	Dependent variable:
	ConvertedComp
Year	2.733***
	(0.294)
EdLevel	1.447***
	(0.087)
JobSat	1.059***
	(0.094)
OrgSize	0.001***
	(0.0001)
YearsCodePro	1.935***
	(0.027)
Data.scientist.or.machine.learning.specialist	2.941***
	(0.487)
Database.administrator	-3.769***
	(0.473)
Data.or.business.analyst	-1.365***
	(0.427)
Engineer..data	4.334***
	(0.523)
Cassandra	2.178**
	(0.886)
MongoDB	-0.243
	(0.451)
MySQL	-0.483
	(0.430)
Oracle	-0.762
	(0.541)
PostgreSQL	2.637***
	(0.412)
Redis	6.392***
	(0.514)
SQL.Server	-0.818
	(0.660)
SQLite	-1.521***
	(0.436)
Amazon.DynamoDB	4.532***
	(1.488)
Amazon.RDS.Aurora	5.774***
	(1.344)

Amazon.Redshift	6.254***
	(1.814)
Apache.HBase	7.551***
	(2.273)
Apache.Hive	2.388
	(1.769)
Couchbase	0.754
	(1.698)
DynamoDB	8.966***
	(0.940)
Elasticsearch	5.336***
	(0.556)
Firebase	0.101
	(0.836)
Google.BigQuery	4.988**
	(1.965)
Google.Cloud.Storage	0.939
	(1.468)
IBM.DB2	-1.437
	(2.078)
IBM.Db2	-0.862
	(1.899)
MariaDB	-1.412***
	(0.531)
Memcached	2.928**
	(1.301)
Microsoft.Azure..Tables..CosmosDB..SQL..etc.	4.611***
	(1.113)
Microsoft.SQL.Server	-1.098**
	(0.548)
Neo4j	0.243
	(1.803)
Other.s..	9.279***
	(1.003)
Assembly	-1.647*
	(0.868)
C	-0.738
	(0.579)
C.	-0.110
	(0.470)
C..	0.025
	(0.525)

Clojure	0.501
	(1.586)
CoffeeScript	0.405
	(1.539)
Common.Lisp	-6.549
	(5.479)
Dart	-5.853***
	(1.586)
Elixir	-0.645
	(2.036)
Erlang	0.249
	(1.791)
F.	-1.739
	(1.491)
Go	5.345***
	(0.644)
Groovy	4.055***
	(1.509)
Hack	-5.104
	(4.228)
Haskell	0.824
	(1.406)
Java	0.242
	(0.419)
JavaScript	-0.196
	(0.502)
Julia	-2.489
	(1.947)
Lua	-0.109
	(1.450)
Matlab	-3.432***
	(1.135)
Objective.C	3.090***
	(0.997)
PHP	-5.338***
	(0.493)
Perl	0.237
	(1.024)
Python	-0.473
	(0.417)
R	-2.586***
	(0.568)

Ruby	2.258***
	(0.691)
Rust	1.086
	(1.031)
SQL	1.674***
	(0.458)
Scala	6.932***
	(0.764)
Smalltalk	0.762
	(7.102)
Swift	-0.238
	(0.906)
TypeScript	2.816***
	(0.498)
VB.NET	-2.058*
	(1.161)
VBA	-3.002***
	(0.652)
Visual.Basic.6	-0.862
	(1.557)
Bash.Shell	0.295
	(0.649)
Bash.Shell.PowerShell	3.453***
	(0.481)
CSS	-3.494**
	(1.418)
Cobol	-6.063*
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Delphi.Object.Pascal	-0.951
	(1.733)
HTML	2.426*
	(1.425)
HTML.CSS	-4.563***
	(0.567)
Kotlin	-2.012**
	(0.964)
Ocaml	-3.416
	(4.308)
Other.s...1	-3.135***
	(0.911)
WebAssembly	-3.250

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Hobbyist_Yes	0.581
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Country_Afghanistan	-1.011
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Country_Albania	-4.785
	(9.823)
Country_Algeria	-21.672**
	(10.599)
Country_Andorra	24.109
	(20.308)
Country_Argentina	-12.571
	(8.359)
Country_Armenia	-13.144
	(10.502)
Country_Australia	34.466***
	(8.137)
Country_Austria	20.279**
	(8.256)
Country_Azerbaijan	-18.178
	(14.612)
Country_Bahamas	30.365
	(33.214)
Country_Bahrain	8.997
	(16.526)
Country_Bangladesh	-13.027
	(8.489)
Country_Barbados	12.829
	(24.179)
Country_Belarus	-7.395
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Country_Belgium	17.952**
	(8.271)
Country_Benin	-8.138
	(33.202)
Country_Bermuda	92.661***
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Country_Bhutan	-19.730
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Country_Bolivia	-7.290
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Country_Bosnia.and.Herzegovina	-9.747
	(9.870)

