**Estimation regression tables – discrete dummy**

OLS Regression Results

===================================================================================

Dep. Variable: Experience needed float R-squared: 0.002

Model: OLS Adj. R-squared: 0.002

Method: Least Squares F-statistic: 3.033

Date: Wed, 17 Apr 2024 Prob (F-statistic): 5.14e-08

Time: 11:37:11 Log-Likelihood: -5374.5

No. Observations: 105912 AIC: 1.082e+04

Df Residuals: 105878 BIC: 1.114e+04

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.9248 0.007 133.721 0.000 0.911 0.938

exposure\_bool 0.0210 0.010 2.075 0.038 0.001 0.041

q\_1 0.0015 0.010 0.145 0.885 -0.018 0.021

q\_2 0.0199 0.008 2.415 0.016 0.004 0.036

q\_3 -0.0071 0.009 -0.785 0.432 -0.025 0.011

q\_4 -0.0192 0.009 -2.108 0.035 -0.037 -0.001

q\_5 -0.0049 0.008 -0.582 0.561 -0.021 0.012

q\_6 -0.0091 0.008 -1.141 0.254 -0.025 0.007

q\_7 0.0067 0.007 0.979 0.327 -0.007 0.020

q\_8 0.0012 0.007 0.166 0.868 -0.013 0.015

q\_9 -0.0063 0.008 -0.788 0.431 -0.022 0.009

q\_10 -0.0035 0.008 -0.424 0.671 -0.019 0.013

q\_11 -0.0138 0.008 -1.649 0.099 -0.030 0.003

q\_13 0.0165 0.007 2.426 0.015 0.003 0.030

q\_14 0.0054 0.007 0.814 0.415 -0.008 0.018

q\_15 0.0156 0.008 1.848 0.065 -0.001 0.032

q\_16 -0.0038 0.009 -0.431 0.666 -0.021 0.013

q\_17 0.0112 0.011 1.033 0.302 -0.010 0.033

interact1\_1 -0.0102 0.015 -0.687 0.492 -0.039 0.019

interact1\_2 -0.0187 0.013 -1.410 0.158 -0.045 0.007

interact1\_3 0.0015 0.014 0.106 0.915 -0.026 0.029

interact1\_4 -0.0144 0.017 -0.861 0.389 -0.047 0.018

interact1\_5 -0.0026 0.013 -0.204 0.838 -0.028 0.023

interact1\_6 -0.0076 0.013 -0.584 0.559 -0.033 0.018

interact1\_7 -0.0093 0.012 -0.780 0.435 -0.033 0.014

interact1\_8 -0.0066 0.012 -0.571 0.568 -0.029 0.016

interact1\_9 0.0101 0.012 0.870 0.385 -0.013 0.033

interact1\_10 -0.0080 0.012 -0.680 0.497 -0.031 0.015

interact1\_12 -0.0071 0.011 -0.641 0.521 -0.029 0.015

interact1\_13 -0.0182 0.012 -1.494 0.135 -0.042 0.006

interact1\_14 -0.0205 0.010 -1.957 0.050 -0.041 3.19e-05

interact1\_15 -0.0253 0.012 -2.091 0.037 -0.049 -0.002

interact1\_16 -0.0026 0.013 -0.196 0.845 -0.028 0.023

interact1\_17 -0.0029 0.014 -0.205 0.837 -0.031 0.025

OLS Regression Results

===================================================================================

Dep. Variable: Experience needed float R-squared: 0.005

Model: OLS Adj. R-squared: 0.004

Method: Least Squares F-statistic: 6.267

Date: Wed, 17 Apr 2024 Prob (F-statistic): 9.09e-28

Time: 11:38:55 Log-Likelihood: -5243.4

No. Observations: 105912 AIC: 1.057e+04

Df Residuals: 105869 BIC: 1.098e+04

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.8923 0.009 100.381 0.000 0.875 0.910

exposure\_bool 0.0217 0.010 2.191 0.028 0.002 0.041

q\_1 -0.0127 0.010 -1.220 0.223 -0.033 0.008

q\_2 0.0062 0.009 0.715 0.475 -0.011 0.023

q\_3 -0.0207 0.010 -2.176 0.030 -0.039 -0.002

q\_4 -0.0326 0.010 -3.387 0.001 -0.051 -0.014

q\_5 -0.0128 0.008 -1.519 0.129 -0.029 0.004

q\_6 -0.0209 0.008 -2.609 0.009 -0.037 -0.005

q\_7 -0.0024 0.007 -0.353 0.724 -0.016 0.011

q\_8 -0.0069 0.007 -0.978 0.328 -0.021 0.007

q\_9 -0.0076 0.008 -0.962 0.336 -0.023 0.008

q\_10 -0.0002 0.008 -0.030 0.976 -0.016 0.015

q\_11 -0.0041 0.008 -0.500 0.617 -0.020 0.012

q\_13 0.0154 0.007 2.222 0.026 0.002 0.029

q\_14 -0.0002 0.007 -0.025 0.980 -0.013 0.013

q\_15 0.0128 0.009 1.467 0.142 -0.004 0.030

q\_16 -0.0071 0.009 -0.785 0.433 -0.025 0.011

q\_17 0.0077 0.011 0.682 0.495 -0.014 0.030

interact1\_1 -0.0095 0.015 -0.644 0.520 -0.039 0.019

interact1\_2 -0.0171 0.013 -1.298 0.194 -0.043 0.009

interact1\_3 0.0030 0.014 0.213 0.831 -0.024 0.030

interact1\_4 -0.0142 0.016 -0.873 0.383 -0.046 0.018

interact1\_5 -0.0043 0.012 -0.356 0.722 -0.028 0.020

interact1\_6 -0.0083 0.012 -0.677 0.498 -0.032 0.016

interact1\_7 -0.0106 0.012 -0.921 0.357 -0.033 0.012

interact1\_8 -0.0073 0.011 -0.659 0.510 -0.029 0.014

interact1\_9 0.0113 0.011 0.998 0.318 -0.011 0.033

interact1\_10 -0.0071 0.011 -0.621 0.535 -0.030 0.015

interact1\_12 -0.0086 0.011 -0.799 0.424 -0.030 0.012

interact1\_13 -0.0190 0.012 -1.620 0.105 -0.042 0.004

interact1\_14 -0.0211 0.010 -2.072 0.038 -0.041 -0.001

interact1\_15 -0.0261 0.012 -2.210 0.027 -0.049 -0.003

interact1\_16 -0.0039 0.013 -0.306 0.759 -0.029 0.021

interact1\_17 -0.0045 0.014 -0.321 0.749 -0.032 0.023

src\_careerjet\_lu 0.0374 0.006 5.830 0.000 0.025 0.050

src\_efinancialcareers\_lu 0.0441 0.011 3.913 0.000 0.022 0.066

src\_indeed\_lu 0.0502 0.007 7.718 0.000 0.037 0.063

src\_linkedin\_lu 0.0455 0.005 8.557 0.000 0.035 0.056

src\_monster2\_lu 0.0388 0.007 5.670 0.000 0.025 0.052

src\_monster\_lu 0.0377 0.008 4.954 0.000 0.023 0.053

src\_reed\_lu -0.0041 0.039 -0.105 0.916 -0.081 0.073

src\_totaljobs\_lu 0.0495 0.028 1.760 0.078 -0.006 0.105

src\_xing\_lu -0.0184 0.045 -0.407 0.684 -0.107 0.070

OLS Regression Results

==============================================================================

Dep. Variable: degree req float R-squared: 0.006

Model: OLS Adj. R-squared: 0.005

Method: Least Squares F-statistic: 6.100

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.45e-22

Time: 11:39:30 Log-Likelihood: -68533.

No. Observations: 105912 AIC: 1.371e+05

Df Residuals: 105878 BIC: 1.375e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.6272 0.018 34.401 0.000 0.592 0.663

exposure\_bool 0.0886 0.036 2.437 0.015 0.017 0.160

q\_1 0.0682 0.019 3.508 0.000 0.030 0.106

q\_2 0.0443 0.019 2.385 0.017 0.008 0.081

q\_3 0.0494 0.017 2.951 0.003 0.017 0.082

q\_4 0.0833 0.015 5.699 0.000 0.055 0.112

q\_5 0.0623 0.014 4.414 0.000 0.035 0.090

q\_6 0.0690 0.017 4.146 0.000 0.036 0.102

q\_7 0.0573 0.016 3.643 0.000 0.026 0.088

q\_8 0.0377 0.016 2.301 0.021 0.006 0.070

q\_9 0.0074 0.017 0.427 0.670 -0.026 0.041

q\_10 0.0440 0.022 1.994 0.046 0.001 0.087

q\_11 -0.0470 0.023 -2.045 0.041 -0.092 -0.002

q\_13 0.0043 0.015 0.283 0.777 -0.026 0.034

q\_14 0.0105 0.016 0.651 0.515 -0.021 0.042

q\_15 0.0295 0.018 1.605 0.109 -0.007 0.066

q\_16 0.0464 0.014 3.241 0.001 0.018 0.075

q\_17 0.0354 0.019 1.896 0.058 -0.001 0.072

interact1\_1 -0.0340 0.039 -0.881 0.378 -0.110 0.042

interact1\_2 -0.0523 0.032 -1.608 0.108 -0.116 0.011

interact1\_3 -0.0397 0.033 -1.219 0.223 -0.104 0.024

interact1\_4 -0.0510 0.029 -1.772 0.076 -0.107 0.005

interact1\_5 -0.0407 0.030 -1.345 0.179 -0.100 0.019

interact1\_6 -0.0520 0.032 -1.630 0.103 -0.115 0.011

interact1\_7 -0.0465 0.028 -1.660 0.097 -0.101 0.008

interact1\_8 -0.0466 0.029 -1.599 0.110 -0.104 0.011

interact1\_9 -0.0269 0.029 -0.919 0.358 -0.084 0.031

interact1\_10 -0.0583 0.031 -1.855 0.064 -0.120 0.003

interact1\_12 -0.0312 0.027 -1.143 0.253 -0.085 0.022

interact1\_13 -0.0203 0.032 -0.636 0.525 -0.083 0.042

interact1\_14 -0.0201 0.031 -0.642 0.521 -0.081 0.041

interact1\_15 -0.0706 0.036 -1.978 0.048 -0.141 -0.001

interact1\_16 -0.0685 0.031 -2.177 0.029 -0.130 -0.007

interact1\_17 -0.0547 0.036 -1.510 0.131 -0.126 0.016

OLS Regression Results

==============================================================================

Dep. Variable: degree req float R-squared: 0.010

Model: OLS Adj. R-squared: 0.009

Method: Least Squares F-statistic: 13.91

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.41e-67

Time: 11:40:00 Log-Likelihood: -68322.

No. Observations: 105912 AIC: 1.367e+05

Df Residuals: 105869 BIC: 1.371e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.6592 0.019 34.825 0.000 0.622 0.696

exposure\_bool 0.0893 0.035 2.530 0.011 0.020 0.158

q\_1 0.0555 0.020 2.802 0.005 0.017 0.094

q\_2 0.0347 0.020 1.708 0.088 -0.005 0.074

q\_3 0.0402 0.019 2.158 0.031 0.004 0.077

q\_4 0.0736 0.015 4.847 0.000 0.044 0.103

q\_5 0.0614 0.014 4.291 0.000 0.033 0.089

q\_6 0.0644 0.016 3.948 0.000 0.032 0.096

q\_7 0.0579 0.016 3.588 0.000 0.026 0.090

q\_8 0.0457 0.016 2.836 0.005 0.014 0.077

q\_9 0.0187 0.016 1.142 0.253 -0.013 0.051

q\_10 0.0503 0.023 2.218 0.027 0.006 0.095

q\_11 -0.0417 0.023 -1.848 0.065 -0.086 0.003

q\_13 0.0130 0.015 0.851 0.395 -0.017 0.043

q\_14 0.0123 0.016 0.759 0.448 -0.019 0.044

q\_15 0.0321 0.019 1.695 0.090 -0.005 0.069

q\_16 0.0503 0.015 3.393 0.001 0.021 0.079

q\_17 0.0481 0.019 2.532 0.011 0.011 0.085

interact1\_1 -0.0283 0.037 -0.758 0.448 -0.102 0.045

interact1\_2 -0.0428 0.032 -1.340 0.180 -0.105 0.020

interact1\_3 -0.0311 0.033 -0.956 0.339 -0.095 0.033

interact1\_4 -0.0482 0.028 -1.736 0.083 -0.103 0.006

interact1\_5 -0.0390 0.029 -1.344 0.179 -0.096 0.018

interact1\_6 -0.0514 0.031 -1.663 0.096 -0.112 0.009

interact1\_7 -0.0466 0.027 -1.696 0.090 -0.101 0.007

interact1\_8 -0.0496 0.029 -1.740 0.082 -0.106 0.006

interact1\_9 -0.0307 0.029 -1.070 0.285 -0.087 0.026

interact1\_10 -0.0605 0.031 -1.964 0.050 -0.121 -0.000

interact1\_12 -0.0306 0.027 -1.149 0.251 -0.083 0.022

interact1\_13 -0.0210 0.031 -0.667 0.505 -0.083 0.041

interact1\_14 -0.0209 0.031 -0.684 0.494 -0.081 0.039

interact1\_15 -0.0711 0.035 -2.034 0.042 -0.140 -0.003

interact1\_16 -0.0693 0.031 -2.245 0.025 -0.130 -0.009

interact1\_17 -0.0551 0.036 -1.550 0.121 -0.125 0.015

src\_careerjet\_lu -0.0303 0.008 -3.803 0.000 -0.046 -0.015

src\_efinancialcareers\_lu -0.0402 0.027 -1.510 0.131 -0.092 0.012

src\_indeed\_lu -0.0049 0.010 -0.487 0.626 -0.024 0.015

src\_linkedin\_lu -0.0230 0.008 -2.882 0.004 -0.039 -0.007

src\_monster2\_lu -0.0843 0.012 -6.763 0.000 -0.109 -0.060

src\_monster\_lu -0.0609 0.011 -5.405 0.000 -0.083 -0.039

src\_reed\_lu -0.3703 0.067 -5.494 0.000 -0.502 -0.238

src\_totaljobs\_lu -0.3904 0.048 -8.198 0.000 -0.484 -0.297

src\_xing\_lu 0.0789 0.071 1.110 0.267 -0.060 0.218

OLS Regression Results

==============================================================================

Dep. Variable: interpersonal ext R-squared: 0.004

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 8.173

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.85e-32

Time: 11:42:12 Log-Likelihood: 8041.9

No. Observations: 105912 AIC: -1.602e+04

Df Residuals: 105878 BIC: -1.569e+04

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.9401 0.005 194.994 0.000 0.931 0.950

