	475	8.6 %
37.70	-	2	0.0 %
37.75	-	3	0.1 %
38.00	-	33	0.6 %
38.25	-	1	0.0 %
38.50	-	1	0.0 %
38.75	-	1	0.0 %
39.00	-	6	0.1 %
40.00	-	2409	43.7 %
42.00	-	5	0.1 %
44.00	-	1	0.0 %
45.00	-	55	1.0 %
46.00	-	2	0.0 %
	<b>Missing Data</b>		
-4.00	DON'T KNOW	23	0.4 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,482 valid cases out of 5,509 total cases.

- Mean: 35.86
- Median: 37.50
- Mode: 40.00
- Minimum: 0.00
- Maximum: 97.00
- Standard Deviation: 6.03

*Location:* 370-374 (width: 5; decimal: 2)

*Variable Type:* numeric

*(Range of) Missing Values:* -4.00 , .

---

**WM\_HPQ2R: Revised WM\_HPQ2r to correct likely FI keying mistake**

RECODED WM\_HPQ2: Correcting likely data entry mistake.

Value	Label	Unweighted Frequency	%
5.00	-	1	0.0 %
16.00	-	3	0.1 %
20.00	-	3	0.1 %
21.00	-	2	0.0 %
22.00	-	4	0.1 %
22.50	-	2	0.0 %
23.00	-	2	0.0 %
23.50	-	1	0.0 %
24.00	-	93	1.7 %
27.50	-	1	0.0 %
28.00	-	6	0.1 %
28.50	-	1	0.0 %
29.00	-	1	0.0 %
30.00	-	101	1.8 %
30.50	-	1	0.0 %
31.00	-	2	0.0 %
32.00	-	432	7.8 %
32.50	-	1	0.0 %
33.00	-	1	0.0 %
34.00	-	8	0.1 %
35.00	-	20	0.4 %
35.50	-	2	0.0 %
36.00	-	37	0.7 %
37.00	-	30	0.5 %
37.50	-	143	2.6 %
38.00	-	13	0.2 %
38.25	-	1	0.0 %
39.00	-	3	0.1 %
40.00	-	579	10.5 %
42.00	-	4	0.1 %
45.00	-	1	0.0 %
48.00	-	3	0.1 %
49.00	-	1	0.0 %
52.00	-	1	0.0 %
54.00	-	1	0.0 %
55.00	-	1	0.0 %
56.00	-	5	0.1 %
57.00	-	1	0.0 %

Value	Label	Unweighted Frequency	%
60.00	-	2	0.0 %
64.00	-	1	0.0 %
72.00	-	1	0.0 %
80.00	-	1	0.0 %
	<b>Missing Data</b>		
-4.00	DON'T KNOW	5	0.1 %
.	-	3987	72.4 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 1,517 valid cases out of 5,509 total cases.

- Mean: 35.43
- Median: 37.50
- Mode: 40.00
- Minimum: 5.00
- Maximum: 80.00
- Standard Deviation: 5.64

Location: 375-379 (width: 5; decimal: 2)

Variable Type: numeric

(Range of) Missing Values: -4.00 , .

## WM\_HPQ3: Rating performance of most workers in job similar to R's

On a scale of 0 to 10, where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker, how would you rate the usual performance of most workers in a job similar to yours?

Value	Label	Unweighted Frequency	%
0	-	2	0.0 %
1	-	4	0.1 %
2	-	5	0.1 %
3	-	25	0.5 %
4	-	48	0.9 %
5	-	469	8.5 %
6	-	638	11.6 %
7	-	1676	30.4 %
8	-	1944	35.3 %
9	-	418	7.6 %
10	-	206	3.7 %
	<b>Missing Data</b>		
-7	REFUSED	9	0.2 %
-4	DON'T KNOW	61	1.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>



Based upon 5,435 valid cases out of 5,509 total cases.

- Mean: 7.28
- Median: 7.00
- Mode: 8.00
- Minimum: 0.00
- Maximum: 10.00
- Standard Deviation: 1.27

*Location:* 380-381 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## WM\_HPQ4: Self-rating of overall performance in past 4 weeks

Using the same 0 to 10 scale (where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker), how would you rate your overall performance on the days you worked during the past 4 weeks?

