Oregon Community-Based Care Administrative Turnover Study

Assisted Living, Residential Care, Memory Care Administrator Survey Data Codebook 2021

| **Variable** | **Question** | **Label** | **Unweighted Freq.** | **Mean** | **SD** |
| --- | --- | --- | --- | --- | --- |
| id | Unique respondent ID |  | 582 |  |  |
| resp | Response binary | [0] Did not respond | 362 |  |  |
| [1] Responded | 220 |  |  |
| left\_position | Did respondent leave position? | [0] Did not leave position | 281 |  |  |
| [1] Left position | 301 |  |  |
| survey\_finished | Did respondent complete survey? | [-99, NA] Missing | 362 |  |  |
| [0] Survey Incomplete | 12 |  |  |
| [1] Survey Complete | 208 |  |  |
| ccmu | Unique Facility identifier |  | 582 |  |  |
| catcap | Facility capacity | [-99, NA] Missing | 0 |  |  |
| [1] Small (6-24) | 129 |  |  |
| [2] Medium (25-49) | 160 |  |  |
| [3] Large (50-74) | 150 |  |  |
| [4] Very Large (75+) | 143 |  |  |
| anymc | Does facility perform memory care? | [-99, NA] Missing | 0 |  |  |
| [0] No Memory Care | 346 |  |  |
| [1] Memory Care | 236 |  |  |
| medi | Does facility accept Medicaid? | [-99, NA] Missing | 8 |  |  |
| [0] No Medicaid | 132 |  |  |
| [1] Yes Medicaid | 442 |  |  |
| rural | Is facility rural? | [-99, NA] Missing | 0 |  |  |
| [1] Urban | 352 |  |  |
| [2] Rural | 204 |  |  |
| [3] Frontier | 26 |  |  |
| nonpro | Is facility nonprofit? | [-99, NA] Missing | 0 |  |  |
| [0] Not nonprofit | 535 |  |  |
| [1] Nonprofit | 47 |  |  |
| gender | Q1. What gender is the respondent? | [-99, NA] Missing | 363 |  |  |
| [1] Male | 35 |  |  |
| [2] Female | 182 |  |  |
| [3] Prefer to self\_describe | 0 |  |  |
| [4] Prefer not to answer | 2 |  |  |
| age | Q2. Age of respondent? |  | 582 | 45 | (11.6) |
| race | Q3. Respondent's race | [-99, NA] Missing | 373 |  |  |
| [1] American Indian or Alaskan Native | 1 |  |  |
| [2] Asian | 8 |  |  |
| [3] Black or African American | 3 |  |  |
| [4] Native Hawaiian or Other Pacific Islander | 2 |  |  |
| [5] White | 183 |  |  |
| [6] Other | 6 |  |  |
| [7] 2+ racial categories selected | 6 |  |  |
| ethnicity | Q3. Respondent's ethnicity | [-99, NA] Missing | 0 |  |  |
| [0] Not Hispanic or Latino | 569 |  |  |
| [1] Hispanic or Latino | 13 |  |  |
| education | Q4. What is the highest degree or level of school you have COMPLETED? | [-99, NA] Missing | 363 |  |  |
| [1] High school diploma or equivalent (such as GED) | 44 |  |  |
| [2] Some college credit, but not degree | 67 |  |  |
| [3] Associate's degree (for example: AA, AS) | 35 |  |  |
| [4] Bachelor's degree (for example: BA, BS) | 60 |  |  |
| [5] Master's degree (for example: MA, MS, MEng, MSW, MBA) | 12 |  |  |
| [6] Professional degree beyond a Bachelor's Degree (for example: MD, JD) | 0 |  |  |
| [7] Doctorate degree (for example: PhD, EdD) | 1 |  |  |
| degree\_1 | Q5. Did any of your degrees include curriculum or course content related to the following subject areas?: Aging or Older Adults | [-99, NA] Missing | 426 |  |  |
| [0] No | 90 |  |  |
| [1] Yes | 66 |  |  |
| degree\_2 | Q5. Did any of your degrees include curriculum or course content related to the following subject areas?: Disabilities | [-99, NA] Missing | 432 |  |  |
| [0] No | 91 |  |  |
| [1] Yes | 59 |  |  |
| degree\_3 | Q5. Did any of your degrees include curriculum or course content related to the following subject areas?: Behavioral or mental health | [-99, NA] Missing | 429 |  |  |
| [0] No | 86 |  |  |
| [1] Yes | 67 |  |  |
| degree\_4 | Q5. Did any of your degrees include curriculum or course content related to the following subject areas?: Long-term services and supports | [-99, NA] Missing | 433 |  |  |
| [0] No | 94 |  |  |
| [1] Yes | 55 |  |  |
| degree\_5 | Q5. Did any of your degrees include curriculum or course content related to the following subject areas?: Healthcare administration | [-99, NA] Missing | 429 |  |  |
| [0] No | 91 |  |  |
| [1] Yes | 62 |  |  |
| cert\_1 | Q6. Do you currently have or have you ever had any of the following certifications or licenses: Nursing home administrator | [-99, NA] Missing | 413 |  |  |
| [1] No, never | 123 |  |  |