exposure\_bool 0.0091 0.010 0.910 0.363 -0.011 0.029

q\_1 0.0056 0.010 0.552 0.581 -0.014 0.026

q\_2 -0.0038 0.010 -0.390 0.697 -0.023 0.015

q\_3 -0.0275 0.008 -3.390 0.001 -0.043 -0.012

q\_4 -0.0255 0.007 -3.520 0.000 -0.040 -0.011

q\_5 -0.0008 0.006 -0.143 0.887 -0.012 0.011

q\_6 -0.0053 0.007 -0.719 0.472 -0.020 0.009

q\_7 0.0179 0.006 3.135 0.002 0.007 0.029

q\_8 0.0073 0.007 1.086 0.277 -0.006 0.020

q\_9 -0.0035 0.007 -0.512 0.609 -0.017 0.010

q\_10 0.0137 0.007 1.952 0.051 -5.57e-05 0.027

q\_11 0.0054 0.009 0.590 0.555 -0.013 0.023

q\_13 0.0072 0.007 1.081 0.280 -0.006 0.020

q\_14 0.0069 0.006 1.103 0.270 -0.005 0.019

q\_15 0.0183 0.007 2.616 0.009 0.005 0.032

q\_16 0.0089 0.007 1.358 0.174 -0.004 0.022

q\_17 0.0209 0.008 2.556 0.011 0.005 0.037

interact1\_1 -0.0127 0.017 -0.747 0.455 -0.046 0.021

interact1\_2 0.0094 0.011 0.875 0.381 -0.012 0.030

interact1\_3 -0.0020 0.013 -0.160 0.873 -0.027 0.023

interact1\_4 0.0010 0.014 0.070 0.944 -0.026 0.028

interact1\_5 -0.0127 0.013 -0.970 0.332 -0.038 0.013

interact1\_6 -0.0004 0.012 -0.033 0.974 -0.024 0.023

interact1\_7 -0.0023 0.010 -0.241 0.810 -0.021 0.017

interact1\_8 -0.0026 0.009 -0.283 0.777 -0.021 0.016

interact1\_9 0.0069 0.010 0.688 0.492 -0.013 0.026

interact1\_10 0.0035 0.010 0.356 0.722 -0.016 0.023

interact1\_12 0.0089 0.011 0.792 0.428 -0.013 0.031

interact1\_13 0.0003 0.012 0.022 0.983 -0.023 0.023

interact1\_14 -0.0013 0.011 -0.117 0.907 -0.022 0.020

interact1\_15 -0.0059 0.010 -0.586 0.558 -0.026 0.014

interact1\_16 0.0076 0.010 0.783 0.433 -0.011 0.027

interact1\_17 0.0035 0.014 0.247 0.805 -0.024 0.031

OLS Regression Results

==============================================================================

Dep. Variable: interpersonal ext R-squared: 0.006

Model: OLS Adj. R-squared: 0.006

Method: Least Squares F-statistic: 22.94

Date: Wed, 17 Apr 2024 Prob (F-statistic): 7.28e-105

Time: 11:42:51 Log-Likelihood: 8178.7

No. Observations: 105912 AIC: -1.627e+04

Df Residuals: 105869 BIC: -1.586e+04

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.9284 0.005 184.727 0.000 0.919 0.938

exposure\_bool 0.0098 0.010 0.958 0.338 -0.010 0.030

q\_1 -0.0034 0.011 -0.293 0.769 -0.026 0.019

q\_2 -0.0112 0.011 -1.037 0.300 -0.032 0.010

q\_3 -0.0348 0.009 -3.814 0.000 -0.053 -0.017

q\_4 -0.0364 0.007 -5.048 0.000 -0.050 -0.022

q\_5 -0.0076 0.006 -1.354 0.176 -0.019 0.003

q\_6 -0.0178 0.007 -2.417 0.016 -0.032 -0.003

q\_7 0.0089 0.006 1.541 0.123 -0.002 0.020

q\_8 0.0016 0.007 0.239 0.811 -0.011 0.015

q\_9 -0.0020 0.007 -0.291 0.771 -0.015 0.011

q\_10 0.0173 0.007 2.449 0.014 0.003 0.031

q\_11 0.0140 0.009 1.524 0.127 -0.004 0.032

q\_13 0.0105 0.007 1.560 0.119 -0.003 0.024

q\_14 0.0031 0.007 0.478 0.633 -0.010 0.016

q\_15 0.0152 0.007 2.097 0.036 0.001 0.029

q\_16 0.0062 0.007 0.900 0.368 -0.007 0.020

q\_17 0.0200 0.008 2.391 0.017 0.004 0.036

interact1\_1 -0.0099 0.017 -0.568 0.570 -0.044 0.024

interact1\_2 0.0144 0.011 1.283 0.200 -0.008 0.036

interact1\_3 0.0025 0.012 0.205 0.837 -0.022 0.027

interact1\_4 0.0015 0.014 0.111 0.912 -0.025 0.028

interact1\_5 -0.0133 0.013 -1.017 0.309 -0.039 0.012

interact1\_6 -0.0007 0.012 -0.056 0.956 -0.025 0.023

interact1\_7 -0.0033 0.010 -0.339 0.735 -0.023 0.016

interact1\_8 -0.0040 0.010 -0.415 0.678 -0.023 0.015

interact1\_9 0.0073 0.010 0.722 0.470 -0.013 0.027

interact1\_10 0.0040 0.010 0.393 0.695 -0.016 0.024

interact1\_12 0.0083 0.011 0.730 0.466 -0.014 0.031

interact1\_13 -9.871e-05 0.012 -0.008 0.993 -0.023 0.023

interact1\_14 -0.0018 0.011 -0.163 0.870 -0.023 0.020

interact1\_15 -0.0065 0.010 -0.634 0.526 -0.027 0.014

interact1\_16 0.0067 0.010 0.671 0.502 -0.013 0.026

interact1\_17 0.0024 0.014 0.171 0.864 -0.025 0.030

src\_careerjet\_lu 0.0169 0.004 4.084 0.000 0.009 0.025

src\_efinancialcareers\_lu -0.0083 0.013 -0.661 0.509 -0.033 0.016

src\_indeed\_lu 0.0288 0.006 5.241 0.000 0.018 0.040

src\_linkedin\_lu 0.0264 0.003 7.868 0.000 0.020 0.033

src\_monster2\_lu 0.0038 0.004 1.082 0.279 -0.003 0.011

src\_monster\_lu -0.0022 0.004 -0.581 0.561 -0.010 0.005

src\_reed\_lu -0.0449 0.039 -1.158 0.247 -0.121 0.031

src\_totaljobs\_lu -0.0483 0.031 -1.543 0.123 -0.110 0.013

src\_xing\_lu 0.0564 0.004 13.284 0.000 0.048 0.065

OLS Regression Results

==============================================================================

Dep. Variable: leadership ext R-squared: 0.004

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 10.27

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.72e-41

Time: 11:43:24 Log-Likelihood: -73425.

No. Observations: 105912 AIC: 1.469e+05

Df Residuals: 105878 BIC: 1.472e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.6125 0.021 29.201 0.000 0.571 0.654

exposure\_bool -0.0429 0.033 -1.312 0.189 -0.107 0.021

q\_1 -0.0436 0.022 -1.970 0.049 -0.087 -0.000

q\_2 -0.0350 0.018 -1.951 0.051 -0.070 0.000

q\_3 -0.0481 0.019 -2.530 0.011 -0.085 -0.011

q\_4 -0.0057 0.016 -0.348 0.728 -0.038 0.026

q\_5 0.0166 0.014 1.192 0.233 -0.011 0.044

q\_6 0.0445 0.015 3.018 0.003 0.016 0.073

q\_7 0.0304 0.018 1.696 0.090 -0.005 0.065

q\_8 0.0189 0.015 1.227 0.220 -0.011 0.049

q\_9 -0.0048 0.015 -0.313 0.754 -0.035 0.025

q\_10 0.0116 0.016 0.713 0.476 -0.020 0.044

q\_11 -0.0089 0.016 -0.569 0.569 -0.039 0.022

q\_13 0.0029 0.014 0.209 0.834 -0.024 0.030

q\_14 0.0015 0.017 0.084 0.933 -0.033 0.036

q\_15 0.0321 0.019 1.719 0.086 -0.004 0.069

q\_16 0.0539 0.019 2.831 0.005 0.017 0.091

q\_17 0.1048 0.020 5.372 0.000 0.067 0.143

interact1\_1 0.0489 0.036 1.376 0.169 -0.021 0.119

interact1\_2 0.0387 0.028 1.378 0.168 -0.016 0.094

interact1\_3 0.0442 0.031 1.441 0.149 -0.016 0.104

interact1\_4 0.0315 0.021 1.487 0.137 -0.010 0.073

interact1\_5 0.0436 0.024 1.805 0.071 -0.004 0.091

interact1\_6 0.0297 0.024 1.224 0.221 -0.018 0.077

interact1\_7 0.0697 0.024 2.914 0.004 0.023 0.117

interact1\_8 0.0573 0.023 2.457 0.014 0.012 0.103

interact1\_9 0.0761 0.025 3.012 0.003 0.027 0.126

interact1\_10 0.0434 0.028 1.553 0.120 -0.011 0.098

interact1\_12 0.0411 0.023 1.768 0.077 -0.004 0.087

interact1\_13 0.0056 0.025 0.225 0.822 -0.043 0.055

interact1\_14 0.0161 0.022 0.718 0.473 -0.028 0.060

interact1\_15 0.0061 0.026 0.235 0.814 -0.045 0.057

interact1\_16 0.0259 0.029 0.907 0.365 -0.030 0.082

interact1\_17 -0.0286 0.039 -0.735 0.463 -0.105 0.048

OLS Regression Results

==============================================================================

Dep. Variable: leadership ext R-squared: 0.013

Model: OLS Adj. R-squared: 0.012

Method: Least Squares F-statistic: 30.53

Date: Wed, 17 Apr 2024 Prob (F-statistic): 8.09e-131

Time: 11:43:43 Log-Likelihood: -72941.

No. Observations: 105912 AIC: 1.460e+05

Df Residuals: 105869 BIC: 1.464e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.5279 0.021 24.891 0.000 0.486 0.569

exposure\_bool -0.0405 0.032 -1.254 0.210 -0.104 0.023

q\_1 -0.0806 0.023 -3.490 0.000 -0.126 -0.035

q\_2 -0.0674 0.019 -3.610 0.000 -0.104 -0.031

q\_3 -0.0800 0.019 -4.164 0.000 -0.118 -0.042

q\_4 -0.0522 0.015 -3.407 0.001 -0.082 -0.022

q\_5 -0.0144 0.013 -1.074 0.283 -0.041 0.012

q\_6 -0.0105 0.014 -0.747 0.455 -0.038 0.017

q\_7 -0.0106 0.016 -0.663 0.508 -0.042 0.021

q\_8 -0.0110 0.014 -0.764 0.445 -0.039 0.017

q\_9 -0.0040 0.015 -0.261 0.794 -0.034 0.026

q\_10 0.0249 0.017 1.494 0.135 -0.008 0.058

q\_11 0.0300 0.016 1.840 0.066 -0.002 0.062

q\_13 0.0098 0.014 0.717 0.473 -0.017 0.037

q\_14 -0.0157 0.015 -1.017 0.309 -0.046 0.015

q\_15 0.0233 0.016 1.440 0.150 -0.008 0.055

q\_16 0.0446 0.017 2.626 0.009 0.011 0.078

q\_17 0.0989 0.019 5.183 0.000 0.061 0.136

interact1\_1 0.0577 0.035 1.625 0.104 -0.012 0.127

interact1\_2 0.0545 0.030 1.844 0.065 -0.003 0.112

interact1\_3 0.0588 0.032 1.835 0.067 -0.004 0.122

interact1\_4 0.0324 0.021 1.536 0.125 -0.009 0.074

interact1\_5 0.0398 0.024 1.659 0.097 -0.007 0.087

interact1\_6 0.0285 0.024 1.184 0.236 -0.019 0.076

interact1\_7 0.0654 0.024 2.773 0.006 0.019 0.112

interact1\_8 0.0532 0.024 2.254 0.024 0.007 0.100

interact1\_9 0.0797 0.026 3.090 0.002 0.029 0.130

interact1\_10 0.0457 0.028 1.647 0.099 -0.009 0.100

interact1\_12 0.0381 0.024 1.595 0.111 -0.009 0.085

interact1\_13 0.0035 0.025 0.141 0.888 -0.045 0.052

interact1\_14 0.0150 0.022 0.689 0.491 -0.028 0.058

interact1\_15 0.0041 0.025 0.162 0.871 -0.046 0.054

interact1\_16 0.0199 0.028 0.700 0.484 -0.036 0.075

interact1\_17 -0.0350 0.039 -0.897 0.370 -0.111 0.041

src\_careerjet\_lu 0.0961 0.009 10.136 0.000 0.078 0.115

src\_efinancialcareers\_lu 0.1782 0.029 6.188 0.000 0.122 0.235

src\_indeed\_lu 0.1478 0.011 13.511 0.000 0.126 0.169

src\_linkedin\_lu 0.1475 0.007 20.352 0.000 0.133 0.162

src\_monster2\_lu 0.0747 0.008 8.802 0.000 0.058 0.091

src\_monster\_lu 0.0487 0.008 5.750 0.000 0.032 0.065

src\_reed\_lu -0.0255 0.060 -0.423 0.672 -0.144 0.093

src\_totaljobs\_lu 0.0192 0.061 0.316 0.752 -0.100 0.139

src\_xing\_lu 0.1460 0.112 1.299 0.194 -0.074 0.366

OLS Regression Results

==============================================================================

Dep. Variable: cognitive ext R-squared: 0.005

Model: OLS Adj. R-squared: 0.005

Method: Least Squares F-statistic: 6.326

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.07e-23

Time: 11:44:20 Log-Likelihood: -65156.

No. Observations: 105912 AIC: 1.304e+05

Df Residuals: 105878 BIC: 1.307e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.7335 0.022 33.091 0.000 0.690 0.777

exposure\_bool 0.0079 0.044 0.180 0.857 -0.078 0.094

q\_1 0.0178 0.023 0.787 0.431 -0.027 0.062

q\_2 -0.0183 0.025 -0.721 0.471 -0.068 0.031

q\_3 -0.0799 0.022 -3.622 0.000 -0.123 -0.037

q\_4 -0.0165 0.014 -1.183 0.237 -0.044 0.011

q\_5 0.0057 0.022 0.256 0.798 -0.038 0.049

q\_6 -0.0137 0.019 -0.712 0.477 -0.051 0.024

q\_7 0.0044 0.019 0.227 0.820 -0.033 0.042

q\_8 0.0055 0.020 0.275 0.783 -0.034 0.045

q\_9 -0.0292 0.019 -1.508 0.132 -0.067 0.009

q\_10 0.0062 0.014 0.432 0.665 -0.022 0.034

q\_11 -0.0218 0.019 -1.160 0.246 -0.059 0.015

q\_13 0.0054 0.018 0.309 0.757 -0.029 0.040

q\_14 0.0175 0.020 0.857 0.391 -0.023 0.058

q\_15 0.0618 0.017 3.682 0.000 0.029 0.095

q\_16 0.0503 0.017 2.936 0.003 0.017 0.084

q\_17 0.0791 0.026 3.029 0.002 0.028 0.130

interact1\_1 -0.0611 0.036 -1.686 0.092 -0.132 0.010

interact1\_2 -0.0701 0.040 -1.731 0.083 -0.149 0.009

interact1\_3 0.0049 0.038 0.128 0.898 -0.070 0.079

interact1\_4 -0.0572 0.027 -2.117 0.034 -0.110 -0.004

interact1\_5 -0.0514 0.036 -1.439 0.150 -0.121 0.019

interact1\_6 -0.0103 0.032 -0.318 0.750 -0.074 0.053

interact1\_7 -0.0167 0.031 -0.542 0.588 -0.077 0.044

interact1\_8 -0.0215 0.029 -0.752 0.452 -0.078 0.035

interact1\_9 0.0398 0.033 1.201 0.230 -0.025 0.105

interact1\_10 0.0049 0.024 0.199 0.842 -0.043 0.053

interact1\_12 -0.0181 0.024 -0.762 0.446 -0.065 0.028

interact1\_13 -0.0765 0.031 -2.508 0.012 -0.136 -0.017

interact1\_14 -0.0735 0.034 -2.142 0.032 -0.141 -0.006

interact1\_15 -0.0839 0.033 -2.513 0.012 -0.149 -0.018

interact1\_16 -0.0523 0.033 -1.605 0.109 -0.116 0.012

interact1\_17 -0.0538 0.041 -1.326 0.185 -0.133 0.026

OLS Regression Results

==============================================================================

Dep. Variable: cognitive ext R-squared: 0.005

Model: OLS Adj. R-squared: 0.005

Method: Least Squares F-statistic: 6.326

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.07e-23

Time: 11:44:45 Log-Likelihood: -65156.