Value	Label	Unweighted Frequency	%
0	-	3	0.1 %
1	-	1	0.0 %
2	-	3	0.1 %
3	-	3	0.1 %
4	-	8	0.1 %
5	-	65	1.2 %
6	-	161	2.9 %
7	-	742	13.5 %
8	-	2074	37.6 %
9	-	1478	26.8 %
10	-	956	17.4 %
	<b>Missing Data</b>		
-7	REFUSED	3	0.1 %
-4	DON'T KNOW	8	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,494 valid cases out of 5,509 total cases.

- Mean: 8.37
- Median: 8.00
- Mode: 8.00
- Minimum: 0.00
- Maximum: 10.00
- Standard Deviation: 1.13

*Location:* 382-383 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -7 , -4 , .

## CVWM\_HPQABSABSNT: HPQ ABSOLUTE ABSENTEEISM: CONSTRUCTED

Absolute absenteeism

Value	Label	Unweighted Frequency	%
-228.00	-	1	0.0 %
-200.00	-	2	0.0 %
-196.00	-	1	0.0 %
-192.00	-	1	0.0 %
-184.00	-	1	0.0 %
-180.00	-	1	0.0 %
-168.00	-	1	0.0 %
-160.00	-	8	0.1 %
-158.00	-	1	0.0 %
-152.00	-	1	0.0 %
-148.00	-	1	0.0 %
-144.00	-	3	0.1 %
-140.00	-	3	0.1 %
-138.00	-	2	0.0 %
-136.00	-	4	0.1 %
-132.00	-	1	0.0 %
-128.00	-	20	0.4 %
-120.00	-	13	0.2 %
-112.00	-	13	0.2 %
-108.00	-	2	0.0 %
-106.00	-	1	0.0 %
-104.00	-	6	0.1 %
-102.00	-	1	0.0 %
-100.00	-	11	0.2 %
-96.00	-	41	0.7 %
-92.00	-	5	0.1 %
-90.00	-	6	0.1 %
-88.00	-	7	0.1 %
-86.00	-	1	0.0 %
-84.00	-	4	0.1 %
-80.00	-	68	1.2 %
-78.00	-	1	0.0 %
-77.00	-	1	0.0 %
-76.00	-	3	0.1 %
-74.00	-	2	0.0 %
-72.00	-	27	0.5 %

Value	Label	Unweighted Frequency	%
-70.00	-	5	0.1 %
-68.00	-	5	0.1 %
-65.20	-	1	0.0 %
-64.00	-	145	2.6 %
-60.00	-	46	0.8 %
-58.00	-	7	0.1 %
-56.00	-	30	0.5 %
-54.00	-	3	0.1 %
-52.00	-	23	0.4 %
-50.00	-	7	0.1 %
-48.00	-	45	0.8 %
-46.00	-	4	0.1 %
-44.00	-	10	0.2 %
-42.00	-	6	0.1 %
	Missing Data		
.	-	33	0.6 %
	Total	5,509	100%

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,476 valid cases out of 5,509 total cases.

- Mean: -7.6143024105
- Median: 0.0000000000
- Mode: 0.0000000000
- Minimum: -228.0000000000
- Maximum: 236.0000000000
- Standard Deviation: 39.9951416005

Location: 384-398 (width: 15; decimal: 10)

Variable Type: numeric

## CVWM\_HPQRELAB: HPQ RELATIVE ABSENTEEISM: CONSTRUCTED

Relative absenteeism

Value	Label	Unweighted Frequency	%
-9.714285714286	-	1	0.0 %
-9.000000000000	UNDEFINED/INVALID CALCULATION	2	0.0 %
-5.400000000000	-	1	0.0 %
-2.000000000000	-	1	0.0 %
-1.727272727273	-	1	0.0 %
-1.500000000000	-	1	0.0 %