| [2] Yes, previously | 4 |  |  |
| [3] Yes, currently | 42 |  |  |
| cert\_2 | Q6. Do you currently have or have you ever had any of the following certifications or licenses: Registered nurse (RN) | [-99, NA] Missing | 429 |  |  |
| [1] No, never | 147 |  |  |
| [2] Yes, previously | 1 |  |  |
| [3] Yes, currently | 5 |  |  |
| cert\_3 | Q6. Do you currently have or have you ever had any of the following certifications or licenses: Licensed practical/vocational nurse (LPN/LVN) | [-99, NA] Missing | 428 |  |  |
| [1] No, never | 144 |  |  |
| [2] Yes, previously | 3 |  |  |
| [3] Yes, currently | 7 |  |  |
| cert\_4 | Q6. Do you currently have or have you ever had any of the following certifications or licenses: Certified nursing assistant (CNA) | [-99, NA] Missing | 411 |  |  |
| [1] No, never | 119 |  |  |
| [2] Yes, previously | 46 |  |  |
| [3] Yes, currently | 6 |  |  |
| cert\_5 | Q6. Do you currently have or have you ever had any of the following certifications or licenses: Certified medication aide (CMA) | [-99, NA] Missing | 432 |  |  |
| [1] No, never | 135 |  |  |
| [2] Yes, previously | 13 |  |  |
| [3] Yes, currently | 2 |  |  |
| cert\_6 | Q6. Do you currently have or have you ever had any of the following certifications or licenses: Other certification | [-99, NA] Missing | 467 |  |  |
| [1] No, never | 49 |  |  |
| [2] Yes, previously | 20 |  |  |
| [3] Yes, currently | 46 |  |  |
| lca\_year | Q7. In what year did you last attend the state-approved 40-hour training offered by Leading Age Oregon or Oregon Health Care Association (OHCA)? | [-99, NA] Missing | 363 |  |  |
| [1] 2017 or before | 123 |  |  |
| [2] 2018 | 27 |  |  |
| [3] 2019 | 50 |  |  |
| [4] 2020 | 19 |  |  |
| trainsat\_1 | Q8. How satisfied were you about the different subjects covered in the training program that you attended: Rules and regulations (e.g., health, fire) | [-99, NA] Missing | 363 |  |  |
| [1] Very dissatisfied | 11 |  |  |
| [2] Dissatisfied | 4 |  |  |
| [3] Neither satisfied nor dissatisfied | 23 |  |  |
| [4] Satisfied | 106 |  |  |
| [5] Very satisfied | 75 |  |  |
| trainsat\_2 | Q8. How satisfied were you about the different subjects covered in the training program that you attended: Finance, accounting | [-99, NA] Missing | 363 |  |  |
| [1] Very dissatisfied | 5 |  |  |
| [2] Dissatisfied | 24 |  |  |
| [3] Neither satisfied nor dissatisfied | 84 |  |  |
| [4] Satisfied | 73 |  |  |
| [5] Very satisfied | 33 |  |  |
| trainsat\_3 | Q8. How satisfied were you about the different subjects covered in the training program that you attended: Human resources and staffing | [-99, NA] Missing | 364 |  |  |
| [1] Very dissatisfied | 4 |  |  |
| [2] Dissatisfied | 22 |  |  |
| [3] Neither satisfied nor dissatisfied | 68 |  |  |
| [4] Satisfied | 88 |  |  |
| [5] Very satisfied | 36 |  |  |
| trainsat\_4 | Q8. How satisfied were you about the different subjects covered in the training program that you attended: Physical environment (e.g., building/plant management) | [-99, NA] Missing | 363 |  |  |
| [1] Very dissatisfied | 5 |  |  |
| [2] Dissatisfied | 15 |  |  |
| [3] Neither satisfied nor dissatisfied | 55 |  |  |
| [4] Satisfied | 104 |  |  |
| [5] Very satisfied | 40 |  |  |
| trainsat\_5 | Q8. How satisfied were you about the different subjects covered in the training program that you attended: Leadership skills | [-99, NA] Missing | 364 |  |  |
| [1] Very dissatisfied | 6 |  |  |
| [2] Dissatisfied | 13 |  |  |
| [3] Neither satisfied nor dissatisfied | 61 |  |  |
| [4] Satisfied | 97 |  |  |
| [5] Very satisfied | 41 |  |  |
| trainagree\_1 | Q9. Do you agree or disagree with the following statements?: My training sufficiently prepared me for this position. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 6 |  |  |
| [2] Disagree | 30 |  |  |
| [3] Neither agree nor disagree | 63 |  |  |
| [4] Agree | 88 |  |  |
| [5] Strongly agree | 32 |  |  |
| trainagree\_2 | Q9. Do you agree or disagree with the following statements?: I received sufficient onboarding support (e.g., mentorship) when I started this position. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 10 |  |  |