Country_Bosnia.Herzegovina	-12.361
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Country_Botswana	36.499**
	(16.574)
Country_Brazil	-11.494
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Country_Brunei.Darussalam	18.062
	(33.219)
Country_Bulgaria	-4.558
	(8.457)
Country_Burkina.Faso	-55.569*
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Country_Cambodia	-3.425
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Country_Cameroon	-7.419
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Country_Canada	25.439***
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Country_Chad	-21.106
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Country_Chile	-0.641
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Country_China	5.194
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Country_Colombia	-13.952
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Country_Congo..Republic.of.the...	-5.344
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Country_Costa.Rica	3.410
	(9.921)
Country_Croatia	-8.784
	(8.773)
Country_Cuba	-19.987*
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Country_Cyprus	0.437
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Country_Czech.Republic	-3.008
	(8.275)
Country_CÃƒÂ.te.d.Ivoire	-8.349
	(13.964)
Country_Câ.šÂ.te.d.Ivoire	-20.038
	(33.231)

Country_Democratic.Republic.of.the.Congo	-3.413
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Country_Denmark	41.137***
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Country_Djibouti	-15.706
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Country_Dominican.Republic	-0.503
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Country_Ecuador	-13.605
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Country_Egypt	-14.533
	(8.897)
Country_El.Salvador	-8.597
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Country_Estonia	7.318
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Country_Ethiopia	2.339
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Country_Fiji	-0.730
	(20.279)
Country_Finland	13.491
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Country_France	9.589
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Country_Gambia	-3.351
	(33.235)
Country_Georgia	-13.577
	(10.813)
Country_Germany	22.766***
	(8.089)
Country_Ghana	-5.604
	(10.696)
Country_Greece	-3.885
	(8.348)
Country_Guatemala	-15.604
	(9.874)
Country_Guinea	-29.794
	(33.248)
Country_Guyana	-10.020
	(24.159)
Country_Haiti	-1.053
	(24.186)
Country_Honduras	-16.839

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Country_Hong.Kong	13.516
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Country_Hong.Kong..S.A.R..	23.508***
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Country_Hungary	-8.514
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Country_I.prefer.not.to.say	96.360***
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Country_Iceland	30.470***
	(11.231)
Country_India	-11.509
	(8.091)
Country_Indonesia	-15.872*
	(8.431)
Country_Iran	-15.884*
	(8.370)
Country_Iran..Islamic.Republic.of...	-15.758*
	(8.757)
Country_Iraq	-5.287
	(12.993)
Country_Ireland	27.739***
	(8.429)
Country_Isle.of.Man	12.559
	(33.264)
Country_Israel	46.823***
	(8.283)
Country_Italy	3.787
	(8.168)
Country_Jamaica	-2.459
	(15.436)
Country_Japan	15.056*
	(8.472)
Country_Jordan	-2.077
	(11.224)
Country_Kazakhstan	-15.558
	(10.042)
Country_Kenya	-9.644
	(9.027)
Country_Kosovo	-8.346
	(14.607)
Country_Kuwait	20.606*

	(12.039)
Country_Kyrgyzstan	-26.482*
	(15.431)
Country_Lao.People.s.Democratic.Republic	36.013
	(24.170)
Country_Latvia	3.924
	(8.934)
Country_Lebanon	-1.864
	(9.536)
Country_Lesotho	22.836
	(33.209)
Country_Libyan.Arab.Jamahiriya	29.456*
	(16.513)
Country_Liechtenstein	94.614***
	(33.199)
Country_Lithuania	-1.660
	(8.701)
Country_Luxembourg	24.131**
	(10.044)
Country_Macedonia	-14.850
	(20.285)
Country_Madagascar	-5.945
	(16.511)
Country_Malawi	-0.390
	(24.170)
Country_Malaysia	-5.844
	(8.705)
Country_Maldives	-8.632
	(15.434)
Country_Mali	-14.057
	(33.212)
Country_Malta	13.619
	(10.170)
Country_Mauritius	-12.908
	(12.990)
Country_Mexico	-9.599
	(8.243)
Country_Moldavia	-15.502
	(33.221)
Country_Mongolia	-24.062*
	(12.996)
Country_Montenegro	-5.345

	(12.993)
Country_Morocco	-5.492
	(9.504)
Country_Mozambique	-20.906
	(20.280)
Country_Myanmar	-28.072**
	(13.004)
Country_Namibia	-38.151
	(33.201)
Country_Nepal	-6.725
	(9.331)
Country_Netherlands	18.900**
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Country_New.Caledonia..French.	-12.716
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Country_New.Zealand	20.093**
	(8.382)
Country_Nicaragua	-1.264
	(11.806)
Country_Nigeria	-12.605
	(8.490)
Country_Nomadic	30.067
	(20.289)
Country_Norway	36.835***
	(8.315)
Country_Oman	13.219
	(15.437)
Country_Other.Country..Not.Listed.Above.	18.028*
	(9.923)
Country_Pakistan	-15.433*
	(8.275)
Country_Panama	-1.050
	(10.941)
Country_Paraguay	-18.166
	(11.399)
Country_Peru	-10.730
	(9.215)
Country_Philippines	-11.480
	(8.513)
Country_Poland	-2.718
	(8.170)
Country_Portugal	-1.556