Value	Label	Unweighted Frequency	%
-1.425000000000	-	1	0.0 %
-1.324324324324	-	1	0.0 %
-1.250000000000	-	2	0.0 %
-1.200000000000	-	1	0.0 %
-1.181818181818	-	1	0.0 %
-1.166666666667	-	1	0.0 %
-1.133333333333	-	1	0.0 %
-1.125000000000	-	2	0.0 %
-1.083333333333	-	1	0.0 %
-1.062500000000	-	1	0.0 %
-1.053333333333	-	1	0.0 %
-1.050000000000	-	1	0.0 %
-1.000000000000	-	24	0.4 %
-0.937500000000	-	2	0.0 %
-0.925000000000	-	1	0.0 %
-0.920000000000	-	3	0.1 %
-0.888888888889	-	2	0.0 %
-0.875000000000	-	11	0.2 %
-0.866666666667	-	1	0.0 %
-0.850000000000	-	1	0.0 %
-0.825000000000	-	1	0.0 %
-0.812500000000	-	2	0.0 %
-0.800000000000	-	11	0.2 %
-0.777777777778	-	1	0.0 %
-0.750000000000	-	29	0.5 %
-0.746666666667	-	1	0.0 %
-0.729729729730	-	1	0.0 %
-0.718750000000	-	1	0.0 %
-0.714285714286	-	1	0.0 %
-0.706666666667	-	1	0.0 %
-0.700000000000	-	4	0.1 %
-0.687500000000	-	1	0.0 %
-0.680000000000	-	2	0.0 %
-0.671875000000	-	1	0.0 %
-0.666666666667	-	26	0.5 %
-0.656250000000	-	1	0.0 %
-0.650000000000	-	1	0.0 %
-0.644444444444	-	1	0.0 %
-0.631578947368	-	1	0.0 %

Value	Label	Unweighted Frequency	%
-0.625000000000	-	16	0.3 %
-0.611111111111	-	1	0.0 %
-0.600000000000	-	26	0.5 %
-0.593750000000	-	1	0.0 %
-0.590909090909	-	1	0.0 %
	<b>Missing Data</b>		
.	-	37	0.7 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,472 valid cases out of 5,509 total cases.

- Mean: -0.059380012862
- Minimum: -9.714285714286
- Maximum: 1.000000000000
- Standard Deviation: 0.362708042493

*Location:* 399-413 (width: 15; decimal: 12)

*Variable Type:* numeric

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## CVWM\_HPQRELHWK: HPQ RELATIVE HOURS OF WORK: CONSTRUCTED

Relative hours of work

Value	Label	Unweighted Frequency	%
-9.000000000000	UNDEFINED/INVALID CALCULATION	6	0.1 %
0.000000000000	-	128	2.3 %
0.062500000000	-	1	0.0 %
0.071428571429	-	1	0.0 %
0.080000000000	-	1	0.0 %
0.093750000000	-	2	0.0 %
0.100000000000	-	1	0.0 %
0.109375000000	-	1	0.0 %
0.125000000000	-	4	0.1 %
0.160000000000	-	1	0.0 %
0.200000000000	-	6	0.1 %
0.213333333333	-	2	0.0 %
0.218750000000	-	1	0.0 %
0.225000000000	-	1	0.0 %
0.250000000000	-	11	0.2 %
0.266666666667	-	3	0.1 %
0.277777777778	-	1	0.0 %

Value	Label	Unweighted Frequency	%
0.300000000000	-	3	0.1 %
0.312500000000	-	1	0.0 %
0.333333333333	-	2	0.0 %
0.375000000000	-	3	0.1 %
0.391752577320	-	1	0.0 %
0.394736842105	-	1	0.0 %
0.400000000000	-	14	0.3 %
0.416666666667	-	1	0.0 %
0.426666666667	-	1	0.0 %
0.432432432432	-	2	0.0 %
0.444444444444	-	1	0.0 %
0.466666666667	-	1	0.0 %
0.468750000000	-	3	0.1 %
0.500000000000	-	27	0.5 %
0.525000000000	-	2	0.0 %
0.531250000000	-	1	0.0 %
0.537500000000	-	1	0.0 %
0.541666666667	-	1	0.0 %
0.555555555556	-	1	0.0 %
0.560000000000	-	1	0.0 %
0.571428571429	-	1	0.0 %
0.576923076923	-	1	0.0 %
0.586666666667	-	2	0.0 %
0.600000000000	-	30	0.5 %
0.613333333333	-	1	0.0 %
0.621621621622	-	1	0.0 %
0.625000000000	-	10	0.2 %
0.640000000000	-	4	0.1 %
0.648648648649	-	1	0.0 %
0.656250000000	-	1	0.0 %
0.666666666667	-	19	0.3 %
0.687500000000	-	3	0.1 %
0.692307692308	-	1	0.0 %
	<b>Missing Data</b>		
.	-	33	0.6 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,476 valid cases out of 5,509 total cases.