| [2] Disagree | 38 |  |  |
| [3] Neither agree nor disagree | 42 |  |  |
| [4] Agree | 78 |  |  |
| [5] Strongly agree | 51 |  |  |
| trainagree\_3 | Q9. Do you agree or disagree with the following statements?: There are sufficient ongoing training opportunities for me. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 7 |  |  |
| [2] Disagree | 12 |  |  |
| [3] Neither agree nor disagree | 31 |  |  |
| [4] Agree | 101 |  |  |
| [5] Strongly agree | 68 |  |  |
| trainagree\_4 | Q9. Do you agree or disagree with the following statements?: The existing opportunities for continuing education are relevant to my work. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 5 |  |  |
| [2] Disagree | 9 |  |  |
| [3] Neither agree nor disagree | 26 |  |  |
| [4] Agree | 119 |  |  |
| [5] Strongly agree | 60 |  |  |
| trainagree\_5 | Q9. Do you agree or disagree with the following statements?: My employer makes it possible for me to attend training (e.g., paid time for training). | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 5 |  |  |
| [2] Disagree | 3 |  |  |
| [3] Neither agree nor disagree | 23 |  |  |
| [4] Agree | 84 |  |  |
| [5] Strongly agree | 104 |  |  |
| famown | Q10a. Do you or a member of your immediate family have partial or full ownership of this community? | [-99, NA] Missing | 363 |  |  |
| [0] No | 204 |  |  |
| [1] Yes | 15 |  |  |
| adten | Q11. How long have you been an administrator at this community? Please enter in years. |  | 582 | 4.1 | (4.8) |
| priorpos | Q12. Have you worked in any other position at this community prior to becoming an administrator? | [-99, NA] Missing | 363 |  |  |
| [0] No | 122 |  |  |
| [1] Yes | 97 |  |  |
| prevadmin | Q13. Have you ever been an administrator at another assisted living, residential care, or memory care community? Please select all that apply. | [-99, NA] Missing | 363 |  |  |
| [1] Assisted living/residential care (not endorsed for memory care) | 33 |  |  |
| [2] Memory care community | 27 |  |  |
| [3] Assisted living/residential care (not endorsed for memory care) & Memory care community | 51 |  |  |
| [4] No, this is the first community of which I am the administrator. | 108 |  |  |
| reasonleave | Q14. What was the reason for leaving your administrator position at that last community? | [-99, NA] Missing | 472 |  |  |
| [1] I transferred to this community in the same organization | 25 |  |  |
| [2] I quit | 35 |  |  |
| [3] I was laid off | 5 |  |  |
| [4] It closed | 0 |  |  |
| [5] Other | 45 |  |  |
| everwork\_1 | Q15. Have you ever worked in any of the following settings prior to your current job?: Adult foster/care home | [-99, NA] Missing | 387 |  |  |
| [0] No | 138 |  |  |
| [1] Yes | 57 |  |  |
| everwork\_2 | Q15. Have you ever worked in any of the following settings prior to your current job?: Nursing home | [-99, NA] Missing | 385 |  |  |
| [0] No | 105 |  |  |
| [1] Yes | 92 |  |  |
| everwork\_3 | Q15. Have you ever worked in any of the following settings prior to your current job?: Home health agency (including hospice agency) | [-99, NA] Missing | 397 |  |  |
| [0] No | 152 |  |  |
| [1] Yes | 33 |  |  |
| everwork\_4 | Q15. Have you ever worked in any of the following settings prior to your current job?: Home care | [-99, NA] Missing | 392 |  |  |
| [0] No | 131 |  |  |
| [1] Yes | 59 |  |  |
| everwork\_5 | Q15. Have you ever worked in any of the following settings prior to your current job?: Hospital | [-99, NA] Missing | 395 |  |  |
| [0] No | 154 |  |  |
| [1] Yes | 33 |  |  |
| everwork\_6 | Q15. Have you ever worked in any of the following settings prior to your current job?: Adult day care | [-99, NA] Missing | 400 |  |  |
| [0] No | 170 |  |  |
| [1] Yes | 12 |  |  |
| everwork\_7 | Q15. Have you ever worked in any of the following settings prior to your current job?: Other | [-99, NA] Missing | 444 |  |  |
| [0] No | 83 |  |  |
| [1] Yes | 55 |  |  |
| howlong | Q16. Considering your past work experience, how long have you worked in the long-term care or health settings listed above in total? Please include all prior jobs, even if you left and then came back. Please enter in years. |  | 582 | 17.1 | (9.7) |