No. Observations: 105912 AIC: 1.304e+05

Df Residuals: 105878 BIC: 1.307e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.7335 0.022 33.091 0.000 0.690 0.777

exposure\_bool 0.0079 0.044 0.180 0.857 -0.078 0.094

q\_1 0.0178 0.023 0.787 0.431 -0.027 0.062

q\_2 -0.0183 0.025 -0.721 0.471 -0.068 0.031

q\_3 -0.0799 0.022 -3.622 0.000 -0.123 -0.037

q\_4 -0.0165 0.014 -1.183 0.237 -0.044 0.011

q\_5 0.0057 0.022 0.256 0.798 -0.038 0.049

q\_6 -0.0137 0.019 -0.712 0.477 -0.051 0.024

q\_7 0.0044 0.019 0.227 0.820 -0.033 0.042

q\_8 0.0055 0.020 0.275 0.783 -0.034 0.045

q\_9 -0.0292 0.019 -1.508 0.132 -0.067 0.009

q\_10 0.0062 0.014 0.432 0.665 -0.022 0.034

q\_11 -0.0218 0.019 -1.160 0.246 -0.059 0.015

q\_13 0.0054 0.018 0.309 0.757 -0.029 0.040

q\_14 0.0175 0.020 0.857 0.391 -0.023 0.058

q\_15 0.0618 0.017 3.682 0.000 0.029 0.095

q\_16 0.0503 0.017 2.936 0.003 0.017 0.084

q\_17 0.0791 0.026 3.029 0.002 0.028 0.130

interact1\_1 -0.0611 0.036 -1.686 0.092 -0.132 0.010

interact1\_2 -0.0701 0.040 -1.731 0.083 -0.149 0.009

interact1\_3 0.0049 0.038 0.128 0.898 -0.070 0.079

interact1\_4 -0.0572 0.027 -2.117 0.034 -0.110 -0.004

interact1\_5 -0.0514 0.036 -1.439 0.150 -0.121 0.019

interact1\_6 -0.0103 0.032 -0.318 0.750 -0.074 0.053

interact1\_7 -0.0167 0.031 -0.542 0.588 -0.077 0.044

interact1\_8 -0.0215 0.029 -0.752 0.452 -0.078 0.035

interact1\_9 0.0398 0.033 1.201 0.230 -0.025 0.105

interact1\_10 0.0049 0.024 0.199 0.842 -0.043 0.053

interact1\_12 -0.0181 0.024 -0.762 0.446 -0.065 0.028

interact1\_13 -0.0765 0.031 -2.508 0.012 -0.136 -0.017

interact1\_14 -0.0735 0.034 -2.142 0.032 -0.141 -0.006

interact1\_15 -0.0839 0.033 -2.513 0.012 -0.149 -0.018

interact1\_16 -0.0523 0.033 -1.605 0.109 -0.116 0.012

interact1\_17 -0.0538 0.041 -1.326 0.185 -0.133 0.026

OLS Regression Results

==============================================================================

Dep. Variable: cognitive ext R-squared: 0.017

Model: OLS Adj. R-squared: 0.017

Method: Least Squares F-statistic: 19.02

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.28e-89

Time: 11:45:31 Log-Likelihood: -64519.

No. Observations: 105912 AIC: 1.291e+05

Df Residuals: 105869 BIC: 1.295e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.7406 0.024 30.927 0.000 0.694 0.788

exposure\_bool 0.0137 0.043 0.319 0.750 -0.070 0.098

q\_1 -0.0211 0.023 -0.922 0.356 -0.066 0.024

q\_2 -0.0495 0.024 -2.045 0.041 -0.097 -0.002

q\_3 -0.1104 0.019 -5.864 0.000 -0.147 -0.073

q\_4 -0.0550 0.015 -3.756 0.000 -0.084 -0.026

q\_5 -0.0117 0.021 -0.568 0.570 -0.052 0.029

q\_6 -0.0506 0.019 -2.621 0.009 -0.089 -0.013

q\_7 -0.0203 0.019 -1.062 0.288 -0.058 0.017

q\_8 -0.0027 0.020 -0.134 0.894 -0.042 0.037

q\_9 -0.0146 0.017 -0.847 0.397 -0.048 0.019

q\_10 0.0158 0.014 1.112 0.266 -0.012 0.044

q\_11 -0.0012 0.020 -0.060 0.952 -0.040 0.037

q\_13 0.0204 0.018 1.115 0.265 -0.015 0.056

q\_14 0.0110 0.022 0.511 0.609 -0.031 0.053

q\_15 0.0599 0.018 3.311 0.001 0.024 0.095

q\_16 0.0493 0.018 2.681 0.007 0.013 0.085

q\_17 0.0918 0.027 3.394 0.001 0.039 0.145

interact1\_1 -0.0565 0.035 -1.603 0.109 -0.126 0.013

interact1\_2 -0.0562 0.040 -1.419 0.156 -0.134 0.021

interact1\_3 0.0175 0.035 0.503 0.615 -0.051 0.085

interact1\_4 -0.0582 0.027 -2.138 0.032 -0.112 -0.005

interact1\_5 -0.0577 0.034 -1.694 0.090 -0.125 0.009

interact1\_6 -0.0142 0.032 -0.443 0.658 -0.077 0.049

interact1\_7 -0.0218 0.030 -0.716 0.474 -0.082 0.038

interact1\_8 -0.0313 0.028 -1.109 0.267 -0.087 0.024

interact1\_9 0.0290 0.033 0.885 0.376 -0.035 0.093

interact1\_10 -5.419e-05 0.024 -0.002 0.998 -0.048 0.047

interact1\_12 -0.0225 0.024 -0.940 0.347 -0.070 0.024

interact1\_13 -0.0809 0.030 -2.653 0.008 -0.141 -0.021

interact1\_14 -0.0772 0.035 -2.216 0.027 -0.146 -0.009

interact1\_15 -0.0878 0.034 -2.612 0.009 -0.154 -0.022

interact1\_16 -0.0585 0.033 -1.794 0.073 -0.122 0.005

interact1\_17 -0.0631 0.040 -1.571 0.116 -0.142 0.016

src\_careerjet\_lu -0.0112 0.012 -0.930 0.352 -0.035 0.012

src\_efinancialcareers\_lu 0.0828 0.021 3.855 0.000 0.041 0.125

src\_indeed\_lu 0.0750 0.012 6.049 0.000 0.051 0.099

src\_linkedin\_lu 0.0385 0.010 4.009 0.000 0.020 0.057

src\_monster2\_lu -0.0689 0.010 -7.240 0.000 -0.088 -0.050

src\_monster\_lu -0.0824 0.011 -7.809 0.000 -0.103 -0.062

src\_reed\_lu 0.0709 0.052 1.353 0.176 -0.032 0.174

src\_totaljobs\_lu -0.1302 0.047 -2.791 0.005 -0.222 -0.039

src\_xing\_lu -0.0355 0.090 -0.395 0.693 -0.211 0.141

OLS Regression Results

===============================================================================

Dep. Variable: time management ext R-squared: 0.003

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 7.001

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.37e-26

Time: 11:46:35 Log-Likelihood: -60278.

No. Observations: 105912 AIC: 1.206e+05

Df Residuals: 105878 BIC: 1.209e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.7681 0.018 41.968 0.000 0.732 0.804

exposure\_bool -0.0193 0.025 -0.788 0.431 -0.067 0.029

q\_1 -0.0129 0.023 -0.571 0.568 -0.057 0.031

q\_2 -0.0447 0.023 -1.931 0.054 -0.090 0.001

q\_3 -0.0574 0.019 -3.048 0.002 -0.094 -0.020

q\_4 -0.0275 0.015 -1.818 0.069 -0.057 0.002

q\_5 -0.0212 0.020 -1.063 0.288 -0.060 0.018

q\_6 -0.0353 0.015 -2.376 0.017 -0.064 -0.006

q\_7 0.0070 0.012 0.598 0.550 -0.016 0.030

q\_8 0.0010 0.017 0.057 0.955 -0.032 0.034

q\_9 -0.0191 0.013 -1.447 0.148 -0.045 0.007

q\_10 0.0166 0.015 1.090 0.276 -0.013 0.046

q\_11 0.0217 0.019 1.174 0.240 -0.015 0.058

q\_13 0.0089 0.014 0.655 0.513 -0.018 0.036

q\_14 -0.0036 0.013 -0.278 0.781 -0.029 0.022

q\_15 0.0232 0.012 2.013 0.044 0.001 0.046

q\_16 0.0100 0.013 0.753 0.451 -0.016 0.036

q\_17 0.0169 0.020 0.839 0.401 -0.023 0.056

interact1\_1 0.0311 0.033 0.930 0.352 -0.034 0.097

interact1\_2 0.0157 0.023 0.674 0.500 -0.030 0.061

interact1\_3 0.0080 0.030 0.269 0.788 -0.051 0.067

interact1\_4 -0.0051 0.020 -0.255 0.799 -0.044 0.034

interact1\_5 0.0024 0.023 0.105 0.916 -0.042 0.047

interact1\_6 0.0223 0.019 1.173 0.241 -0.015 0.060

interact1\_7 0.0191 0.023 0.832 0.405 -0.026 0.064

interact1\_8 0.0052 0.022 0.241 0.809 -0.037 0.047

interact1\_9 0.0595 0.021 2.809 0.005 0.018 0.101

interact1\_10 0.0385 0.021 1.811 0.070 -0.003 0.080

interact1\_12 0.0150 0.022 0.670 0.503 -0.029 0.059

interact1\_13 -0.0207 0.030 -0.680 0.496 -0.080 0.039

interact1\_14 0.0204 0.027 0.763 0.446 -0.032 0.073

interact1\_15 0.0058 0.025 0.233 0.815 -0.043 0.055

interact1\_16 0.0288 0.026 1.106 0.269 -0.022 0.080

interact1\_17 0.0021 0.030 0.071 0.944 -0.057 0.062

OLS Regression Results

===============================================================================

Dep. Variable: time management ext R-squared: 0.008

Model: OLS Adj. R-squared: 0.008

Method: Least Squares F-statistic: 13.39

Date: Wed, 17 Apr 2024 Prob (F-statistic): 6.77e-65

Time: 11:47:19 Log-Likelihood: -60011.

No. Observations: 105912 AIC: 1.201e+05

Df Residuals: 105869 BIC: 1.205e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.7792 0.020 39.239 0.000 0.740 0.818

exposure\_bool -0.0180 0.025 -0.726 0.468 -0.067 0.031

q\_1 -0.0375 0.025 -1.521 0.128 -0.086 0.011

q\_2 -0.0645 0.025 -2.599 0.009 -0.113 -0.016

q\_3 -0.0767 0.020 -3.834 0.000 -0.116 -0.037

q\_4 -0.0500 0.016 -3.192 0.001 -0.081 -0.019

q\_5 -0.0315 0.019 -1.629 0.103 -0.069 0.006

q\_6 -0.0550 0.015 -3.706 0.000 -0.084 -0.026

q\_7 -0.0056 0.012 -0.490 0.624 -0.028 0.017

q\_8 -0.0029 0.017 -0.170 0.865 -0.036 0.030

q\_9 -0.0118 0.014 -0.868 0.385 -0.038 0.015

q\_10 0.0234 0.016 1.505 0.132 -0.007 0.054

q\_11 0.0340 0.020 1.700 0.089 -0.005 0.073

q\_13 0.0212 0.013 1.589 0.112 -0.005 0.047

q\_14 -0.0028 0.013 -0.218 0.828 -0.028 0.022

q\_15 0.0280 0.012 2.387 0.017 0.005 0.051

q\_16 0.0152 0.014 1.123 0.261 -0.011 0.042

q\_17 0.0282 0.021 1.369 0.171 -0.012 0.068

interact1\_1 0.0405 0.032 1.278 0.201 -0.022 0.103

interact1\_2 0.0316 0.023 1.393 0.164 -0.013 0.076

interact1\_3 0.0227 0.030 0.765 0.444 -0.035 0.081

interact1\_4 -0.0011 0.020 -0.055 0.956 -0.041 0.038

interact1\_5 0.0031 0.022 0.142 0.887 -0.040 0.046

interact1\_6 0.0223 0.019 1.173 0.241 -0.015 0.060

interact1\_7 0.0178 0.023 0.767 0.443 -0.028 0.063

interact1\_8 0.0018 0.022 0.082 0.935 -0.041 0.044

interact1\_9 0.0585 0.022 2.695 0.007 0.016 0.101

interact1\_10 0.0376 0.022 1.732 0.083 -0.005 0.080

interact1\_12 0.0152 0.023 0.664 0.506 -0.030 0.060

interact1\_13 -0.0210 0.031 -0.686 0.493 -0.081 0.039

interact1\_14 0.0194 0.027 0.710 0.478 -0.034 0.073

interact1\_15 0.0043 0.025 0.169 0.866 -0.045 0.054

interact1\_16 0.0271 0.026 1.045 0.296 -0.024 0.078

interact1\_17 -0.0005 0.031 -0.017 0.987 -0.061 0.060

src\_careerjet\_lu -0.0204 0.010 -2.059 0.040 -0.040 -0.001

src\_efinancialcareers\_lu -0.0312 0.028 -1.110 0.267 -0.086 0.024

src\_indeed\_lu 0.0380 0.011 3.491 0.000 0.017 0.059

src\_linkedin\_lu 0.0136 0.007 1.851 0.064 -0.001 0.028

src\_monster2\_lu -0.0487 0.009 -5.360 0.000 -0.066 -0.031

src\_monster\_lu -0.0561 0.011 -5.150 0.000 -0.077 -0.035

src\_reed\_lu -0.2192 0.063 -3.480 0.001 -0.343 -0.096

src\_totaljobs\_lu -0.3140 0.051 -6.203 0.000 -0.413 -0.215

src\_xing\_lu -0.0195 0.072 -0.272 0.785 -0.160 0.121

OLS Regression Results

==============================================================================

Dep. Variable: creativity ext R-squared: 0.008

Model: OLS Adj. R-squared: 0.007

Method: Least Squares F-statistic: 14.72

Date: Wed, 17 Apr 2024 Prob (F-statistic): 3.66e-60

Time: 11:48:12 Log-Likelihood: -76460.

No. Observations: 105912 AIC: 1.530e+05

Df Residuals: 105878 BIC: 1.533e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.5090 0.030 16.925 0.000 0.450 0.568

exposure\_bool 0.0302 0.050 0.609 0.543 -0.067 0.128

q\_1 -0.1170 0.034 -3.481 0.000 -0.183 -0.051

q\_2 -0.0950 0.024 -3.910 0.000 -0.143 -0.047

q\_3 -0.1110 0.019 -5.823 0.000 -0.148 -0.074

q\_4 -0.0452 0.018 -2.572 0.010 -0.080 -0.011

q\_5 -0.0255 0.020 -1.280 0.200 -0.065 0.014

q\_6 -0.0004 0.020 -0.023 0.982 -0.039 0.038

q\_7 0.0012 0.016 0.072 0.943 -0.030 0.033

q\_8 -0.0065 0.019 -0.342 0.732 -0.044 0.031

q\_9 -0.0743 0.023 -3.180 0.001 -0.120 -0.029

q\_10 -0.0435 0.021 -2.043 0.041 -0.085 -0.002

q\_11 -0.0732 0.019 -3.886 0.000 -0.110 -0.036

q\_13 0.0221 0.020 1.105 0.269 -0.017 0.061

q\_14 0.0049 0.017 0.289 0.772 -0.029 0.038

q\_15 0.0519 0.025 2.098 0.036 0.003 0.100

q\_16 0.0765 0.017 4.428 0.000 0.043 0.110

q\_17 0.0951 0.032 2.973 0.003 0.032 0.158

interact1\_1 -0.0010 0.046 -0.021 0.983 -0.092 0.090

interact1\_2 -0.0316 0.026 -1.209 0.227 -0.083 0.020

interact1\_3 -0.0023 0.027 -0.085 0.933 -0.055 0.050

interact1\_4 -0.0215 0.026 -0.834 0.405 -0.072 0.029

interact1\_5 -0.0231 0.024 -0.944 0.345 -0.071 0.025

interact1\_6 -0.0315 0.024 -1.303 0.193 -0.079 0.016

interact1\_7 -0.0146 0.030 -0.483 0.629 -0.074 0.045

interact1\_8 -0.0195 0.028 -0.696 0.487 -0.074 0.035

interact1\_9 0.0368 0.033 1.119 0.263 -0.028 0.101

interact1\_10 0.0073 0.028 0.263 0.793 -0.047 0.062

interact1\_12 -0.0138 0.023 -0.606 0.544 -0.059 0.031

interact1\_13 -0.0618 0.028 -2.198 0.028 -0.117 -0.007

interact1\_14 -0.0652 0.028 -2.308 0.021 -0.121 -0.010

interact1\_15 -0.0182 0.037 -0.496 0.620 -0.090 0.054

interact1\_16 -0.0178 0.029 -0.617 0.537 -0.074 0.039

interact1\_17 -0.0810 0.051 -1.575 0.115 -0.182 0.020

OLS Regression Results

==============================================================================

Dep. Variable: creativity ext R-squared: 0.029

Model: OLS Adj. R-squared: 0.029

Method: Least Squares F-statistic: 51.59

Date: Wed, 17 Apr 2024 Prob (F-statistic): 3.74e-186

Time: 11:49:44 Log-Likelihood: -75296.