- Mean: 1.045092664423
- Minimum: -9.000000000000
- Maximum: 10.714285714286
- Standard Deviation: 0.461466513848

*Location:* 414-428 (width: 15; decimal: 12)

*Variable Type:* numeric

## CVWM\_HPQPRES: HPQ RELATIVE PRESENTEEISM: CONSTRUCTED

Relative presenteeism

Value	Label	Unweighted Frequency	%
-9.000000000000	UNDEFINED/INVALID CALCULATION	2	0.0 %
0.250000000000	-	4	0.1 %
0.375000000000	-	1	0.0 %
0.400000000000	-	1	0.0 %
0.500000000000	-	2	0.0 %
0.600000000000	-	1	0.0 %
0.625000000000	-	6	0.1 %
0.666666666667	-	4	0.1 %
0.700000000000	-	1	0.0 %
0.714285714286	-	9	0.2 %
0.750000000000	-	12	0.2 %
0.777777777778	-	4	0.1 %
0.800000000000	-	11	0.2 %
0.833333333333	-	12	0.2 %
0.857142857143	-	30	0.5 %
0.875000000000	-	61	1.1 %
0.888888888889	-	29	0.5 %
0.900000000000	-	9	0.2 %
1.000000000000	-	1968	35.7 %
1.111111111111	-	114	2.1 %
1.125000000000	-	573	10.4 %
1.142857142857	-	631	11.5 %
1.166666666667	-	141	2.6 %
1.200000000000	-	50	0.9 %
1.250000000000	-	306	5.6 %
1.285714285714	-	380	6.9 %
1.333333333333	-	240	4.4 %
1.400000000000	-	88	1.6 %
1.428571428571	-	188	3.4 %

Value	Label	Unweighted Frequency	%
1.500000000000	-	125	2.3 %
1.600000000000	-	136	2.5 %
1.666666666667	-	63	1.1 %
1.750000000000	-	7	0.1 %
1.800000000000	-	85	1.5 %
2.000000000000	-	135	2.5 %
	<b>Missing Data</b>		
.	-	80	1.5 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,429 valid cases out of 5,509 total cases.

- Mean: 1.170736009145
- Median: 1.125000000000
- Mode: 1.000000000000
- Minimum: -9.000000000000
- Maximum: 2.000000000000
- Standard Deviation: 0.305734042605

Location: 429-443 (width: 15; decimal: 12)

Variable Type: numeric

## CVWM\_HPQPROD: HPQ PRODUCTIVITY: CONSTRUCTED

Productivity

Value	Label	Unweighted Frequency	%
0.000000000000	-	125	2.3 %
0.062500000000	-	1	0.0 %
0.085333333333	-	1	0.0 %
0.095238095238	-	1	0.0 %
0.116666666667	-	1	0.0 %
0.125000000000	-	2	0.0 %
0.131250000000	-	1	0.0 %
0.133333333333	-	1	0.0 %
0.140625000000	-	2	0.0 %
0.156250000000	-	1	0.0 %
0.170138888889	-	1	0.0 %
0.187500000000	-	2	0.0 %
0.200000000000	-	2	0.0 %
0.225000000000	-	1	0.0 %
0.228571428571	-	1	0.0 %
0.233333333333	-	1	0.0 %
0.250000000000	-	3	0.1 %