| salary | Q17. What is your current annual salary in your position as an administrator? | [-99, NA] Missing | 363 |  |  |
| [1] Less than or equal to $24,999 | 0 |  |  |
| [2] $25,000 to $49,999 | 31 |  |  |
| [3] $50,000 to $74,999 | 62 |  |  |
| [4] $75,000 to $99,999 | 91 |  |  |
| [5] $100,000 or greater | 24 |  |  |
| [6] Prefer not to answer | 10 |  |  |
| [7] Other | 1 |  |  |
| benefits\_1 | Q18. Which of the following fringe benefits does your current employer offer to you?: Health insurance for you | [-99, NA] Missing | 366 |  |  |
| [0] No | 18 |  |  |
| [1] Yes | 198 |  |  |
| benefits\_2 | Q18. Which of the following fringe benefits does your current employer offer to you?: Health insurance that includes family coverage | [-99, NA] Missing | 375 |  |  |
| [0] No | 41 |  |  |
| [1] Yes | 166 |  |  |
| benefits\_3 | Q18. Which of the following fringe benefits does your current employer offer to you?: Paid personal time off or vacation time | [-99, NA] Missing | 364 |  |  |
| [0] No | 5 |  |  |
| [1] Yes | 213 |  |  |
| benefits\_4 | Q18. Which of the following fringe benefits does your current employer offer to you?: Paid sick leave | [-99, NA] Missing | 368 |  |  |
| [0] No | 15 |  |  |
| [1] Yes | 199 |  |  |
| benefits\_5 | Q18. Which of the following fringe benefits does your current employer offer to you?: Paid holidays | [-99, NA] Missing | 366 |  |  |
| [0] No | 22 |  |  |
| [1] Yes | 194 |  |  |
| benefits\_6 | Q18. Which of the following fringe benefits does your current employer offer to you?: Pension | [-99, NA] Missing | 420 |  |  |
| [0] No | 145 |  |  |
| [1] Yes | 17 |  |  |
| benefits\_7 | Q18. Which of the following fringe benefits does your current employer offer to you?: A 401(k) or 403(b) account | [-99, NA] Missing | 371 |  |  |
| [0] No | 44 |  |  |
| [1] Yes | 167 |  |  |
| benefits\_8 | Q18. Which of the following fringe benefits does your current employer offer to you?: Life insurance | [-99, NA] Missing | 374 |  |  |
| [0] No | 51 |  |  |
| [1] Yes | 157 |  |  |
| benefits\_9 | Q18. Which of the following fringe benefits does your current employer offer to you?: Bonus or incentive pay for (e.g., census/occupancy, incident reports). | [-99, NA] Missing | 403 |  |  |
| [0] No | 78 |  |  |
| [1] Yes | 101 |  |  |
| jobsat\_1 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The amount of job security I have. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 1 |  |  |
| [1] Very dissatisfied | 1 |  |  |
| [2] Dissatisfied | 10 |  |  |
| [3] Neither satisfied nor dissatisfied | 25 |  |  |
| [4] Satisfied | 89 |  |  |
| [5] Very satisfied | 89 |  |  |
| jobsat\_2 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The amount of pay and fringe benefits I receive. | [-99, NA] Missing | 368 |  |  |
| [0] Not applicable | 2 |  |  |
| [1] Very dissatisfied | 3 |  |  |
| [2] Dissatisfied | 37 |  |  |
| [3] Neither satisfied nor dissatisfied | 33 |  |  |
| [4] Satisfied | 89 |  |  |
| [5] Very satisfied | 50 |  |  |
| jobsat\_3 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The amount of personal growth and development I get in doing my job. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 1 |  |  |
| [1] Very dissatisfied | 1 |  |  |
| [2] Dissatisfied | 11 |  |  |
| [3] Neither satisfied nor dissatisfied | 31 |  |  |
| [4] Satisfied | 97 |  |  |
| [5] Very satisfied | 74 |  |  |
| jobsat\_4 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The people I talk to and work with on my job. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 0 |  |  |
| [2] Dissatisfied | 4 |  |  |
| [3] Neither satisfied nor dissatisfied | 16 |  |  |
| [4] Satisfied | 81 |  |  |
| [5] Very satisfied | 114 |  |  |
| jobsat\_5 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The degree of respect and fair treatment I receive from my boss. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 7 |  |  |
| [1] Very dissatisfied | 4 |  |  |
| [2] Dissatisfied | 10 |  |  |
| [3] Neither satisfied nor dissatisfied | 24 |  |  |
| [4] Satisfied | 63 |  |  |
| [5] Very satisfied | 107 |  |  |