No. Observations: 105912 AIC: 1.507e+05

Df Residuals: 105869 BIC: 1.511e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.3875 0.030 12.898 0.000 0.329 0.446

exposure\_bool 0.0350 0.046 0.759 0.448 -0.055 0.125

q\_1 -0.1627 0.034 -4.826 0.000 -0.229 -0.097

q\_2 -0.1332 0.025 -5.270 0.000 -0.183 -0.084

q\_3 -0.1467 0.020 -7.404 0.000 -0.186 -0.108

q\_4 -0.1139 0.018 -6.328 0.000 -0.149 -0.079

q\_5 -0.0725 0.021 -3.505 0.000 -0.113 -0.032

q\_6 -0.0919 0.021 -4.322 0.000 -0.134 -0.050

q\_7 -0.0660 0.016 -4.139 0.000 -0.097 -0.035

q\_8 -0.0499 0.017 -2.922 0.003 -0.083 -0.016

q\_9 -0.0609 0.022 -2.825 0.005 -0.103 -0.019

q\_10 -0.0144 0.021 -0.700 0.484 -0.055 0.026

q\_11 -0.0110 0.020 -0.552 0.581 -0.050 0.028

q\_13 0.0410 0.021 1.978 0.048 0.000 0.082

q\_14 -0.0155 0.016 -0.956 0.339 -0.047 0.016

q\_15 0.0450 0.022 2.000 0.046 0.001 0.089

q\_16 0.0711 0.016 4.324 0.000 0.039 0.103

q\_17 0.0967 0.028 3.441 0.001 0.042 0.152

interact1\_1 0.0017 0.047 0.037 0.971 -0.091 0.095

interact1\_2 -0.0220 0.029 -0.746 0.456 -0.080 0.036

interact1\_3 0.0037 0.031 0.118 0.906 -0.057 0.064

interact1\_4 -0.0275 0.027 -1.026 0.305 -0.080 0.025

interact1\_5 -0.0340 0.026 -1.318 0.188 -0.085 0.017

interact1\_6 -0.0345 0.027 -1.301 0.193 -0.087 0.018

interact1\_7 -0.0211 0.029 -0.733 0.463 -0.077 0.035

interact1\_8 -0.0313 0.027 -1.168 0.243 -0.084 0.021

interact1\_9 0.0251 0.033 0.754 0.451 -0.040 0.090

interact1\_10 0.0002 0.029 0.006 0.995 -0.056 0.057

interact1\_12 -0.0238 0.024 -1.005 0.315 -0.070 0.023

interact1\_13 -0.0656 0.031 -2.127 0.033 -0.126 -0.005

interact1\_14 -0.0698 0.029 -2.421 0.015 -0.126 -0.013

interact1\_15 -0.0218 0.036 -0.600 0.549 -0.093 0.049

interact1\_16 -0.0256 0.028 -0.922 0.356 -0.080 0.029

interact1\_17 -0.0913 0.048 -1.887 0.059 -0.186 0.004

src\_careerjet\_lu 0.1294 0.015 8.763 0.000 0.100 0.158

src\_efinancialcareers\_lu 0.0867 0.025 3.402 0.001 0.037 0.137

src\_indeed\_lu 0.2089 0.011 18.609 0.000 0.187 0.231

src\_linkedin\_lu 0.2276 0.009 24.054 0.000 0.209 0.246

src\_monster2\_lu 0.0851 0.012 7.194 0.000 0.062 0.108

src\_monster\_lu 0.0616 0.012 5.014 0.000 0.038 0.086

src\_reed\_lu -0.0061 0.070 -0.087 0.931 -0.144 0.131

src\_totaljobs\_lu -0.0808 0.051 -1.588 0.112 -0.181 0.019

src\_xing\_lu 0.1672 0.088 1.897 0.058 -0.006 0.340

OLS Regression Results

==============================================================================

Dep. Variable: motivation ext R-squared: 0.004

Model: OLS Adj. R-squared: 0.004

Method: Least Squares F-statistic: 9.053

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.63e-36

Time: 11:50:19 Log-Likelihood: -69699.

No. Observations: 105912 AIC: 1.395e+05

Df Residuals: 105878 BIC: 1.398e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.6588 0.013 51.848 0.000 0.634 0.684

exposure\_bool -0.0136 0.035 -0.386 0.699 -0.083 0.056

q\_1 -0.0406 0.027 -1.485 0.137 -0.094 0.013

q\_2 -0.0073 0.019 -0.378 0.705 -0.045 0.030

q\_3 -0.0735 0.019 -3.912 0.000 -0.110 -0.037

q\_4 -0.0070 0.014 -0.485 0.627 -0.035 0.021

q\_5 0.0092 0.017 0.544 0.586 -0.024 0.042

q\_6 0.0090 0.021 0.424 0.671 -0.033 0.051

q\_7 0.0123 0.017 0.730 0.465 -0.021 0.045

q\_8 -0.0043 0.019 -0.220 0.826 -0.042 0.034

q\_9 -0.0515 0.017 -2.957 0.003 -0.086 -0.017

q\_10 -0.0187 0.019 -0.982 0.326 -0.056 0.019

q\_11 -0.0029 0.031 -0.095 0.924 -0.063 0.057

q\_13 0.0005 0.024 0.019 0.985 -0.046 0.047

q\_14 -0.0117 0.017 -0.706 0.480 -0.044 0.021

q\_15 0.0279 0.017 1.614 0.107 -0.006 0.062

q\_16 0.0610 0.021 2.931 0.003 0.020 0.102

q\_17 0.0544 0.024 2.251 0.024 0.007 0.102

interact1\_1 0.0592 0.050 1.175 0.240 -0.040 0.158

interact1\_2 0.0165 0.046 0.361 0.718 -0.073 0.106

interact1\_3 0.0594 0.042 1.411 0.158 -0.023 0.142

interact1\_4 0.0268 0.036 0.747 0.455 -0.044 0.097

interact1\_5 0.0334 0.040 0.835 0.404 -0.045 0.112

interact1\_6 0.0355 0.034 1.045 0.296 -0.031 0.102

interact1\_7 0.0496 0.038 1.292 0.196 -0.026 0.125

interact1\_8 0.0507 0.035 1.441 0.150 -0.018 0.120

interact1\_9 0.0674 0.042 1.608 0.108 -0.015 0.150

interact1\_10 0.0407 0.036 1.119 0.263 -0.031 0.112

interact1\_12 0.0308 0.036 0.865 0.387 -0.039 0.101

interact1\_13 0.0152 0.046 0.329 0.742 -0.076 0.106

interact1\_14 0.0521 0.046 1.129 0.259 -0.038 0.143

interact1\_15 0.0516 0.045 1.148 0.251 -0.037 0.140

interact1\_16 0.0369 0.047 0.790 0.430 -0.055 0.129

interact1\_17 0.0146 0.046 0.318 0.751 -0.075 0.104

OLS Regression Results

==============================================================================

Dep. Variable: motivation ext R-squared: 0.015

Model: OLS Adj. R-squared: 0.014

Method: Least Squares F-statistic: 27.59

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.95e-121

Time: 11:50:41 Log-Likelihood: -69140.

No. Observations: 105912 AIC: 1.384e+05

Df Residuals: 105869 BIC: 1.388e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.5519 0.015 37.190 0.000 0.523 0.581

exposure\_bool -0.0131 0.031 -0.428 0.669 -0.073 0.047

q\_1 -0.0557 0.027 -2.083 0.037 -0.108 -0.003

q\_2 -0.0209 0.020 -1.049 0.294 -0.060 0.018

q\_3 -0.0866 0.018 -4.716 0.000 -0.123 -0.051

q\_4 -0.0439 0.015 -2.896 0.004 -0.074 -0.014

q\_5 -0.0209 0.017 -1.228 0.220 -0.054 0.012

q\_6 -0.0485 0.022 -2.243 0.025 -0.091 -0.006

q\_7 -0.0302 0.017 -1.802 0.071 -0.063 0.003

q\_8 -0.0349 0.020 -1.771 0.077 -0.074 0.004

q\_9 -0.0464 0.017 -2.674 0.008 -0.080 -0.012

q\_10 0.0016 0.018 0.089 0.929 -0.034 0.037

q\_11 0.0408 0.028 1.472 0.141 -0.014 0.095

q\_13 0.0068 0.024 0.285 0.775 -0.040 0.054

q\_14 -0.0280 0.016 -1.724 0.085 -0.060 0.004

q\_15 0.0198 0.018 1.113 0.266 -0.015 0.055

q\_16 0.0543 0.020 2.716 0.007 0.015 0.093

q\_17 0.0490 0.025 1.964 0.050 9.63e-05 0.098

interact1\_1 0.0605 0.046 1.302 0.193 -0.031 0.152

interact1\_2 0.0190 0.042 0.452 0.651 -0.063 0.101

interact1\_3 0.0611 0.038 1.588 0.112 -0.014 0.136

interact1\_4 0.0236 0.031 0.751 0.453 -0.038 0.085

interact1\_5 0.0289 0.035 0.828 0.408 -0.039 0.097

interact1\_6 0.0359 0.029 1.234 0.217 -0.021 0.093

interact1\_7 0.0475 0.033 1.450 0.147 -0.017 0.112

interact1\_8 0.0467 0.031 1.517 0.129 -0.014 0.107

interact1\_9 0.0639 0.039 1.651 0.099 -0.012 0.140

interact1\_10 0.0380 0.035 1.101 0.271 -0.030 0.106

interact1\_12 0.0249 0.032 0.773 0.440 -0.038 0.088

interact1\_13 0.0143 0.042 0.341 0.733 -0.068 0.097

interact1\_14 0.0507 0.042 1.219 0.223 -0.031 0.132

interact1\_15 0.0513 0.041 1.260 0.208 -0.029 0.131

interact1\_16 0.0332 0.041 0.813 0.416 -0.047 0.113

interact1\_17 0.0103 0.042 0.246 0.806 -0.072 0.093

src\_careerjet\_lu 0.1254 0.010 12.893 0.000 0.106 0.144

src\_efinancialcareers\_lu 0.0671 0.024 2.794 0.005 0.020 0.114

src\_indeed\_lu 0.1306 0.010 13.416 0.000 0.112 0.150

src\_linkedin\_lu 0.1728 0.008 22.965 0.000 0.158 0.188

src\_monster2\_lu 0.0992 0.009 10.886 0.000 0.081 0.117

src\_monster\_lu 0.1005 0.009 10.950 0.000 0.083 0.118

src\_reed\_lu -0.0824 0.072 -1.141 0.254 -0.224 0.059

src\_totaljobs\_lu -0.0426 0.050 -0.845 0.398 -0.141 0.056

src\_xing\_lu 0.0845 0.059 1.438 0.150 -0.031 0.200

OLS Regression Results

==============================================================================

Dep. Variable: flexibility ext R-squared: 0.003

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 7.964

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.46e-31

Time: 11:51:26 Log-Likelihood: -26539.

No. Observations: 105912 AIC: 5.315e+04

Df Residuals: 105878 BIC: 5.347e+04

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.1163 0.007 16.233 0.000 0.102 0.130

exposure\_bool -0.0048 0.013 -0.375 0.707 -0.030 0.020

q\_1 -0.0105 0.015 -0.724 0.469 -0.039 0.018

q\_2 -0.0263 0.015 -1.813 0.070 -0.055 0.002

q\_3 -0.0090 0.012 -0.774 0.439 -0.032 0.014

q\_4 -0.0094 0.011 -0.822 0.411 -0.032 0.013

q\_5 -0.0095 0.010 -0.947 0.344 -0.029 0.010

q\_6 -0.0195 0.010 -2.039 0.041 -0.038 -0.001

q\_7 -0.0233 0.011 -2.036 0.042 -0.046 -0.001

q\_8 -0.0038 0.010 -0.376 0.707 -0.023 0.016

q\_9 -0.0293 0.009 -3.300 0.001 -0.047 -0.012

q\_10 -0.0088 0.011 -0.799 0.424 -0.030 0.013

q\_11 -0.0155 0.012 -1.348 0.178 -0.038 0.007

q\_13 -0.0056 0.011 -0.509 0.611 -0.027 0.016

q\_14 0.0081 0.008 1.004 0.316 -0.008 0.024

q\_15 0.0295 0.013 2.274 0.023 0.004 0.055

q\_16 0.0375 0.012 3.027 0.002 0.013 0.062

q\_17 0.0014 0.013 0.113 0.910 -0.024 0.027

interact1\_1 0.0131 0.026 0.499 0.617 -0.038 0.064

interact1\_2 0.0036 0.018 0.196 0.844 -0.032 0.040

interact1\_3 -0.0047 0.018 -0.266 0.790 -0.039 0.030

interact1\_4 -0.0008 0.016 -0.048 0.961 -0.033 0.031

interact1\_5 -0.0127 0.015 -0.853 0.394 -0.042 0.016

interact1\_6 -0.0034 0.014 -0.240 0.810 -0.031 0.025

interact1\_7 0.0154 0.014 1.069 0.285 -0.013 0.044

interact1\_8 -0.0066 0.016 -0.410 0.682 -0.038 0.025

interact1\_9 0.0108 0.013 0.830 0.406 -0.015 0.036

interact1\_10 0.0051 0.016 0.308 0.758 -0.027 0.037

interact1\_12 -0.0021 0.015 -0.141 0.888 -0.031 0.027

interact1\_13 0.0074 0.017 0.448 0.654 -0.025 0.040

interact1\_14 -0.0039 0.016 -0.237 0.813 -0.036 0.028

interact1\_15 -0.0104 0.018 -0.565 0.572 -0.046 0.026

interact1\_16 0.0054 0.015 0.371 0.710 -0.023 0.034

interact1\_17 0.0188 0.023 0.804 0.421 -0.027 0.065

OLS Regression Results

==============================================================================

Dep. Variable: flexibility ext R-squared: 0.004

Model: OLS Adj. R-squared: 0.004

Method: Least Squares F-statistic: 15.08

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.03e-72

Time: 11:51:53 Log-Likelihood: -26499.