Value	Label	Unweighted Frequency	%
0.253125000000	-	1	0.0 %
0.256000000000	-	1	0.0 %
0.277777777778	-	1	0.0 %
0.280000000000	-	1	0.0 %
0.281250000000	-	2	0.0 %
0.285714285714	-	2	0.0 %
0.300000000000	-	2	0.0 %
0.304761904762	-	1	0.0 %
0.312500000000	-	1	0.0 %
0.321428571429	-	3	0.1 %
0.333333333333	-	1	0.0 %
0.342857142857	-	2	0.0 %
0.357142857143	-	1	0.0 %
0.375000000000	-	1	0.0 %
0.400000000000	-	8	0.1 %
0.405405405405	-	1	0.0 %
0.416666666667	-	1	0.0 %
0.426666666667	-	1	0.0 %
0.428571428571	-	1	0.0 %
0.432432432432	-	1	0.0 %
0.444444444444	-	2	0.0 %
0.450000000000	-	4	0.1 %
0.457142857143	-	1	0.0 %
0.466666666667	-	1	0.0 %
0.468750000000	-	1	0.0 %
0.480000000000	-	1	0.0 %
0.500000000000	-	12	0.2 %
0.514285714286	-	1	0.0 %
0.520833333333	-	1	0.0 %
0.525000000000	-	3	0.1 %
0.527343750000	-	1	0.0 %
0.537500000000	-	1	0.0 %
0.552631578947	-	1	0.0 %
	<b>Missing Data</b>		
.	-	115	2.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,394 valid cases out of 5,509 total cases.

- Mean: 1.244478329842
- Minimum: 0.000000000000
- Maximum: 13.775510204082
- Standard Deviation: 0.471168009657

*Location:* 444-458 (width: 15; decimal: 12)

*Variable Type:* numeric

## CVPH\_BEDHRS: NUMBER OF HOURS IN BED: CONSTRUCTED

Number of hours in bed. NOTES: Only the constructed variable CVPH\_BEDHRS is included in public use data; the individual items on which it is based are not included (these items are available in the restricted use data).

Value	Label	Unweighted Frequency	%
1.500000000000	-	1	0.0 %
2.000000000000	-	8	0.1 %
2.500000000000	-	4	0.1 %
3.000000000000	-	27	0.5 %
3.250000000000	-	1	0.0 %
3.333333333333	-	1	0.0 %
3.466666666667	-	1	0.0 %
3.500000000000	-	26	0.5 %
3.666666666667	-	1	0.0 %
3.750000000000	-	3	0.1 %
4.000000000000	-	71	1.3 %
4.166666666667	-	1	0.0 %
4.250000000000	-	8	0.1 %
4.333333333333	-	2	0.0 %
4.416666666667	-	1	0.0 %
4.500000000000	-	93	1.7 %
4.583333333333	-	2	0.0 %
4.666666666667	-	2	0.0 %
4.750000000000	-	17	0.3 %
5.000000000000	-	186	3.4 %
5.166666666667	-	1	0.0 %
5.183333333333	-	1	0.0 %
5.250000000000	-	31	0.6 %
5.333333333333	-	2	0.0 %
5.500000000000	-	214	3.9 %
5.583333333333	-	4	0.1 %
5.666666666667	-	2	0.0 %
5.750000000000	-	36	0.7 %
5.833333333333	-	6	0.1 %

Value	Label	Unweighted Frequency	%
5.91666666667	-	2	0.0 %
5.93333333333	-	1	0.0 %
6.00000000000	-	423	7.7 %
6.16666666667	-	6	0.1 %
6.25000000000	-	55	1.0 %
6.33333333333	-	15	0.3 %
6.40000000000	-	1	0.0 %
6.41666666667	-	4	0.1 %
6.43333333333	-	1	0.0 %
6.50000000000	-	413	7.5 %
6.53333333333	-	1	0.0 %
6.58333333333	-	1	0.0 %
6.66666666667	-	12	0.2 %
6.75000000000	-	100	1.8 %
6.83333333333	-	13	0.2 %
6.91666666667	-	2	0.0 %
7.00000000000	-	715	13.0 %
7.05000000000	-	2	0.0 %
7.08333333333	-	2	0.0 %
7.16666666667	-	7	0.1 %
7.25000000000	-	90	1.6 %
	<b>Missing Data</b>		
.	-	196	3.6 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 5,313 valid cases out of 5,509 total cases.