| jobsat\_6 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The feeling of worthwhile accomplishment I get from doing my job. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 1 |  |  |
| [2] Dissatisfied | 6 |  |  |
| [3] Neither satisfied nor dissatisfied | 14 |  |  |
| [4] Satisfied | 79 |  |  |
| [5] Very satisfied | 115 |  |  |
| jobsat\_7 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The chance to get to know other people while on the job. | [-99, NA] Missing | 368 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 1 |  |  |
| [2] Dissatisfied | 4 |  |  |
| [3] Neither satisfied nor dissatisfied | 15 |  |  |
| [4] Satisfied | 86 |  |  |
| [5] Very satisfied | 108 |  |  |
| jobsat\_8 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The amount of support and guidance I receive from my supervisor. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 10 |  |  |
| [1] Very dissatisfied | 7 |  |  |
| [2] Dissatisfied | 16 |  |  |
| [3] Neither satisfied nor dissatisfied | 29 |  |  |
| [4] Satisfied | 67 |  |  |
| [5] Very satisfied | 86 |  |  |
| jobsat\_9 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The degree to which I am fairly paid for what I contribute to this organization. | [-99, NA] Missing | 368 |  |  |
| [0] Not applicable | 1 |  |  |
| [1] Very dissatisfied | 10 |  |  |
| [2] Dissatisfied | 23 |  |  |
| [3] Neither satisfied nor dissatisfied | 33 |  |  |
| [4] Satisfied | 92 |  |  |
| [5] Very satisfied | 55 |  |  |
| jobsat\_10 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The amount of independent thought and action I can exercise in my job. | [-99, NA] Missing | 368 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 2 |  |  |
| [2] Dissatisfied | 7 |  |  |
| [3] Neither satisfied nor dissatisfied | 18 |  |  |
| [4] Satisfied | 89 |  |  |
| [5] Very satisfied | 98 |  |  |
| jobsat\_11 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: How secure things look for me in the future in this organization. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 1 |  |  |
| [2] Dissatisfied | 17 |  |  |
| [3] Neither satisfied nor dissatisfied | 30 |  |  |
| [4] Satisfied | 93 |  |  |
| [5] Very satisfied | 74 |  |  |
| jobsat\_12 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The chance to help other people while at work. | [-99, NA] Missing | 367 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 0 |  |  |
| [2] Dissatisfied | 1 |  |  |
| [3] Neither satisfied nor dissatisfied | 9 |  |  |
| [4] Satisfied | 79 |  |  |
| [5] Very satisfied | 126 |  |  |
| jobsat\_13 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The amount of challenges in my job. | [-99, NA] Missing | 368 |  |  |
| [0] Not applicable | 0 |  |  |
| [1] Very dissatisfied | 3 |  |  |
| [2] Dissatisfied | 15 |  |  |
| [3] Neither satisfied nor dissatisfied | 28 |  |  |
| [4] Satisfied | 78 |  |  |
| [5] Very satisfied | 90 |  |  |
| jobsat\_14 | Q19. To what extent are you satisfied or dissatisfied with each aspect of your job?: The overall quality of the supervision I receive in my work. | [-99, NA] Missing | 368 |  |  |
| [0] Not applicable | 5 |  |  |
| [1] Very dissatisfied | 2 |  |  |
| [2] Dissatisfied | 14 |  |  |
| [3] Neither satisfied nor dissatisfied | 36 |  |  |
| [4] Satisfied | 82 |  |  |
| [5] Very satisfied | 75 |  |  |
| jobagree\_1 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I feel a strong sense of 'belonging' to my organization. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 1 |  |  |
| [2] Disagree | 9 |  |  |
| [3] Neither agree nor disagree | 26 |  |  |
| [4] Agree | 94 |  |  |
| [5] Strongly agree | 89 |  |  |
| jobagree\_2 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: My organization really cares about my wellbeing. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 1 |  |  |
| [2] Disagree | 14 |  |  |
| [3] Neither agree nor disagree | 33 |  |  |
| [4] Agree | 83 |  |  |
| [5] Strongly agree | 88 |  |  |
| jobagree\_3 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I feel like 'part of the family' at this organization. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 1 |  |  |