No. Observations: 105912 AIC: 5.308e+04

Df Residuals: 105869 BIC: 5.350e+04

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.1025 0.008 12.418 0.000 0.086 0.119

exposure\_bool -0.0045 0.013 -0.351 0.726 -0.030 0.021

q\_1 -0.0200 0.014 -1.392 0.164 -0.048 0.008

q\_2 -0.0352 0.014 -2.453 0.014 -0.063 -0.007

q\_3 -0.0178 0.012 -1.518 0.129 -0.041 0.005

q\_4 -0.0179 0.011 -1.640 0.101 -0.039 0.003

q\_5 -0.0133 0.010 -1.387 0.165 -0.032 0.006

q\_6 -0.0260 0.009 -2.940 0.003 -0.043 -0.009

q\_7 -0.0272 0.011 -2.535 0.011 -0.048 -0.006

q\_8 -0.0058 0.010 -0.591 0.554 -0.025 0.013

q\_9 -0.0272 0.009 -3.057 0.002 -0.045 -0.010

q\_10 -0.0052 0.011 -0.458 0.647 -0.027 0.017

q\_11 -0.0087 0.012 -0.718 0.473 -0.033 0.015

q\_13 -0.0034 0.011 -0.306 0.759 -0.025 0.018

q\_14 0.0090 0.008 1.132 0.258 -0.007 0.025

q\_15 0.0355 0.013 2.748 0.006 0.010 0.061

q\_16 0.0429 0.012 3.540 0.000 0.019 0.067

q\_17 0.0071 0.013 0.535 0.593 -0.019 0.033

interact1\_1 0.0141 0.026 0.540 0.589 -0.037 0.065

interact1\_2 0.0054 0.019 0.292 0.770 -0.031 0.042

interact1\_3 -0.0030 0.018 -0.172 0.863 -0.038 0.032

interact1\_4 -0.0003 0.016 -0.017 0.986 -0.033 0.032

interact1\_5 -0.0132 0.015 -0.894 0.371 -0.042 0.016

interact1\_6 -0.0035 0.014 -0.242 0.809 -0.031 0.025

interact1\_7 0.0148 0.014 1.030 0.303 -0.013 0.043

interact1\_8 -0.0074 0.016 -0.459 0.647 -0.039 0.024

interact1\_9 0.0105 0.013 0.806 0.420 -0.015 0.036

interact1\_10 0.0051 0.017 0.309 0.758 -0.027 0.038

interact1\_12 -0.0027 0.015 -0.183 0.855 -0.032 0.026

interact1\_13 0.0070 0.017 0.420 0.674 -0.026 0.040

interact1\_14 -0.0043 0.017 -0.256 0.798 -0.037 0.028

interact1\_15 -0.0113 0.018 -0.616 0.538 -0.047 0.025

interact1\_16 0.0040 0.015 0.276 0.783 -0.025 0.033

interact1\_17 0.0177 0.023 0.755 0.450 -0.028 0.064

src\_careerjet\_lu 0.0057 0.006 0.985 0.324 -0.006 0.017

src\_efinancialcareers\_lu 0.0304 0.018 1.694 0.090 -0.005 0.066

src\_indeed\_lu 0.0264 0.006 4.557 0.000 0.015 0.038

src\_linkedin\_lu 0.0219 0.004 5.329 0.000 0.014 0.030

src\_monster2\_lu 0.0057 0.004 1.323 0.186 -0.003 0.014

src\_monster\_lu 0.0147 0.004 3.323 0.001 0.006 0.023

src\_reed\_lu -0.0228 0.043 -0.531 0.595 -0.107 0.061

src\_totaljobs\_lu -0.1166 0.011 -10.699 0.000 -0.138 -0.095

src\_xing\_lu 0.0616 0.070 0.875 0.381 -0.076 0.200

OLS Regression Results

==============================================================================

Dep. Variable: independence ext R-squared: 0.004

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 6.894

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.38e-26

Time: 11:53:09 Log-Likelihood: -75646.

No. Observations: 105912 AIC: 1.514e+05

Df Residuals: 105878 BIC: 1.517e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.5740 0.017 34.482 0.000 0.541 0.607

exposure\_bool -0.0511 0.026 -2.000 0.045 -0.101 -0.001

q\_1 -0.0010 0.020 -0.051 0.959 -0.040 0.038

q\_2 -0.0602 0.022 -2.764 0.006 -0.103 -0.018

q\_3 -0.0754 0.017 -4.397 0.000 -0.109 -0.042

q\_4 -0.0389 0.017 -2.309 0.021 -0.072 -0.006

q\_5 0.0089 0.019 0.479 0.632 -0.028 0.046

q\_6 0.0035 0.018 0.192 0.848 -0.032 0.039

q\_7 -0.0002 0.016 -0.013 0.989 -0.032 0.031

q\_8 -0.0213 0.016 -1.365 0.172 -0.052 0.009

q\_9 -0.0414 0.015 -2.794 0.005 -0.070 -0.012

q\_10 0.0154 0.018 0.857 0.391 -0.020 0.050

q\_11 0.0413 0.022 1.857 0.063 -0.002 0.085

q\_13 0.0080 0.014 0.566 0.571 -0.020 0.035

q\_14 0.0258 0.017 1.493 0.135 -0.008 0.060

q\_15 0.0375 0.014 2.715 0.007 0.010 0.065

q\_16 0.0235 0.017 1.358 0.175 -0.010 0.058

q\_17 0.0478 0.020 2.372 0.018 0.008 0.087

interact1\_1 0.0189 0.039 0.486 0.627 -0.057 0.095

interact1\_2 0.0702 0.035 1.983 0.047 0.001 0.140

interact1\_3 0.0479 0.035 1.373 0.170 -0.020 0.116

interact1\_4 0.0239 0.031 0.780 0.436 -0.036 0.084

interact1\_5 0.0120 0.031 0.381 0.703 -0.050 0.074

interact1\_6 0.0345 0.027 1.271 0.204 -0.019 0.088

interact1\_7 0.0596 0.027 2.194 0.028 0.006 0.113

interact1\_8 0.0667 0.027 2.448 0.014 0.013 0.120

interact1\_9 0.0834 0.025 3.277 0.001 0.034 0.133

interact1\_10 0.0368 0.025 1.489 0.137 -0.012 0.085

interact1\_12 0.0505 0.028 1.787 0.074 -0.005 0.106

interact1\_13 0.0496 0.027 1.860 0.063 -0.003 0.102

interact1\_14 0.0429 0.029 1.486 0.137 -0.014 0.100

interact1\_15 0.0512 0.031 1.634 0.102 -0.010 0.113

interact1\_16 0.0658 0.031 2.139 0.032 0.006 0.126

interact1\_17 -0.0166 0.037 -0.446 0.656 -0.090 0.056

OLS Regression Results

==============================================================================

Dep. Variable: independence ext R-squared: 0.007

Model: OLS Adj. R-squared: 0.006

Method: Least Squares F-statistic: 15.13

Date: Wed, 17 Apr 2024 Prob (F-statistic): 6.30e-73

Time: 11:53:36 Log-Likelihood: -75480.

No. Observations: 105912 AIC: 1.510e+05

Df Residuals: 105869 BIC: 1.515e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.5479 0.018 30.941 0.000 0.513 0.583

exposure\_bool -0.0497 0.025 -1.967 0.049 -0.099 -0.000

q\_1 -0.0127 0.022 -0.585 0.558 -0.055 0.030

q\_2 -0.0690 0.024 -2.920 0.003 -0.115 -0.023

q\_3 -0.0840 0.018 -4.688 0.000 -0.119 -0.049

q\_4 -0.0598 0.018 -3.407 0.001 -0.094 -0.025

q\_5 -0.0050 0.019 -0.271 0.787 -0.041 0.031

q\_6 -0.0253 0.019 -1.359 0.174 -0.062 0.011

q\_7 -0.0196 0.016 -1.192 0.233 -0.052 0.013

q\_8 -0.0318 0.016 -1.989 0.047 -0.063 -0.000

q\_9 -0.0356 0.015 -2.400 0.016 -0.065 -0.007

q\_10 0.0245 0.018 1.393 0.164 -0.010 0.059

q\_11 0.0628 0.022 2.816 0.005 0.019 0.106

q\_13 0.0183 0.015 1.254 0.210 -0.010 0.047

q\_14 0.0250 0.018 1.421 0.155 -0.009 0.059

q\_15 0.0444 0.015 3.024 0.002 0.016 0.073

q\_16 0.0302 0.018 1.658 0.097 -0.006 0.066

q\_17 0.0583 0.021 2.819 0.005 0.018 0.099

interact1\_1 0.0241 0.039 0.617 0.537 -0.052 0.101

interact1\_2 0.0794 0.036 2.233 0.026 0.010 0.149

interact1\_3 0.0563 0.035 1.620 0.105 -0.012 0.124

interact1\_4 0.0237 0.030 0.792 0.428 -0.035 0.082

interact1\_5 0.0108 0.031 0.349 0.727 -0.050 0.071

interact1\_6 0.0343 0.027 1.287 0.198 -0.018 0.087

interact1\_7 0.0575 0.027 2.164 0.030 0.005 0.110

interact1\_8 0.0634 0.027 2.352 0.019 0.011 0.116

interact1\_9 0.0834 0.025 3.322 0.001 0.034 0.133

interact1\_10 0.0366 0.025 1.491 0.136 -0.012 0.085

interact1\_12 0.0496 0.028 1.768 0.077 -0.005 0.105

interact1\_13 0.0485 0.026 1.887 0.059 -0.002 0.099

interact1\_14 0.0420 0.028 1.485 0.138 -0.013 0.098

interact1\_15 0.0503 0.031 1.617 0.106 -0.011 0.111

interact1\_16 0.0619 0.030 2.054 0.040 0.003 0.121

interact1\_17 -0.0212 0.037 -0.577 0.564 -0.093 0.051

src\_careerjet\_lu 0.0140 0.009 1.553 0.120 -0.004 0.032

src\_efinancialcareers\_lu 0.1006 0.036 2.809 0.005 0.030 0.171

src\_indeed\_lu 0.0531 0.010 5.574 0.000 0.034 0.072

src\_linkedin\_lu 0.0609 0.007 8.752 0.000 0.047 0.074

src\_monster2\_lu -0.0042 0.008 -0.537 0.591 -0.019 0.011

src\_monster\_lu -0.0050 0.009 -0.554 0.580 -0.023 0.013

src\_reed\_lu -0.1376 0.072 -1.914 0.056 -0.278 0.003

src\_totaljobs\_lu -0.1063 0.048 -2.228 0.026 -0.200 -0.013

src\_xing\_lu -0.0073 0.077 -0.094 0.925 -0.158 0.143

OLS Regression Results

==============================================================================

Dep. Variable: interpersonal int R-squared: 0.010

Model: OLS Adj. R-squared: 0.009

Method: Least Squares F-statistic: 21.05

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.09e-83

Time: 11:54:53 Log-Likelihood: -3.0119e+05

No. Observations: 105912 AIC: 6.025e+05

Df Residuals: 105878 BIC: 6.028e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 5.7799 0.169 34.186 0.000 5.449 6.111

exposure\_bool -0.1903 0.367 -0.519 0.604 -0.910 0.529

q\_1 -0.3015 0.172 -1.751 0.080 -0.639 0.036

q\_2 -0.6292 0.173 -3.643 0.000 -0.968 -0.291

q\_3 -0.9745 0.117 -8.300 0.000 -1.205 -0.744

q\_4 -0.7410 0.136 -5.461 0.000 -1.007 -0.475

q\_5 -0.5616 0.161 -3.486 0.000 -0.877 -0.246

q\_6 -0.3537 0.115 -3.083 0.002 -0.579 -0.129

q\_7 0.0947 0.127 0.748 0.455 -0.154 0.343

q\_8 -0.1255 0.134 -0.938 0.348 -0.388 0.137

q\_9 -0.4120 0.149 -2.759 0.006 -0.705 -0.119

q\_10 -0.0273 0.145 -0.189 0.850 -0.311 0.256

q\_11 -0.1254 0.212 -0.592 0.554 -0.540 0.290

q\_13 0.0342 0.129 0.265 0.791 -0.219 0.287

q\_14 -0.2301 0.138 -1.672 0.095 -0.500 0.040

q\_15 0.3772 0.164 2.293 0.022 0.055 0.700

q\_16 0.3105 0.136 2.280 0.023 0.044 0.577

q\_17 1.0041 0.205 4.889 0.000 0.602 1.407

interact1\_1 -0.0807 0.367 -0.220 0.826 -0.800 0.639

interact1\_2 -0.0903 0.284 -0.318 0.750 -0.647 0.466

interact1\_3 0.0818 0.288 0.284 0.776 -0.483 0.647

interact1\_4 -0.0508 0.269 -0.189 0.850 -0.578 0.476

interact1\_5 0.3685 0.299 1.231 0.218 -0.218 0.955

interact1\_6 0.3411 0.281 1.213 0.225 -0.210 0.892

interact1\_7 0.4023 0.293 1.374 0.169 -0.171 0.976

interact1\_8 0.4773 0.274 1.745 0.081 -0.059 1.014

interact1\_9 0.7467 0.252 2.962 0.003 0.253 1.241

interact1\_10 0.3729 0.287 1.300 0.193 -0.189 0.935

interact1\_12 0.2138 0.265 0.806 0.420 -0.306 0.734

interact1\_13 -0.2425 0.299 -0.811 0.418 -0.829 0.344

interact1\_14 0.0892 0.324 0.275 0.783 -0.546 0.724

interact1\_15 0.1918 0.299 0.642 0.521 -0.394 0.778

interact1\_16 0.2099 0.268 0.784 0.433 -0.315 0.734

interact1\_17 -0.3294 0.364 -0.905 0.365 -1.043 0.384

OLS Regression Results

==============================================================================

Dep. Variable: interpersonal int R-squared: 0.021

Model: OLS Adj. R-squared: 0.021

Method: Least Squares F-statistic: 33.04

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.59e-138

Time: 11:55:17 Log-Likelihood: -3.0056e+05

No. Observations: 105912 AIC: 6.012e+05

Df Residuals: 105869 BIC: 6.016e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 5.3532 0.155 34.630 0.000 5.050 5.656

exposure\_bool -0.1639 0.375 -0.437 0.662 -0.899 0.571

q\_1 -0.6231 0.185 -3.370 0.001 -0.986 -0.261

q\_2 -0.8906 0.172 -5.171 0.000 -1.228 -0.553

q\_3 -1.2304 0.126 -9.787 0.000 -1.477 -0.984

q\_4 -1.1550 0.137 -8.446 0.000 -1.423 -0.887

q\_5 -0.8198 0.159 -5.144 0.000 -1.132 -0.507

q\_6 -0.8466 0.115 -7.373 0.000 -1.072 -0.622

q\_7 -0.2511 0.124 -2.019 0.043 -0.495 -0.007

q\_8 -0.3286 0.123 -2.671 0.008 -0.570 -0.087

q\_9 -0.3324 0.136 -2.443 0.015 -0.599 -0.066

q\_10 0.1209 0.147 0.820 0.412 -0.168 0.410

q\_11 0.2253 0.236 0.955 0.340 -0.237 0.688

q\_13 0.2169 0.126 1.725 0.085 -0.030 0.463

q\_14 -0.2655 0.134 -1.976 0.048 -0.529 -0.002

q\_15 0.4451 0.154 2.882 0.004 0.142 0.748

q\_16 0.3810 0.126 3.024 0.002 0.134 0.628

q\_17 1.1320 0.192 5.887 0.000 0.755 1.509

interact1\_1 0.0305 0.376 0.081 0.935 -0.707 0.768

interact1\_2 0.1063 0.291 0.365 0.715 -0.464 0.677

interact1\_3 0.2622 0.297 0.882 0.378 -0.321 0.845

interact1\_4 -0.0315 0.283 -0.112 0.911 -0.586 0.523

interact1\_5 0.3480 0.304 1.143 0.253 -0.249 0.945

interact1\_6 0.3335 0.295 1.129 0.259 -0.246 0.913

interact1\_7 0.3640 0.304 1.198 0.231 -0.232 0.960

interact1\_8 0.4217 0.292 1.445 0.148 -0.150 0.994

interact1\_9 0.7587 0.272 2.794 0.005 0.226 1.291

interact1\_10 0.3789 0.291 1.303 0.193 -0.191 0.949

interact1\_12 0.1977 0.276 0.718 0.473 -0.342 0.738

interact1\_13 -0.2524 0.307 -0.821 0.411 -0.855 0.350

interact1\_14 0.0715 0.334 0.214 0.831 -0.583 0.726

interact1\_15 0.1678 0.312 0.538 0.590 -0.443 0.778

interact1\_16 0.1614 0.280 0.576 0.565 -0.388 0.710

interact1\_17 -0.3978 0.367 -1.085 0.278 -1.116 0.321

src\_careerjet\_lu 0.2779 0.102 2.720 0.007 0.078 0.478

src\_efinancialcareers\_lu 0.4646 0.229 2.030 0.042 0.016 0.913

src\_indeed\_lu 1.0673 0.092 11.609 0.000 0.887 1.248

src\_linkedin\_lu 1.0122 0.076 13.393 0.000 0.864 1.160

src\_monster2\_lu 0.0186 0.074 0.251 0.802 -0.127 0.164

src\_monster\_lu -0.1486 0.091 -1.631 0.103 -0.327 0.030

src\_reed\_lu -0.8383 0.484 -1.731 0.083 -1.787 0.111

src\_totaljobs\_lu -1.7410 0.371 -4.689 0.000 -2.469 -1.013

src\_xing\_lu -0.6447 0.531 -1.214 0.225 -1.685 0.396

OLS Regression Results

==============================================================================

Dep. Variable: leadership int R-squared: 0.006

Model: OLS Adj. R-squared: 0.006

Method: Least Squares F-statistic: 11.56

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.32e-47

Time: 11:57:02 Log-Likelihood: -2.2730e+05

No. Observations: 105912 AIC: 4.547e+05

Df Residuals: 105878 BIC: 4.550e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 1.5338 0.123 12.460 0.000 1.293 1.775