- Mean: 7.272623753059
- Median: 7.50000000000
- Mode: 8.00000000000
- Minimum: 1.50000000000
- Maximum: 20.50000000000
- Standard Deviation: 1.474973946574

*Location:* 459-473 (width: 15; decimal: 12)

*Variable Type:* numeric

## EM\_DIST1R: REVERSE CODED: R FELT SO SAD NOTHING COULD CHEER R UP

The next set of questions asks about happy and sad feelings you experienced during the past 30 days. For each question, please tell me whether you felt the following ways all of the time, most of the time, some of the time, a little of the time, or none of the time.

During the past 30 days, how much of the time did you feel so sad nothing could cheer you up? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	2196	39.9 %
2	A LITTLE OF THE TIME	1925	34.9 %
3	SOME OF THE TIME	1092	19.8 %
4	MOST OF THE TIME	245	4.4 %
5	ALL OF THE TIME	47	0.9 %
	<b>Missing Data</b>		
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 474-474 (width: 1; decimal: 0)

*Variable Type:* numeric

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## EM\_DIST2R: REVERSE CODED: R FELT NERVOUS

During the past 30 days, how much of the time did you feel nervous? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	1371	24.9 %
2	A LITTLE OF THE TIME	2180	39.6 %
3	SOME OF THE TIME	1521	27.6 %
4	MOST OF THE TIME	360	6.5 %
5	ALL OF THE TIME	73	1.3 %
	<b>Missing Data</b>		
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,505 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 475-475 (width: 1; decimal: 0)

*Variable Type:* numeric

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## EM\_DIST3R: REVERSE CODED: R FELT RESTLESS OR FIDGETY

During the past 30 days, how much of the time did you feel restless or fidgety? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	1309	23.8 %
2	A LITTLE OF THE TIME	1889	34.3 %
3	SOME OF THE TIME	1698	30.8 %
4	MOST OF THE TIME	493	8.9 %
5	ALL OF THE TIME	115	2.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	1	0.0 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,504 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 476-477 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

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## EM\_DIST4R: REVERSE CODED: R FELT HOPELESS

During the past 30 days, how much of the time did you feel hopeless? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	3692	67.0 %
2	A LITTLE OF THE TIME	1002	18.2 %
3	SOME OF THE TIME	611	11.1 %
4	MOST OF THE TIME	155	2.8 %
5	ALL OF THE TIME	42	0.8 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,502 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 478-479 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

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## EM\_DIST5R: REVERSE CODED: R FELT THAT EVERYTHING WAS AN EFFORT

During the past 30 days, how much of the time did you feel that everything was an effort? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	2118	38.4 %
2	A LITTLE OF THE TIME	1729	31.4 %
3	SOME OF THE TIME	1105	20.1 %
4	MOST OF THE TIME	401	7.3 %
5	ALL OF THE TIME	146	2.7 %
<b>Missing Data</b>			
-4	DON'T KNOW	6	0.1 %
.	-	4	0.1 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,499 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 480-481 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## EM\_DIST6R: REVERSE CODED: R FELT WORTHLESS

During the past 30 days, how much of the time did you feel worthless? (Was it all of the time, most of the time, some of the time, a little of the time, or none of the time?)

Value	Label	Unweighted Frequency	%
1	NONE OF THE TIME	4158	75.5 %
2	A LITTLE OF THE TIME	782	14.2 %
3	SOME OF THE TIME	415	7.5 %
4	MOST OF THE TIME	115	2.1 %
5	ALL OF THE TIME	30	0.5 %
<b>Missing Data</b>			
-4	DON'T KNOW	5	0.1 %
.	-	4	0.1 %
<b>Total</b>		<b>5,509</b>	<b>100%</b>

Based upon 5,500 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 482-483 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

