Codebook for careeroutcomes.sav

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| Full variable name | SPSS variable name | Coding instructions |
| Identification number | id | Subject identification number |
| Gender | gender | 0 = female; 1 = male |
| Age | age | Measured in years |
| Years since graduation | Yrsgrad | Measured in full years since graduation |
| Number of promotions | promot | The number of promotions received post-MBA |
| Career satisfaction scale\* | cs1 to cs5 | 1 = strongly disagree; 7 = strongly agree |
| Knowing why scale\*\* | kw1 to kw9 | 1 = strongly disagree; 7 = strongly agree |
| Knowing why reversed | kw\_rev2, kw\_rev5, kw\_rev8 | 1 = strongly disagree; 7 = strongly agree  Change negatively worded kw questions to positively worded questions. |
| Averaged summated Career satisfaction scale | AVG\_CS | The average of all available Career Satisfaction scores (CS1 to CS5). |
| Averaged summated Knowing why scale | AVG\_KW | The average of all positive Knowing Why scores (KW1, KW\_rev2, KW3, KW4, KW\_rev5, KW6, KW7, KW\_rev8, KW9). |

\* Career Satisfaction: this five-item scale is taken from Greenhaus, Parasuraman and Wormley (1990) and measures satisfaction with the achievement of goals for career advancement, skill development and income. Each of the following questions (shown as **CS1 to CS5** in the SPSS variable view) was measured on a 7-point Likert scale:

i. I am satisfied with the success I have achieved in my career.

ii. I am satisfied with the progress I have made toward meeting my overall career goals

iii. I am satisfied with the progress I have made toward meeting my goals for income.

iv. I am satisfied with the progress I have made toward meeting my goals for advancement

v. I am satisfied with the progress I have made toward meeting my goals for the development of new skills

\*\* Knowing Why: this 9-item scale is based on one of the 3 career capital scales (the others being ‘knowing how’ and ‘knowing whom’) developed by Jokinen, Brewster and Suutari (2008) and it seeks to assess the increase in the understanding of personal values, work interests and capabilities. Each of the following questions (shown as **KW1 to KW9** in the SPSS variable view) was measured on a 7-point Likert scale:

i. I am able to recognize my own strengths and weaknesses, needs and motives

ii. I don’t understand what other people think about me

iii. I recognize the effect of my own cultural background on my thinking and behavior

iv. I acknowledge my personal values and beliefs

v. I don’t set goals for personal development

vi. I undertake activities to enhance my skills and competencies

vii. I want to know more than is required for task accomplishment

viii. I have no confidence in my own capabilities

ix. I have a positive approach toward work-related challenges