exposure\_bool -0.1469 0.166 -0.884 0.377 -0.473 0.179

q\_1 -0.0373 0.109 -0.342 0.732 -0.251 0.177

q\_2 -0.1182 0.097 -1.224 0.221 -0.307 0.071

q\_3 -0.1022 0.069 -1.482 0.138 -0.237 0.033

q\_4 0.0289 0.076 0.379 0.705 -0.121 0.178

q\_5 0.1912 0.073 2.607 0.009 0.047 0.335

q\_6 0.2413 0.071 3.382 0.001 0.101 0.381

q\_7 0.2439 0.070 3.478 0.001 0.106 0.381

q\_8 0.1965 0.069 2.845 0.004 0.061 0.332

q\_9 0.1831 0.067 2.749 0.006 0.053 0.314

q\_10 0.1598 0.072 2.207 0.027 0.018 0.302

q\_11 -0.0807 0.072 -1.124 0.261 -0.221 0.060

q\_13 0.0384 0.084 0.459 0.646 -0.125 0.202

q\_14 -0.1011 0.077 -1.307 0.191 -0.253 0.051

q\_15 0.0991 0.084 1.173 0.241 -0.067 0.265

q\_16 0.1997 0.091 2.191 0.028 0.021 0.378

q\_17 0.4189 0.126 3.334 0.001 0.173 0.665

interact1\_1 0.0042 0.153 0.027 0.978 -0.296 0.304

interact1\_2 0.0171 0.125 0.137 0.891 -0.229 0.263

interact1\_3 -0.0277 0.104 -0.266 0.790 -0.232 0.176

interact1\_4 -0.0668 0.099 -0.675 0.499 -0.261 0.127

interact1\_5 -0.0003 0.116 -0.003 0.998 -0.227 0.227

interact1\_6 0.0320 0.107 0.300 0.764 -0.177 0.241

interact1\_7 0.1039 0.104 0.996 0.319 -0.101 0.308

interact1\_8 0.1450 0.109 1.331 0.183 -0.068 0.359

interact1\_9 0.1331 0.097 1.367 0.172 -0.058 0.324

interact1\_10 0.0288 0.111 0.259 0.796 -0.190 0.247

interact1\_12 0.1112 0.098 1.137 0.256 -0.081 0.303

interact1\_13 -0.1131 0.122 -0.931 0.352 -0.351 0.125

interact1\_14 0.0209 0.110 0.190 0.849 -0.194 0.236

interact1\_15 0.0401 0.120 0.335 0.737 -0.194 0.274

interact1\_16 0.0253 0.113 0.224 0.823 -0.196 0.247

interact1\_17 -0.2555 0.155 -1.644 0.100 -0.560 0.049

OLS Regression Results

==============================================================================

Dep. Variable: leadership int R-squared: 0.014

Model: OLS Adj. R-squared: 0.014

Method: Least Squares F-statistic: 21.60

Date: Wed, 17 Apr 2024 Prob (F-statistic): 7.93e-100

Time: 11:57:24 Log-Likelihood: -2.2687e+05

No. Observations: 105912 AIC: 4.538e+05

Df Residuals: 105869 BIC: 4.542e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 1.2111 0.116 10.435 0.000 0.984 1.439

exposure\_bool -0.1360 0.167 -0.815 0.415 -0.463 0.191

q\_1 -0.1696 0.117 -1.444 0.149 -0.400 0.061

q\_2 -0.2315 0.099 -2.341 0.019 -0.425 -0.038

q\_3 -0.2140 0.073 -2.934 0.003 -0.357 -0.071

q\_4 -0.1526 0.077 -1.993 0.046 -0.303 -0.003

q\_5 0.0689 0.074 0.935 0.350 -0.076 0.213

q\_6 0.0165 0.071 0.233 0.815 -0.122 0.155

q\_7 0.0803 0.066 1.216 0.224 -0.049 0.210

q\_8 0.0830 0.064 1.290 0.197 -0.043 0.209

q\_9 0.1984 0.065 3.048 0.002 0.071 0.326

q\_10 0.2220 0.073 3.041 0.002 0.079 0.365

q\_11 0.0845 0.078 1.086 0.278 -0.068 0.237

q\_13 0.0846 0.083 1.017 0.309 -0.079 0.248

q\_14 -0.1538 0.074 -2.084 0.037 -0.298 -0.009

q\_15 0.0836 0.079 1.064 0.287 -0.070 0.238

q\_16 0.1846 0.084 2.197 0.028 0.020 0.349

q\_17 0.4197 0.122 3.451 0.001 0.181 0.658

interact1\_1 0.0380 0.156 0.243 0.808 -0.268 0.344

interact1\_2 0.0792 0.133 0.597 0.551 -0.181 0.339

interact1\_3 0.0292 0.110 0.266 0.791 -0.186 0.245

interact1\_4 -0.0663 0.105 -0.631 0.528 -0.272 0.140

interact1\_5 -0.0161 0.120 -0.134 0.893 -0.250 0.218

interact1\_6 0.0271 0.111 0.243 0.808 -0.191 0.246

interact1\_7 0.0853 0.109 0.785 0.433 -0.128 0.298

interact1\_8 0.1254 0.113 1.105 0.269 -0.097 0.348

interact1\_9 0.1452 0.103 1.406 0.160 -0.057 0.348

interact1\_10 0.0372 0.112 0.334 0.739 -0.181 0.256

interact1\_12 0.0989 0.101 0.976 0.329 -0.100 0.298

interact1\_13 -0.1203 0.122 -0.983 0.326 -0.360 0.120

interact1\_14 0.0143 0.112 0.127 0.899 -0.206 0.235

interact1\_15 0.0312 0.120 0.259 0.795 -0.204 0.267

interact1\_16 0.0022 0.114 0.020 0.984 -0.221 0.226

interact1\_17 -0.2828 0.154 -1.836 0.066 -0.585 0.019

src\_careerjet\_lu 0.3402 0.043 7.827 0.000 0.255 0.425

src\_efinancialcareers\_lu 0.4520 0.123 3.671 0.000 0.211 0.693

src\_indeed\_lu 0.5602 0.047 12.042 0.000 0.469 0.651

src\_linkedin\_lu 0.5833 0.031 18.826 0.000 0.523 0.644

src\_monster2\_lu 0.2398 0.034 7.151 0.000 0.174 0.306

src\_monster\_lu 0.1628 0.035 4.594 0.000 0.093 0.232

src\_reed\_lu -0.0029 0.250 -0.012 0.991 -0.493 0.487

src\_totaljobs\_lu -0.0049 0.212 -0.023 0.982 -0.420 0.410

src\_xing\_lu 0.2721 0.349 0.779 0.436 -0.412 0.956

OLS Regression Results

==============================================================================

Dep. Variable: cognitive int R-squared: 0.006

Model: OLS Adj. R-squared: 0.005

Method: Least Squares F-statistic: 9.512

Date: Wed, 17 Apr 2024 Prob (F-statistic): 3.97e-38

Time: 11:58:07 Log-Likelihood: -2.8482e+05

No. Observations: 105912 AIC: 5.697e+05

Df Residuals: 105878 BIC: 5.700e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 3.0786 0.266 11.569 0.000 2.557 3.600

exposure\_bool -0.1571 0.454 -0.346 0.729 -1.048 0.733

q\_1 -0.0352 0.187 -0.188 0.851 -0.401 0.331

q\_2 -0.2614 0.126 -2.075 0.038 -0.508 -0.014

q\_3 -0.3640 0.135 -2.705 0.007 -0.628 -0.100

q\_4 -0.1046 0.131 -0.796 0.426 -0.362 0.153

q\_5 0.1809 0.150 1.204 0.228 -0.114 0.475

q\_6 0.1053 0.125 0.845 0.398 -0.139 0.349

q\_7 0.1561 0.152 1.030 0.303 -0.141 0.453

q\_8 0.1892 0.136 1.387 0.165 -0.078 0.456

q\_9 -0.0236 0.177 -0.133 0.894 -0.371 0.324

q\_10 0.0945 0.132 0.714 0.475 -0.165 0.354

q\_11 0.0902 0.205 0.441 0.659 -0.311 0.491

q\_13 -0.0826 0.131 -0.630 0.529 -0.340 0.174

q\_14 -0.1005 0.150 -0.672 0.501 -0.394 0.193

q\_15 0.3457 0.174 1.991 0.046 0.005 0.686

q\_16 0.5074 0.162 3.129 0.002 0.190 0.825

q\_17 0.9189 0.238 3.861 0.000 0.452 1.385

interact1\_1 -0.0708 0.335 -0.211 0.833 -0.728 0.587

interact1\_2 -0.1765 0.302 -0.585 0.558 -0.768 0.415

interact1\_3 0.1901 0.316 0.601 0.548 -0.430 0.810

interact1\_4 -0.0723 0.268 -0.270 0.787 -0.597 0.452

interact1\_5 -0.2102 0.294 -0.716 0.474 -0.785 0.365

interact1\_6 -0.0554 0.260 -0.213 0.831 -0.565 0.454

interact1\_7 -0.0393 0.280 -0.140 0.888 -0.588 0.509

interact1\_8 -0.0382 0.275 -0.139 0.890 -0.577 0.501

interact1\_9 0.4426 0.279 1.588 0.112 -0.104 0.989

interact1\_10 0.3163 0.241 1.314 0.189 -0.155 0.788

interact1\_12 0.1279 0.265 0.482 0.630 -0.392 0.648

interact1\_13 -0.3402 0.323 -1.054 0.292 -0.973 0.292

interact1\_14 -0.2564 0.333 -0.769 0.442 -0.910 0.397

interact1\_15 -0.5018 0.312 -1.606 0.108 -1.114 0.110

interact1\_16 -0.4435 0.306 -1.452 0.147 -1.042 0.155

interact1\_17 -0.5225 0.340 -1.537 0.124 -1.189 0.144

OLS Regression Results

==============================================================================

Dep. Variable: cognitive int R-squared: 0.023

Model: OLS Adj. R-squared: 0.022

Method: Least Squares F-statistic: 31.32

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.72e-133

Time: 11:58:31 Log-Likelihood: -2.8391e+05

No. Observations: 105912 AIC: 5.679e+05

Df Residuals: 105869 BIC: 5.683e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 2.7921 0.249 11.206 0.000 2.304 3.280

exposure\_bool -0.1052 0.455 -0.231 0.817 -0.997 0.787

q\_1 -0.3701 0.201 -1.843 0.065 -0.764 0.024

q\_2 -0.5325 0.140 -3.798 0.000 -0.807 -0.258

q\_3 -0.6294 0.148 -4.265 0.000 -0.919 -0.340

q\_4 -0.5157 0.135 -3.825 0.000 -0.780 -0.251

q\_5 -0.0478 0.142 -0.338 0.735 -0.325 0.230

q\_6 -0.3677 0.120 -3.053 0.002 -0.604 -0.132

q\_7 -0.1717 0.144 -1.193 0.233 -0.454 0.110

q\_8 0.0265 0.124 0.214 0.831 -0.216 0.269

q\_9 0.1077 0.161 0.667 0.505 -0.209 0.424

q\_10 0.2332 0.129 1.802 0.071 -0.020 0.487

q\_11 0.3964 0.219 1.811 0.070 -0.033 0.825

q\_13 0.0585 0.130 0.451 0.652 -0.196 0.313

q\_14 -0.2098 0.157 -1.338 0.181 -0.517 0.097

q\_15 0.2843 0.173 1.641 0.101 -0.055 0.624

q\_16 0.4604 0.158 2.908 0.004 0.150 0.771

q\_17 0.9908 0.226 4.379 0.000 0.547 1.434

interact1\_1 -0.0354 0.354 -0.100 0.920 -0.729 0.658

interact1\_2 -0.0630 0.318 -0.198 0.843 -0.687 0.561

interact1\_3 0.2924 0.321 0.910 0.363 -0.337 0.922

interact1\_4 -0.0949 0.280 -0.339 0.735 -0.644 0.454

interact1\_5 -0.2803 0.297 -0.945 0.345 -0.862 0.301

interact1\_6 -0.0876 0.273 -0.321 0.749 -0.623 0.448

interact1\_7 -0.0898 0.291 -0.309 0.757 -0.660 0.480

interact1\_8 -0.1282 0.286 -0.449 0.653 -0.688 0.431

interact1\_9 0.3499 0.291 1.202 0.229 -0.221 0.921

interact1\_10 0.2756 0.247 1.114 0.265 -0.209 0.760

interact1\_12 0.0758 0.275 0.276 0.783 -0.463 0.615

interact1\_13 -0.3804 0.332 -1.145 0.252 -1.032 0.271

interact1\_14 -0.2940 0.352 -0.834 0.404 -0.984 0.396

interact1\_15 -0.5353 0.324 -1.650 0.099 -1.171 0.101

interact1\_16 -0.5065 0.318 -1.594 0.111 -1.129 0.116

interact1\_17 -0.6148 0.339 -1.812 0.070 -1.280 0.050

src\_careerjet\_lu 0.3516 0.095 3.685 0.000 0.165 0.539

src\_efinancialcareers\_lu 0.7446 0.146 5.116 0.000 0.459 1.030

src\_indeed\_lu 0.9850 0.101 9.718 0.000 0.786 1.184

src\_linkedin\_lu 0.8550 0.073 11.739 0.000 0.712 0.998

src\_monster2\_lu -0.2297 0.069 -3.351 0.001 -0.364 -0.095

src\_monster\_lu -0.3336 0.074 -4.525 0.000 -0.478 -0.189

src\_reed\_lu 0.0601 0.544 0.111 0.912 -1.006 1.127

src\_totaljobs\_lu -0.5837 0.239 -2.446 0.014 -1.051 -0.116

src\_xing\_lu -1.0473 0.298 -3.513 0.000 -1.632 -0.463

OLS Regression Results

===============================================================================

Dep. Variable: time management int R-squared: 0.003

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 8.186

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.25e-32

Time: 11:59:17 Log-Likelihood: -2.6556e+05

No. Observations: 105912 AIC: 5.312e+05

Df Residuals: 105878 BIC: 5.315e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 2.7792 0.171 16.247 0.000 2.444 3.114