| [2] Disagree | 12 |  |  |
| [3] Neither agree nor disagree | 39 |  |  |
| [4] Agree | 79 |  |  |
| [5] Strongly agree | 88 |  |  |
| jobagree\_4 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: Help is available from my organization when I have a problem. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 1 |  |  |
| [2] Disagree | 10 |  |  |
| [3] Neither agree nor disagree | 24 |  |  |
| [4] Agree | 95 |  |  |
| [5] Strongly agree | 90 |  |  |
| jobagree\_5 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: My job at this organization is secure. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 2 |  |  |
| [2] Disagree | 12 |  |  |
| [3] Neither agree nor disagree | 38 |  |  |
| [4] Agree | 97 |  |  |
| [5] Strongly agree | 70 |  |  |
| jobagree\_6 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I feel 'emotionally attached' to this organization. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 0 |  |  |
| [2] Disagree | 13 |  |  |
| [3] Neither agree nor disagree | 28 |  |  |
| [4] Agree | 93 |  |  |
| [5] Strongly agree | 85 |  |  |
| jobagree\_7 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I would feel guilty if I left this organization right now. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 1 |  |  |
| [2] Disagree | 15 |  |  |
| [3] Neither agree nor disagree | 28 |  |  |
| [4] Agree | 84 |  |  |
| [5] Strongly agree | 92 |  |  |
| jobagree\_8 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: My organization strongly considers my goals and values. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 3 |  |  |
| [2] Disagree | 16 |  |  |
| [3] Neither agree nor disagree | 50 |  |  |
| [4] Agree | 83 |  |  |
| [5] Strongly agree | 68 |  |  |
| jobagree\_9 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I owe a great deal to this organization. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 4 |  |  |
| [2] Disagree | 20 |  |  |
| [3] Neither agree nor disagree | 65 |  |  |
| [4] Agree | 80 |  |  |
| [5] Strongly agree | 51 |  |  |
| jobagree\_10 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I am confident that I will be able to work for this organization as long as I wish. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 2 |  |  |
| [2] Disagree | 15 |  |  |
| [3] Neither agree nor disagree | 29 |  |  |
| [4] Agree | 106 |  |  |
| [5] Strongly agree | 68 |  |  |
| jobagree\_11 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I frequently think of quitting my current job. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 52 |  |  |
| [2] Disagree | 75 |  |  |
| [3] Neither agree nor disagree | 55 |  |  |
| [4] Agree | 29 |  |  |
| [5] Strongly agree | 9 |  |  |
| jobagree\_12 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: It would be very hard for me to leave my job right now even if I wanted to. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 9 |  |  |
| [2] Disagree | 14 |  |  |
| [3] Neither agree nor disagree | 52 |  |  |
| [4] Agree | 92 |  |  |
| [5] Strongly agree | 53 |  |  |
| jobagree\_13 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: Right now, staying with my job at this organization is a matter of necessity as much as desire. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 20 |  |  |
| [2] Disagree | 39 |  |  |
| [3] Neither agree nor disagree | 55 |  |  |
| [4] Agree | 82 |  |  |
| [5] Strongly agree | 24 |  |  |
| jobagree\_14 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: I will probably look for another job in the next year. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 75 |  |  |
| [2] Disagree | 59 |  |  |
| [3] Neither agree nor disagree | 43 |  |  |
| [4] Agree | 31 |  |  |
| [5] Strongly agree | 12 |  |  |
| jobagree\_15 | Q20. Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?: There is a good chance that I will leave this job in the next year or so. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 78 |  |  |
| [2] Disagree | 52 |  |  |
| [3] Neither agree nor disagree | 43 |  |  |
| [4] Agree | 32 |  |  |
| [5] Strongly agree | 15 |  |  |
| jobtrain\_1 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Work-life balance | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 525 |  |  |