	(8.394)
Country_Puerto.Rico	85.970***
	(24.204)
Country_Qatar	20.406
	(16.523)
Country_Republic.of.Korea	17.949
	(12.627)
Country_Republic.of.Moldova	-3.318
	(12.035)
Country_Romania	-0.903
	(8.361)
Country_Russian.Federation	-13.414
	(8.159)
Country_Rwanda	-7.550
	(14.605)
Country_Saint.Lucia	131.595***
	(33.264)
Country_Saint.Vincent.and.the.Grenadines	1.087
	(33.199)
Country_Saudi.Arabia	17.146*
	(9.872)
Country_Senegal	-4.723
	(18.042)
Country_Serbia	-2.469
	(8.682)
Country_Seychelles	24.641
	(33.231)
Country_Singapore	17.010*
	(8.868)
Country_Slovak.Republic	-12.119
	(18.025)
Country_Slovakia	-3.828
	(8.890)
Country_Slovenia	-0.848
	(8.504)
Country_Somalia	18.990
	(18.018)
Country_South.Africa	8.044
	(8.253)
Country_South.Korea	4.820
	(9.181)
Country_Spain	2.342
	(8.154)

Country_Sri.Lanka	-18.116**
	(8.813)
Country_Sudan	1.203
	(14.614)
Country_Suriname	-19.975
	(33.257)
Country_Swaziland	-0.578
	(18.015)
Country_Sweden	15.463*
	(8.185)
Country_Switzerland	55.226***
	(8.201)
Country_Syrian.Arab.Republic	-16.851
	(13.959)
Country_Taiwan	4.049
	(9.026)
Country_Tajikistan	17.476
	(33.251)
Country_Tanzania	10.729
	(33.651)
Country_Thailand	-3.484
	(8.985)
Country_The.former.Yugoslav.Republic.of.Macedonia	-2.033
	(12.042)
Country_Togo	-27.980
	(20.286)
Country_Trinidad.and.Tobago	-2.720
	(12.622)
Country_Tunisia	-18.186*
	(10.412)
Country_Turkey	-11.397
	(8.259)
Country_Uganda	-7.370
	(10.249)
Country_Ukraine	-12.355
	(8.318)
Country_United.Arab.Emirates	13.953
	(9.218)
Country_United.Kingdom	25.548***
	(8.091)
Country_United.Republic.of.Tanzania	2.431
	(11.079)

Country_United.States	59.664***
	(8.071)
Country_Uruguay	-1.548
	(9.202)
Country_Uzbekistan	-13.079
	(13.000)
Country_Venezuela	-27.188*
	(15.463)
Country_Venezuela..Bolivarian.Republic.of...	-6.275
	(9.687)
Country_Viet.Nam	-13.214
	(9.103)
Country_Vietnam	-10.758
	(24.315)
Country_Virgin.Islands..USA.	134.142***
	(33.219)
Country_Yemen	-6.455
	(20.276)
Country_Zaire	-28.876
	(33.335)
Country_Zambia	-5.911
	(13.951)
Country_Zimbabwe	
Employment_Employed.full.time	-11.426***
	(0.620)
Employment_Employed.part.time	-29.285***
	(1.042)
Employment_Independent.contractor..freelancer..or.self.employed	
UndergradMajor_Another.engineering.discipline	5.089***
	(1.401)
UndergradMajor_Business	8.351***
	(1.615)
UndergradMajor_Computer.engineering.or.electrical.electronics.engineering	-1.391
	(2.777)
UndergradMajor_Computer.programming.or.Web.development	-3.779
	(2.802)
UndergradMajor_Computer.science	2.540**
	(1.261)
UndergradMajor_Fine.arts.or.performing.arts	1.375
	(2.150)
UndergradMajor_Health.science	2.918
	(3.119)

UndergradMajor_Humanities	1.794
	(1.801)
UndergradMajor_I.never.declared.a.major	0.449
	(2.238)
UndergradMajor_Information.systems	0.890
	(1.401)
UndergradMajor_Mathematics.or.statistics	7.214***
	(1.476)
UndergradMajor_Natural.science	0.192
	(1.463)
UndergradMajor_Social.science	1.777
	(1.711)
UndergradMajor_Something.else	-4.323
	(4.518)
UndergradMajor_Web.development.or.web.design	
Constant	-5,520.252***
	(593.785)
Observations	33,601
R^2	0.572
Adjusted R^2	0.569
Residual Std. Error	32.195 (df = 33322)
F Statistic	160.390*** (df = 278; 33322)
Note:	*p<0.1; **p<0.05; ***p<0.01