exposure\_bool -0.0848 0.232 -0.366 0.715 -0.539 0.370

q\_1 0.2364 0.167 1.418 0.156 -0.090 0.563

q\_2 0.0123 0.202 0.061 0.951 -0.383 0.407

q\_3 -0.2912 0.107 -2.729 0.006 -0.500 -0.082

q\_4 -0.1586 0.126 -1.260 0.208 -0.405 0.088

q\_5 0.0828 0.155 0.535 0.592 -0.220 0.386

q\_6 0.0340 0.121 0.280 0.780 -0.204 0.272

q\_7 0.1401 0.109 1.287 0.198 -0.073 0.354

q\_8 0.2025 0.123 1.649 0.099 -0.038 0.443

q\_9 0.1006 0.115 0.875 0.381 -0.125 0.326

q\_10 0.1763 0.114 1.546 0.122 -0.047 0.400

q\_11 0.1152 0.147 0.783 0.433 -0.173 0.403

q\_13 -0.0728 0.102 -0.716 0.474 -0.272 0.127

q\_14 -0.1104 0.102 -1.078 0.281 -0.311 0.090

q\_15 0.2070 0.106 1.951 0.051 -0.001 0.415

q\_16 0.2595 0.140 1.851 0.064 -0.015 0.534

q\_17 0.2172 0.165 1.313 0.189 -0.107 0.541

interact1\_1 -0.0101 0.280 -0.036 0.971 -0.559 0.539

interact1\_2 -0.0916 0.189 -0.486 0.627 -0.462 0.278

interact1\_3 0.0925 0.183 0.505 0.614 -0.267 0.452

interact1\_4 -0.0602 0.141 -0.428 0.669 -0.336 0.216

interact1\_5 -0.0386 0.192 -0.202 0.840 -0.415 0.337

interact1\_6 0.0023 0.144 0.016 0.987 -0.280 0.285

interact1\_7 0.1724 0.147 1.170 0.242 -0.116 0.461

interact1\_8 0.0119 0.163 0.073 0.942 -0.308 0.332

interact1\_9 0.2424 0.160 1.511 0.131 -0.072 0.557

interact1\_10 0.2785 0.191 1.456 0.145 -0.096 0.653

interact1\_12 0.1006 0.191 0.526 0.599 -0.274 0.476

interact1\_13 -0.0658 0.195 -0.338 0.736 -0.448 0.316

interact1\_14 0.0522 0.195 0.268 0.788 -0.329 0.434

interact1\_15 -0.1275 0.174 -0.734 0.463 -0.468 0.213

interact1\_16 -0.0661 0.176 -0.376 0.707 -0.411 0.279

interact1\_17 -0.0564 0.205 -0.275 0.783 -0.459 0.346

OLS Regression Results

===============================================================================

Dep. Variable: time management int R-squared: 0.011

Model: OLS Adj. R-squared: 0.011

Method: Least Squares F-statistic: 23.45

Date: Wed, 17 Apr 2024 Prob (F-statistic): 9.20e-107

Time: 11:59:40 Log-Likelihood: -2.6514e+05

No. Observations: 105912 AIC: 5.304e+05

Df Residuals: 105869 BIC: 5.308e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 2.7405 0.160 17.095 0.000 2.426 3.055

exposure\_bool -0.0523 0.237 -0.221 0.825 -0.516 0.411

q\_1 0.0738 0.177 0.418 0.676 -0.272 0.420

q\_2 -0.1117 0.212 -0.526 0.599 -0.528 0.304

q\_3 -0.4118 0.117 -3.532 0.000 -0.640 -0.183

q\_4 -0.3599 0.129 -2.800 0.005 -0.612 -0.108

q\_5 -0.0328 0.152 -0.216 0.829 -0.330 0.265

q\_6 -0.2062 0.122 -1.692 0.091 -0.445 0.033

q\_7 -0.0316 0.108 -0.294 0.769 -0.242 0.179

q\_8 0.1178 0.128 0.921 0.357 -0.133 0.368

q\_9 0.1580 0.117 1.355 0.175 -0.071 0.386

q\_10 0.2317 0.115 2.021 0.043 0.007 0.456

q\_11 0.2409 0.155 1.552 0.121 -0.063 0.545

q\_13 0.0283 0.096 0.294 0.768 -0.160 0.217

q\_14 -0.1130 0.097 -1.162 0.245 -0.304 0.078

q\_15 0.2502 0.100 2.506 0.012 0.055 0.446

q\_16 0.3021 0.136 2.220 0.026 0.035 0.569

q\_17 0.3046 0.163 1.870 0.061 -0.015 0.624

interact1\_1 0.0101 0.288 0.035 0.972 -0.554 0.574

interact1\_2 -0.0240 0.198 -0.121 0.904 -0.412 0.364

interact1\_3 0.1536 0.190 0.809 0.419 -0.219 0.526

interact1\_4 -0.0744 0.150 -0.495 0.620 -0.369 0.220

interact1\_5 -0.0764 0.191 -0.401 0.689 -0.450 0.297

interact1\_6 -0.0202 0.148 -0.137 0.891 -0.310 0.270

interact1\_7 0.1419 0.152 0.933 0.351 -0.156 0.440

interact1\_8 -0.0402 0.167 -0.240 0.810 -0.368 0.288

interact1\_9 0.1918 0.165 1.160 0.246 -0.132 0.516

interact1\_10 0.2520 0.193 1.307 0.191 -0.126 0.630

interact1\_12 0.0725 0.194 0.373 0.709 -0.308 0.453

interact1\_13 -0.0886 0.192 -0.460 0.645 -0.466 0.289

interact1\_14 0.0239 0.198 0.121 0.904 -0.363 0.411

interact1\_15 -0.1539 0.175 -0.877 0.380 -0.498 0.190

interact1\_16 -0.1061 0.179 -0.593 0.553 -0.456 0.244

interact1\_17 -0.1145 0.205 -0.558 0.577 -0.517 0.288

src\_careerjet\_lu -0.0793 0.070 -1.132 0.258 -0.217 0.058

src\_efinancialcareers\_lu 0.4622 0.232 1.995 0.046 0.008 0.916

src\_indeed\_lu 0.4205 0.071 5.958 0.000 0.282 0.559

src\_linkedin\_lu 0.3254 0.050 6.557 0.000 0.228 0.423

src\_monster2\_lu -0.2198 0.060 -3.649 0.000 -0.338 -0.102

src\_monster\_lu -0.3767 0.067 -5.582 0.000 -0.509 -0.244

src\_reed\_lu -1.0807 0.299 -3.616 0.000 -1.667 -0.495

src\_totaljobs\_lu -1.6479 0.240 -6.855 0.000 -2.119 -1.177

src\_xing\_lu -0.8682 0.398 -2.182 0.029 -1.648 -0.089

OLS Regression Results

==============================================================================

Dep. Variable: creativity int R-squared: 0.006

Model: OLS Adj. R-squared: 0.006

Method: Least Squares F-statistic: 15.01

Date: Wed, 17 Apr 2024 Prob (F-statistic): 2.38e-61

Time: 12:00:15 Log-Likelihood: -1.9689e+05

No. Observations: 105912 AIC: 3.939e+05

Df Residuals: 105878 BIC: 3.942e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 1.1258 0.099 11.413 0.000 0.932 1.319

exposure\_bool -0.0143 0.179 -0.080 0.936 -0.366 0.337

q\_1 -0.3622 0.091 -3.979 0.000 -0.541 -0.184

q\_2 -0.3138 0.067 -4.656 0.000 -0.446 -0.182

q\_3 -0.2537 0.063 -4.001 0.000 -0.378 -0.129

q\_4 0.0034 0.066 0.052 0.959 -0.126 0.133

q\_5 -0.0227 0.082 -0.277 0.782 -0.183 0.138

q\_6 0.0579 0.078 0.741 0.459 -0.095 0.211

q\_7 0.0364 0.062 0.591 0.554 -0.084 0.157

q\_8 -0.0387 0.061 -0.633 0.527 -0.159 0.081

q\_9 -0.1681 0.077 -2.196 0.028 -0.318 -0.018

q\_10 -0.1401 0.070 -1.989 0.047 -0.278 -0.002

q\_11 -0.0851 0.077 -1.111 0.267 -0.235 0.065

q\_13 -0.0002 0.067 -0.003 0.998 -0.131 0.130

q\_14 -0.0081 0.053 -0.154 0.878 -0.111 0.095

q\_15 0.1685 0.056 2.991 0.003 0.058 0.279

q\_16 0.2293 0.072 3.200 0.001 0.089 0.370

q\_17 0.3007 0.081 3.702 0.000 0.141 0.460

interact1\_1 0.1509 0.141 1.067 0.286 -0.126 0.428

interact1\_2 -0.0321 0.101 -0.320 0.749 -0.229 0.165

interact1\_3 -0.0045 0.101 -0.045 0.965 -0.203 0.194

interact1\_4 -0.0367 0.099 -0.372 0.710 -0.230 0.157

interact1\_5 0.0057 0.099 0.057 0.954 -0.188 0.199

interact1\_6 -0.0645 0.101 -0.639 0.523 -0.262 0.133

interact1\_7 -0.0103 0.112 -0.092 0.927 -0.230 0.210

interact1\_8 0.0442 0.107 0.412 0.680 -0.166 0.254

interact1\_9 0.1175 0.126 0.934 0.350 -0.129 0.364

interact1\_10 0.1318 0.098 1.350 0.177 -0.060 0.323

interact1\_12 -0.0071 0.094 -0.075 0.940 -0.191 0.177

interact1\_13 -0.0585 0.105 -0.557 0.578 -0.265 0.148

interact1\_14 -0.1182 0.110 -1.074 0.283 -0.334 0.097

interact1\_15 0.0023 0.119 0.019 0.985 -0.231 0.235

interact1\_16 0.0005 0.107 0.005 0.996 -0.209 0.210

interact1\_17 -0.2061 0.132 -1.566 0.117 -0.464 0.052

OLS Regression Results

==============================================================================

Dep. Variable: creativity int R-squared: 0.025

Model: OLS Adj. R-squared: 0.024

Method: Least Squares F-statistic: 51.07

Date: Wed, 17 Apr 2024 Prob (F-statistic): 5.42e-185

Time: 12:00:37 Log-Likelihood: -1.9589e+05

No. Observations: 105912 AIC: 3.919e+05

Df Residuals: 105869 BIC: 3.923e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.7503 0.095 7.894 0.000 0.564 0.937

exposure\_bool -0.0027 0.169 -0.016 0.987 -0.334 0.329

q\_1 -0.5086 0.093 -5.491 0.000 -0.690 -0.327

q\_2 -0.4389 0.070 -6.258 0.000 -0.576 -0.301

q\_3 -0.3720 0.067 -5.530 0.000 -0.504 -0.240

q\_4 -0.2033 0.068 -2.995 0.003 -0.336 -0.070

q\_5 -0.1638 0.084 -1.938 0.053 -0.329 0.002

q\_6 -0.2090 0.083 -2.505 0.012 -0.372 -0.045

q\_7 -0.1621 0.066 -2.445 0.014 -0.292 -0.032

q\_8 -0.1727 0.058 -2.965 0.003 -0.287 -0.059

q\_9 -0.1395 0.073 -1.907 0.057 -0.283 0.004

q\_10 -0.0598 0.067 -0.889 0.374 -0.192 0.072

q\_11 0.0943 0.081 1.163 0.245 -0.065 0.253

q\_13 0.0501 0.069 0.729 0.466 -0.085 0.185

q\_14 -0.0640 0.052 -1.231 0.218 -0.166 0.038

q\_15 0.1600 0.056 2.867 0.004 0.051 0.269

q\_16 0.2221 0.072 3.066 0.002 0.080 0.364

q\_17 0.3078 0.082 3.776 0.000 0.148 0.468

interact1\_1 0.1609 0.147 1.093 0.274 -0.128 0.449

interact1\_2 -0.0023 0.112 -0.021 0.983 -0.222 0.218

interact1\_3 0.0147 0.113 0.130 0.896 -0.207 0.236

interact1\_4 -0.0510 0.104 -0.493 0.622 -0.254 0.152

interact1\_5 -0.0238 0.102 -0.234 0.815 -0.223 0.175

interact1\_6 -0.0715 0.105 -0.681 0.496 -0.277 0.134

interact1\_7 -0.0275 0.113 -0.244 0.807 -0.248 0.193

interact1\_8 0.0138 0.108 0.129 0.898 -0.197 0.225

interact1\_9 0.0897 0.131 0.687 0.492 -0.166 0.346

interact1\_10 0.1131 0.100 1.129 0.259 -0.083 0.309

interact1\_12 -0.0352 0.097 -0.362 0.718 -0.226 0.155

interact1\_13 -0.0676 0.113 -0.601 0.548 -0.288 0.153

interact1\_14 -0.1288 0.112 -1.152 0.249 -0.348 0.090

interact1\_15 -0.0059 0.121 -0.049 0.961 -0.242 0.230

interact1\_16 -0.0207 0.105 -0.197 0.844 -0.227 0.185

interact1\_17 -0.2365 0.128 -1.846 0.065 -0.488 0.015

src\_careerjet\_lu 0.3715 0.039 9.561 0.000 0.295 0.448

src\_efinancialcareers\_lu 0.4098 0.103 3.971 0.000 0.208 0.612

src\_indeed\_lu 0.6420 0.031 20.828 0.000 0.582 0.702

src\_linkedin\_lu 0.6827 0.026 26.199 0.000 0.632 0.734

src\_monster2\_lu 0.3018 0.032 9.298 0.000 0.238 0.365

src\_monster\_lu 0.2191 0.034 6.492 0.000 0.153 0.285

src\_reed\_lu -0.1440 0.146 -0.989 0.323 -0.429 0.141

src\_totaljobs\_lu -0.2344 0.117 -2.004 0.045 -0.464 -0.005

src\_xing\_lu 0.2007 0.197 1.017 0.309 -0.186 0.587

OLS Regression Results

==============================================================================

Dep. Variable: motivation int R-squared: 0.006

Model: OLS Adj. R-squared: 0.006

Method: Least Squares F-statistic: 11.55

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.59e-47

Time: 12:01:22 Log-Likelihood: -2.3233e+05

No. Observations: 105912 AIC: 4.647e+05

Df Residuals: 105878 BIC: 4.651e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 1.8882 0.065 29.235 0.000 1.762 2.015

exposure\_bool -0.0346 0.176 -0.197 0.844 -0.379 0.310

q\_1 -0.3104 0.095 -3.276 0.001 -0.496 -0.125

q\_2 -0.2493 0.108 -2.312 0.021 -0.461 -0.038

q\_3 -0.3765 0.099 -3.804 0.000 -0.570 -0.182

q\_4 -0.0903 0.092 -0.981 0.327 -0.271 0.090

q\_5 -0.0540 0.081 -0.670 0.503 -0.212 0.104

q\_6 -0.0190 0.092 -0.206 0.837 -0.200 0.162

q\_7 0.0297 0.095 0.314 0.754 -0.156 0.215

q\_8 0.0656 0.103 0.639 0.523 -0.136 0.267

q\_9 -0.1729 0.106 -1.624 0.104 -0.381 0.036

q\_10 0.0762 0.111 0.684 0.494 -0.142 0.295

q\_11 -0.0908 0.110 -0.828 0.408 -0.306 0.124

q\_13 -0.1126 0.099 -1.138 0.255 -0.306 0.081

q\_14 -0.1764 0.082 -2.148 0.032 -0.337 -0.015

q\_15 0.0397 0.094 0.423 0.672 -0.144 0.223

q\_16 0.3321 0.123 2.697 0.007 0.091 0.573

q\_17 0.3156 0.135 2.335 0.020 0.051 0.581

interact1\_1 0.2303 0.185 1.245 0.213 -0.132 0.593

interact1\_2 0.1773 0.180 0.986 0.324 -0.175 0.530

interact1\_3 0.1894 0.203 0.931 0.352 -0.209 0.588

interact1\_4 0.1261 0.146 0.862 0.389 -0.161 0.413

interact1\_5 0.0908 0.153 0.592 0.554 -0.210 0.391

interact1\_6 0.2148 0.150 1.432 0.152 -0.079 0.509

interact1\_7 0.1760 0.152 1.157 0.247 -0.122 0.474

interact1\_8 0.1282 0.151 0.847 0.397 -0.169 0.425

interact1\_9 0.4289 0.158 2.721 0.007 0.120 0.738

interact1\_10 0.2953 0.169 1.744 0.081 -0.036 0.627

interact1\_12 0.0833 0.139 0.600 0.548 -0.189 0.355

interact1\_13 0.0421 0.195 0.215 0.830 -0.341 0.425

interact1\_14 0.1095 0.180 0.608 0.543 -0.244 0.463

interact1\_15 0.1981 0.189 1.046 0.296 -0.173 0.569

interact1\_16 0.1202 0.193 0.621 0.534 -0.259 0.499

interact1\_17 -0.0880 0.200 -0.440 0.660 -0.480 0.304

OLS Regression Results

==============================================================================

Dep. Variable: motivation int R-squared: 0.022

Model: OLS Adj. R-squared: 0.021

Method: Least Squares F-statistic: 32.27

Date: Wed, 17 Apr 2024 Prob (F-statistic): 3.30e-136

Time: 12:01:41 Log-Likelihood: -2.3148e+05

No. Observations: 105912 AIC: 4.630e+05

Df Residuals: 105869 BIC: 4.635e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 1.3740 0.064 21.520 0.000 1.249 1.499