## SCEM\_DIST: PSYCHOLOGICAL DISTRESS: SCALE

Psychological Distress, listwise deletion

Value	Label	Unweighted Frequency	%
6	-	412	7.5 %
7	-	493	8.9 %
8	-	657	11.9 %
9	-	624	11.3 %
10	-	583	10.6 %
11	-	512	9.3 %
12	-	457	8.3 %
13	-	332	6.0 %
14	-	304	5.5 %
15	-	266	4.8 %
16	-	180	3.3 %
17	-	155	2.8 %
18	-	150	2.7 %
19	-	90	1.6 %
20	-	88	1.6 %
21	-	63	1.1 %
22	-	33	0.6 %
23	-	28	0.5 %
24	-	23	0.4 %
25	-	12	0.2 %
26	-	12	0.2 %
27	-	7	0.1 %
28	-	8	0.1 %
29	-	4	0.1 %
30	-	2	0.0 %
	<b>Missing Data</b>		
-8	NOT ENOUGH RESPONSES TO COMPUTE SCALE	10	0.2 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,495 valid cases out of 5,509 total cases.

- Mean: 11.36
- Median: 10.00
- Mode: 8.00
- Minimum: 6.00
- Maximum: 30.00
- Standard Deviation: 4.16

Location: 484-485 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -8 , .

## SCEM\_DIST1: PSYCHOLOGICAL DISTRESS: SCALE: IMPUTED

Psychological Distress, mean imputed

Value	Label	Unweighted Frequency	%
6.0	-	412	7.5 %
7.0	-	493	8.9 %
8.0	-	657	11.9 %
8.4	-	1	0.0 %
9.0	-	624	11.3 %
10.0	-	583	10.6 %
10.8	-	3	0.1 %
11.0	-	512	9.3 %
12.0	-	457	8.3 %
13.0	-	332	6.0 %
13.2	-	1	0.0 %
14.0	-	304	5.5 %
15.0	-	266	4.8 %
16.0	-	180	3.3 %
17.0	-	155	2.8 %
18.0	-	150	2.7 %
19.0	-	90	1.6 %
20.0	-	88	1.6 %
21.0	-	63	1.1 %
22.0	-	33	0.6 %
23.0	-	28	0.5 %
24.0	-	23	0.4 %
25.0	-	12	0.2 %
26.0	-	12	0.2 %
27.0	-	7	0.1 %
28.0	-	8	0.1 %
29.0	-	4	0.1 %
30.0	-	2	0.0 %
	<b>Missing Data</b>		
-8.0	NOT ENOUGH RESPONSES TO COMPUTE SCALE	5	0.1 %
.	-	4	0.1 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 5,500 valid cases out of 5,509 total cases.



- Mean: 11.361454545455
- Median: 10.000000000000
- Mode: 8.000000000000
- Minimum: 6.000000000000
- Maximum: 30.000000000000
- Standard Deviation: 4.155421779135

*Location:* 486-500 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.0 , .

## EM\_STRS1R: REVERSE CODED: R FELT R WAS UNABLE TO CONTROL THE IMPORTANT THINGS IN LIFE

The next set of questions is about how you have felt during the past 30 days. Please respond using very often, fairly often, sometimes, almost never, or never. During the past 30 days, how often have you felt that you were unable to control the important things in your life? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	NEVER	1297	23.5 %
2	ALMOST NEVER	1365	24.8 %
3	SOMETIMES	1635	29.7 %
4	FAIRLY OFTEN	389	7.1 %
5	VERY OFTEN	199	3.6 %
	<b>Missing Data</b>		
.	-	624	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 4,885 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 501-501 (width: 1; decimal: 0)

*Variable Type:* numeric

## EM\_STRS2: R felt confident about ability to handle personal problems

During the past 30 days, how often have you felt confident about your ability to handle your personal problems? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	VERY OFTEN	1473	26.7 %
2	FAIRLY OFTEN	1991	36.1 %
3	SOMETIMES	1149	20.9 %
4	ALMOST NEVER	196	3.6 %
5	NEVER	73	1.3 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %

Value	Label	Unweighted Frequency	%
.	-	624	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 4,882 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 502-503 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## EM\_STRS3: R felt that things were going R's way

During the past 30 days, how often have you felt that things were going your way? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	VERY OFTEN	695	12.6 %
2	FAIRLY OFTEN	1858	33.7 %
3	SOMETIMES	1800	32.7 %
4	ALMOST NEVER	415	7.5 %
5	NEVER	114	2.1 %
	<b>Missing Data</b>		
-4	DON'T KNOW	3	0.1 %
.	-	624	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 4,882 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

*Location:* 504-505 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -4 , .