| [1] Checked | 57 |  |  |
| jobtrain\_2 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Conducting effective meetings | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 544 |  |  |
| [1] Checked | 38 |  |  |
| jobtrain\_3 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Being an effective leader | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 528 |  |  |
| [1] Checked | 54 |  |  |
| jobtrain\_4 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Leading the change process | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 544 |  |  |
| [1] Checked | 38 |  |  |
| jobtrain\_5 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Analyzing and interpreting data | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 558 |  |  |
| [1] Checked | 24 |  |  |
| jobtrain\_6 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Informed decision making | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 558 |  |  |
| [1] Checked | 24 |  |  |
| jobtrain\_7 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Creating and communicating a vision | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 551 |  |  |
| [1] Checked | 31 |  |  |
| jobtrain\_8 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Developing and implementing a strategic plan | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 549 |  |  |
| [1] Checked | 33 |  |  |
| jobtrain\_9 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Delegating tasks to others | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 546 |  |  |
| [1] Checked | 36 |  |  |
| jobtrain\_10 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Inspiring and motivating staff | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 525 |  |  |
| [1] Checked | 57 |  |  |
| jobtrain\_11 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Prioritizing | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 562 |  |  |
| [1] Checked | 20 |  |  |
| jobtrain\_12 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Problem solving | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 561 |  |  |
| [1] Checked | 21 |  |  |
| jobtrain\_13 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Time management | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 554 |  |  |
| [1] Checked | 28 |  |  |
| jobtrain\_14 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Conflict resolution and mediation | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 528 |  |  |
| [1] Checked | 54 |  |  |
| jobtrain\_15 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Oral and written communications | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 569 |  |  |
| [1] Checked | 13 |  |  |
| jobtrain\_16 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Cultivating effective relationships | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 555 |  |  |
| [1] Checked | 27 |  |  |
| jobtrain\_17 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Person-centered care / culture change | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 553 |  |  |
| [1] Checked | 29 |  |  |
| jobtrain\_18 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Team building | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 536 |  |  |
| [1] Checked | 46 |  |  |
| jobtrain\_19 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Managing teams | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 543 |  |  |
| [1] Checked | 39 |  |  |
| jobtrain\_20 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Consensus building | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 559 |  |  |
| [1] Checked | 23 |  |  |
| jobtrain\_21 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Active listening | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 565 |  |  |
| [1] Checked | 17 |  |  |
| jobtrain\_22 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Coaching, teaching, and mentoring | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 533 |  |  |
| [1] Checked | 49 |  |  |
| jobtrain\_23 | Q22. Which of the following job skills would you say you would like to get training for? Please select all that apply.: Other | [-99, NA] Missing | 0 |  |  |
