The data file “orgdata.csv” includes the following variables for over 450 organizations in 19 countries

nemploy - total number of employees

nmale - number of males

Country

HPD – country-level measure of Power Distance

HCollect - country-level measure of Collectivism

HMF - country-level measure of Masculinty

HLong - country-level measure of Long-term orientation

HInd - country-level measure of Indulgance

SelfRating – use of self-evaluations in the organization’s performance appraisal system

PeerRating - use of peer ratings in the organization’s performance appraisal system

Pay – use of performance appraisals for pay determination

Develop - use of performance appraisals for employee Development

Nemploy, nmale, SelfRating, PeerRating, Pay and Develop are organization-level variables. HPD-Hind and Country are country-level variables

1. create a measure of gender balance in the workforce (percentage of the workforce that is male)

2. Perform and interpret multi-level analysis using HPD-Hind as level-2 variables and gender balance as the level-1 variable to predict each of the four DVs (separate analysis for SelfRating, PeerRating, Pay. Develop)

3. Interpret the results, including the intraclass correlations