## EM\_STRS4R: REVERSE CODED: R FELT DIFFICULTIES WERE PILING UP & COULD NOT OVERCOME THEM

During the past 30 days, how often have you felt difficulties were piling up so high that you could not overcome them? (Would you say very often, fairly often, sometimes, almost never, or never?)

Value	Label	Unweighted Frequency	%
1	NEVER	1079	19.6 %
2	ALMOST NEVER	1614	29.3 %
3	SOMETIMES	1551	28.2 %

Value	Label	Unweighted Frequency	%
4	FAIRLY OFTEN	487	8.8 %
5	VERY OFTEN	149	2.7 %
	<b>Missing Data</b>		
-4	DON'T KNOW	5	0.1 %
.	-	624	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 4,880 valid cases out of 5,509 total cases.

- Minimum: 1.00
- Maximum: 5.00

Location: 506-507 (width: 2; decimal: 0)

Variable Type: numeric

(Range of) Missing Values: -4 , .

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## SCEM\_STRS: PERCEIVED STRESS: SCALE

Perceived Stress, listwise deletion

Value	Label	Unweighted Frequency	%
4	-	268	4.9 %
5	-	274	5.0 %
6	-	427	7.8 %
7	-	489	8.9 %
8	-	587	10.7 %
9	-	582	10.6 %
10	-	577	10.5 %
11	-	505	9.2 %
12	-	494	9.0 %
13	-	312	5.7 %
14	-	155	2.8 %
15	-	85	1.5 %
16	-	61	1.1 %
17	-	30	0.5 %
18	-	28	0.5 %
19	-	2	0.0 %
20	-	1	0.0 %
	<b>Missing Data</b>		
-8	NOT ENOUGH RESPONSES TO COMPUTE SCALE	8	0.1 %
.	-	624	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 4,877 valid cases out of 5,509 total cases.

- Mean: 9.26
- Median: 9.00
- Mode: 8.00
- Minimum: 4.00
- Maximum: 20.00
- Standard Deviation: 2.99

*Location:* 508-509 (width: 2; decimal: 0)

*Variable Type:* numeric

*(Range of) Missing Values:* -8 , .

## SCEM\_STRSI: PERCEIVED STRESS: SCALE: IMPUTED

Perceived Stress, mean imputed

Value	Label	Unweighted Frequency	%
4.00000000000000	-	268	4.9 %
5.00000000000000	-	274	5.0 %
6.00000000000000	-	427	7.8 %
6.66666666666667	-	1	0.0 %
7.00000000000000	-	489	8.9 %
8.00000000000000	-	587	10.7 %
9.00000000000000	-	582	10.6 %
10.00000000000000	-	577	10.5 %
11.00000000000000	-	505	9.2 %
12.00000000000000	-	495	9.0 %
13.00000000000000	-	312	5.7 %
13.33333333333333	-	2	0.0 %
14.00000000000000	-	155	2.8 %
14.66666666666667	-	1	0.0 %
15.00000000000000	-	85	1.5 %
16.00000000000000	-	61	1.1 %
17.00000000000000	-	30	0.5 %
18.00000000000000	-	28	0.5 %
19.00000000000000	-	2	0.0 %
20.00000000000000	-	1	0.0 %
	<b>Missing Data</b>		
-8.00000000000000	NOT ENOUGH RESPONSES TO COMPUTE SCALE	3	0.1 %
.	-	624	11.3 %
	<b>Total</b>	<b>5,509</b>	<b>100%</b>

Based upon 4,882 valid cases out of 5,509 total cases.

- Mean: 9.263211798443

- Median: 9.000000000000
- Mode: 8.000000000000
- Minimum: 4.000000000000
- Maximum: 20.000000000000
- Standard Deviation: 2.991618557221

*Location:* 510-524 (width: 15; decimal: 12)

*Variable Type:* numeric

*(Range of) Missing Values:* -8.000000000000 , .