| [0] Unchecked | 575 |  |  |
| [1] Checked | 7 |  |  |
| genhealth | Q23. Would you say your health in general is excellent, very good, good, fair, or poor? | [-99, NA] Missing | 362 |  |  |
| [1] Poor | 5 |  |  |
| [2] Fair | 24 |  |  |
| [3] Good | 92 |  |  |
| [4] Very good | 65 |  |  |
| [5] Excellent | 34 |  |  |
| feelworry | Q24. How often do you feel worried, nervous, or anxious? | [-99, NA] Missing | 362 |  |  |
| [1] Never | 5 |  |  |
| [2] A few times a year | 26 |  |  |
| [3] Monthly | 27 |  |  |
| [4] Weekly | 66 |  |  |
| [5] Daily | 96 |  |  |
| feeldepressed | Q25. How often do you feel depressed? | [-99, NA] Missing | 362 |  |  |
| [1] Never | 38 |  |  |
| [2] A few times a year | 96 |  |  |
| [3] Monthly | 25 |  |  |
| [4] Weekly | 39 |  |  |
| [5] Daily | 22 |  |  |
| jobbarr\_1 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: Working here makes it hard to spend enough time with my family. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 11 |  |  |
| [2] Disagree | 47 |  |  |
| [3] Neither agree nor disagree | 61 |  |  |
| [4] Agree | 69 |  |  |
| [5] Strongly agree | 32 |  |  |
| jobbarr\_2 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: Working here leaves little time for other activities. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 10 |  |  |
| [2] Disagree | 41 |  |  |
| [3] Neither agree nor disagree | 44 |  |  |
| [4] Agree | 90 |  |  |
| [5] Strongly agree | 34 |  |  |
| jobbarr\_3 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: I have too much work and too little time to do it in. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 7 |  |  |
| [2] Disagree | 42 |  |  |
| [3] Neither agree nor disagree | 64 |  |  |
| [4] Agree | 68 |  |  |
| [5] Strongly agree | 39 |  |  |
| jobbarr\_4 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: I sometimes dread the telephone ringing at home because the call might be job-related. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 7 |  |  |
| [2] Disagree | 33 |  |  |
| [3] Neither agree nor disagree | 41 |  |  |
| [4] Agree | 81 |  |  |
| [5] Strongly agree | 58 |  |  |
| jobbarr\_5 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: I feel like I never had a day off. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 16 |  |  |
| [2] Disagree | 51 |  |  |
| [3] Neither agree nor disagree | 52 |  |  |
| [4] Agree | 53 |  |  |
| [5] Strongly agree | 48 |  |  |
| jobbarr\_6 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: There are lots of times when my job drives me right up the wall. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 12 |  |  |
| [2] Disagree | 49 |  |  |
| [3] Neither agree nor disagree | 56 |  |  |
| [4] Agree | 75 |  |  |
| [5] Strongly agree | 27 |  |  |
| jobbarr\_7 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: Sometimes when I think about my job I get a tight feeling in my chest. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 27 |  |  |
| [2] Disagree | 64 |  |  |
| [3] Neither agree nor disagree | 54 |  |  |
| [4] Agree | 55 |  |  |
| [5] Strongly agree | 20 |  |  |
| jobbarr\_8 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: I feel guilty when I take time off from my job. | [-99, NA] Missing | 362 |  |  |
| [1] Strongly disagree | 7 |  |  |
| [2] Disagree | 33 |  |  |
| [3] Neither agree nor disagree | 40 |  |  |
| [4] Agree | 87 |  |  |
| [5] Strongly agree | 53 |  |  |
| jobbarr\_9 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: My job gets to me more than it should. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 12 |  |  |
| [2] Disagree | 58 |  |  |
| [3] Neither agree nor disagree | 63 |  |  |
| [4] Agree | 62 |  |  |
| [5] Strongly agree | 24 |  |  |
| jobbarr\_10 | Q26. Following are some statements related to your work. Do you agree or disagree with each statement?: I have felt fidgety or nervous as a result of my job. | [-99, NA] Missing | 363 |  |  |
| [1] Strongly disagree | 22 |  |  |
| [2] Disagree | 58 |  |  |
| [3] Neither agree nor disagree | 58 |  |  |
| [4] Agree | 54 |  |  |
| [5] Strongly agree | 27 |  |  |