exposure\_bool -0.0211 0.157 -0.135 0.893 -0.329 0.287

q\_1 -0.4069 0.095 -4.291 0.000 -0.593 -0.221

q\_2 -0.3299 0.115 -2.860 0.004 -0.556 -0.104

q\_3 -0.4517 0.092 -4.933 0.000 -0.631 -0.272

q\_4 -0.3093 0.099 -3.127 0.002 -0.503 -0.115

q\_5 -0.2181 0.081 -2.699 0.007 -0.376 -0.060

q\_6 -0.3519 0.094 -3.749 0.000 -0.536 -0.168

q\_7 -0.2077 0.097 -2.148 0.032 -0.397 -0.018

q\_8 -0.0840 0.104 -0.806 0.420 -0.288 0.120

q\_9 -0.1085 0.105 -1.030 0.303 -0.315 0.098

q\_10 0.2019 0.108 1.873 0.061 -0.009 0.413

q\_11 0.1616 0.102 1.584 0.113 -0.038 0.361

q\_13 -0.0504 0.098 -0.514 0.607 -0.243 0.142

q\_14 -0.2573 0.081 -3.171 0.002 -0.416 -0.098

q\_15 0.0033 0.093 0.035 0.972 -0.180 0.187

q\_16 0.3074 0.116 2.643 0.008 0.079 0.535

q\_17 0.3196 0.139 2.294 0.022 0.047 0.593

interact1\_1 0.2336 0.171 1.362 0.173 -0.103 0.570

interact1\_2 0.1948 0.165 1.178 0.239 -0.129 0.519

interact1\_3 0.1984 0.190 1.046 0.296 -0.173 0.570

interact1\_4 0.0993 0.128 0.778 0.437 -0.151 0.349

interact1\_5 0.0544 0.136 0.401 0.689 -0.212 0.321

interact1\_6 0.2083 0.130 1.597 0.110 -0.047 0.464

interact1\_7 0.1557 0.132 1.175 0.240 -0.104 0.415

interact1\_8 0.0875 0.137 0.639 0.523 -0.181 0.356

interact1\_9 0.3830 0.139 2.757 0.006 0.111 0.655

interact1\_10 0.2702 0.158 1.713 0.087 -0.039 0.579

interact1\_12 0.0458 0.130 0.353 0.724 -0.209 0.300

interact1\_13 0.0301 0.175 0.172 0.863 -0.312 0.373

interact1\_14 0.0930 0.162 0.574 0.566 -0.225 0.411

interact1\_15 0.1887 0.171 1.101 0.271 -0.147 0.525

interact1\_16 0.0919 0.163 0.562 0.574 -0.228 0.412

interact1\_17 -0.1214 0.184 -0.661 0.509 -0.482 0.239

src\_careerjet\_lu 0.6018 0.054 11.213 0.000 0.497 0.707

src\_efinancialcareers\_lu 0.2410 0.167 1.441 0.150 -0.087 0.569

src\_indeed\_lu 0.7006 0.047 14.984 0.000 0.609 0.792

src\_linkedin\_lu 0.9045 0.035 25.556 0.000 0.835 0.974

src\_monster2\_lu 0.3473 0.042 8.302 0.000 0.265 0.429

src\_monster\_lu 0.3851 0.036 10.626 0.000 0.314 0.456

src\_reed\_lu -0.1500 0.242 -0.621 0.535 -0.624 0.324

src\_totaljobs\_lu -0.3842 0.163 -2.350 0.019 -0.705 -0.064

src\_xing\_lu 0.2490 0.213 1.169 0.243 -0.169 0.667

OLS Regression Results

==============================================================================

Dep. Variable: flexibility int R-squared: 0.004

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 7.523

Date: Wed, 17 Apr 2024 Prob (F-statistic): 4.98e-29

Time: 12:03:06 Log-Likelihood: -56898.

No. Observations: 105912 AIC: 1.139e+05

Df Residuals: 105878 BIC: 1.142e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 0.1382 0.008 17.267 0.000 0.123 0.154

exposure\_bool -0.0108 0.018 -0.602 0.547 -0.046 0.024

q\_1 0.0189 0.023 0.827 0.408 -0.026 0.064

q\_2 -0.0297 0.017 -1.769 0.077 -0.063 0.003

q\_3 -0.0066 0.018 -0.363 0.717 -0.042 0.029

q\_4 -0.0110 0.013 -0.850 0.395 -0.036 0.014

q\_5 -0.0146 0.011 -1.305 0.192 -0.036 0.007

q\_6 -0.0253 0.012 -2.053 0.040 -0.049 -0.001

q\_7 -0.0299 0.013 -2.308 0.021 -0.055 -0.005

q\_8 -0.0080 0.012 -0.687 0.492 -0.031 0.015

q\_9 -0.0331 0.011 -3.134 0.002 -0.054 -0.012

q\_10 -0.0038 0.014 -0.267 0.789 -0.032 0.024

q\_11 -0.0147 0.015 -0.978 0.328 -0.044 0.015

q\_13 -0.0056 0.013 -0.424 0.672 -0.032 0.020

q\_14 0.0192 0.010 1.843 0.065 -0.001 0.040

q\_15 0.0479 0.016 2.926 0.003 0.016 0.080

q\_16 0.0576 0.018 3.131 0.002 0.022 0.094

q\_17 0.0110 0.020 0.549 0.583 -0.028 0.050

interact1\_1 -0.0035 0.041 -0.086 0.932 -0.084 0.077

interact1\_2 0.0107 0.021 0.504 0.614 -0.031 0.052

interact1\_3 -0.0119 0.026 -0.460 0.646 -0.063 0.039

interact1\_4 0.0015 0.022 0.071 0.943 -0.041 0.044

interact1\_5 0.0009 0.020 0.045 0.964 -0.038 0.039

interact1\_6 0.0010 0.019 0.055 0.956 -0.037 0.039

interact1\_7 0.0276 0.020 1.385 0.166 -0.011 0.067

interact1\_8 0.0012 0.021 0.057 0.955 -0.039 0.042

interact1\_9 0.0170 0.018 0.951 0.342 -0.018 0.052

interact1\_10 0.0069 0.022 0.313 0.754 -0.036 0.050

interact1\_12 0.0068 0.020 0.342 0.733 -0.032 0.046

interact1\_13 0.0200 0.022 0.916 0.360 -0.023 0.063

interact1\_14 -0.0046 0.023 -0.199 0.843 -0.050 0.041

interact1\_15 -0.0081 0.025 -0.318 0.751 -0.058 0.042

interact1\_16 0.0083 0.023 0.364 0.716 -0.036 0.053

interact1\_17 0.0236 0.034 0.690 0.490 -0.043 0.090

OLS Regression Results

==============================================================================

Dep. Variable: flexibility int R-squared: 0.005

Model: OLS Adj. R-squared: 0.004

Method: Least Squares F-statistic: 18.11

Date: Wed, 17 Apr 2024 Prob (F-statistic): 7.03e-86

Time: 12:03:41 Log-Likelihood: -56847.

No. Observations: 105912 AIC: 1.138e+05

Df Residuals: 105869 BIC: 1.142e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 0.1173 0.009 12.615 0.000 0.099 0.135

exposure\_bool -0.0101 0.018 -0.562 0.574 -0.045 0.025

q\_1 0.0046 0.023 0.197 0.844 -0.041 0.050

q\_2 -0.0429 0.017 -2.560 0.010 -0.076 -0.010

q\_3 -0.0198 0.018 -1.101 0.271 -0.055 0.015

q\_4 -0.0246 0.012 -1.976 0.048 -0.049 -0.000

q\_5 -0.0213 0.011 -1.959 0.050 -0.043 1.38e-05

q\_6 -0.0366 0.012 -3.173 0.002 -0.059 -0.014

q\_7 -0.0371 0.012 -3.021 0.003 -0.061 -0.013

q\_8 -0.0122 0.012 -1.057 0.290 -0.035 0.010

q\_9 -0.0303 0.011 -2.823 0.005 -0.051 -0.009

q\_10 0.0017 0.015 0.114 0.909 -0.027 0.030

q\_11 -0.0039 0.016 -0.251 0.802 -0.035 0.027

q\_13 -0.0014 0.013 -0.102 0.919 -0.028 0.025

q\_14 0.0207 0.011 1.926 0.054 -0.000 0.042

q\_15 0.0563 0.017 3.362 0.001 0.023 0.089

q\_16 0.0653 0.018 3.559 0.000 0.029 0.101

q\_17 0.0190 0.021 0.914 0.361 -0.022 0.060

interact1\_1 -0.0017 0.041 -0.042 0.967 -0.081 0.078

interact1\_2 0.0140 0.021 0.656 0.512 -0.028 0.056

interact1\_3 -0.0089 0.026 -0.346 0.729 -0.059 0.041

interact1\_4 0.0022 0.022 0.102 0.919 -0.040 0.045

interact1\_5 -9.542e-05 0.020 -0.005 0.996 -0.038 0.038

interact1\_6 0.0008 0.019 0.043 0.966 -0.037 0.038

interact1\_7 0.0265 0.020 1.325 0.185 -0.013 0.066

interact1\_8 -0.0002 0.021 -0.009 0.993 -0.041 0.040

interact1\_9 0.0169 0.018 0.934 0.351 -0.019 0.052

interact1\_10 0.0071 0.022 0.320 0.749 -0.036 0.050

interact1\_12 0.0057 0.020 0.286 0.775 -0.033 0.045

interact1\_13 0.0194 0.022 0.888 0.374 -0.023 0.062

interact1\_14 -0.0054 0.023 -0.230 0.818 -0.051 0.040

interact1\_15 -0.0096 0.025 -0.377 0.706 -0.059 0.040

interact1\_16 0.0064 0.023 0.280 0.779 -0.038 0.051

interact1\_17 0.0215 0.034 0.628 0.530 -0.046 0.089

src\_careerjet\_lu 0.0087 0.008 1.067 0.286 -0.007 0.025

src\_efinancialcareers\_lu 0.0271 0.018 1.477 0.140 -0.009 0.063

src\_indeed\_lu 0.0412 0.008 5.453 0.000 0.026 0.056

src\_linkedin\_lu 0.0348 0.005 6.478 0.000 0.024 0.045

src\_monster2\_lu 0.0097 0.006 1.642 0.101 -0.002 0.021

src\_monster\_lu 0.0192 0.005 3.496 0.000 0.008 0.030

src\_reed\_lu -0.0457 0.043 -1.055 0.291 -0.131 0.039

src\_totaljobs\_lu -0.1475 0.012 -12.241 0.000 -0.171 -0.124

src\_xing\_lu 0.0409 0.071 0.579 0.563 -0.097 0.179

OLS Regression Results

==============================================================================

Dep. Variable: independence int R-squared: 0.004

Model: OLS Adj. R-squared: 0.003

Method: Least Squares F-statistic: 9.811

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.82e-39

Time: 12:04:27 Log-Likelihood: -1.8785e+05

No. Observations: 105912 AIC: 3.758e+05

Df Residuals: 105878 BIC: 3.761e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 1.1936 0.047 25.555 0.000 1.102 1.285

exposure\_bool 0.0121 0.090 0.134 0.893 -0.165 0.189

q\_1 0.0077 0.049 0.156 0.876 -0.089 0.104

q\_2 -0.1119 0.051 -2.216 0.027 -0.211 -0.013

q\_3 -0.1846 0.038 -4.798 0.000 -0.260 -0.109

q\_4 -0.1620 0.038 -4.311 0.000 -0.236 -0.088

q\_5 -0.0362 0.055 -0.656 0.512 -0.144 0.072

q\_6 -0.0096 0.040 -0.241 0.810 -0.088 0.068

q\_7 0.0358 0.042 0.847 0.397 -0.047 0.119

q\_8 -0.0833 0.043 -1.927 0.054 -0.168 0.001

q\_9 -0.1217 0.046 -2.624 0.009 -0.213 -0.031

q\_10 -0.0013 0.050 -0.025 0.980 -0.099 0.097

q\_11 0.0139 0.048 0.291 0.771 -0.080 0.107

q\_13 0.0132 0.036 0.371 0.710 -0.057 0.083

q\_14 0.0604 0.041 1.487 0.137 -0.019 0.140

q\_15 0.0998 0.051 1.958 0.050 -0.000 0.200

q\_16 0.0960 0.059 1.614 0.107 -0.021 0.213

q\_17 0.0886 0.053 1.665 0.096 -0.016 0.193

interact1\_1 -0.0855 0.112 -0.761 0.447 -0.306 0.135

interact1\_2 -0.0185 0.111 -0.167 0.867 -0.235 0.198

interact1\_3 -0.0499 0.113 -0.441 0.659 -0.271 0.172

interact1\_4 0.0021 0.103 0.020 0.984 -0.200 0.204

interact1\_5 -0.0781 0.087 -0.896 0.370 -0.249 0.093

interact1\_6 -0.0442 0.088 -0.501 0.616 -0.217 0.129

interact1\_7 0.0167 0.087 0.192 0.848 -0.154 0.187

interact1\_8 0.0753 0.088 0.853 0.394 -0.098 0.248

interact1\_9 0.0877 0.087 1.012 0.311 -0.082 0.257

interact1\_10 0.0200 0.097 0.207 0.836 -0.169 0.209

interact1\_12 -0.0167 0.082 -0.204 0.839 -0.178 0.144

interact1\_13 0.0726 0.072 1.012 0.311 -0.068 0.213

interact1\_14 0.0210 0.093 0.227 0.821 -0.160 0.202

interact1\_15 0.0597 0.088 0.681 0.496 -0.112 0.232

interact1\_16 -0.0340 0.109 -0.311 0.756 -0.248 0.180

interact1\_17 -0.0524 0.129 -0.406 0.685 -0.305 0.201

OLS Regression Results

==============================================================================

Dep. Variable: independence int R-squared: 0.007

Model: OLS Adj. R-squared: 0.006

Method: Least Squares F-statistic: 19.47

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.86e-91

Time: 12:04:46 Log-Likelihood: -1.8769e+05

No. Observations: 105912 AIC: 3.755e+05

Df Residuals: 105869 BIC: 3.759e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 1.1316 0.046 24.453 0.000 1.041 1.222

exposure\_bool 0.0116 0.091 0.127 0.899 -0.166 0.189

q\_1 -0.0426 0.054 -0.793 0.428 -0.148 0.063

q\_2 -0.1500 0.056 -2.696 0.007 -0.259 -0.041

q\_3 -0.2244 0.040 -5.556 0.000 -0.304 -0.145

q\_4 -0.2259 0.039 -5.844 0.000 -0.302 -0.150

q\_5 -0.0724 0.055 -1.327 0.184 -0.179 0.035

q\_6 -0.0804 0.040 -2.019 0.043 -0.158 -0.002

q\_7 -0.0122 0.042 -0.287 0.774 -0.095 0.071

q\_8 -0.1083 0.044 -2.486 0.013 -0.194 -0.023

q\_9 -0.1061 0.046 -2.287 0.022 -0.197 -0.015

q\_10 0.0215 0.049 0.434 0.664 -0.075 0.118

q\_11 0.0667 0.049 1.355 0.175 -0.030 0.163

q\_13 0.0404 0.037 1.092 0.275 -0.032 0.113

q\_14 0.0680 0.043 1.590 0.112 -0.016 0.152

q\_15 0.1360 0.054 2.500 0.012 0.029 0.243

q\_16 0.1271 0.061 2.082 0.037 0.007 0.247

q\_17 0.1291 0.054 2.412 0.016 0.024 0.234

interact1\_1 -0.0766 0.114 -0.672 0.501 -0.300 0.147

interact1\_2 -0.0020 0.113 -0.018 0.986 -0.224 0.220

interact1\_3 -0.0277 0.114 -0.242 0.809 -0.251 0.196

interact1\_4 0.0065 0.103 0.063 0.950 -0.195 0.208

interact1\_5 -0.0808 0.087 -0.931 0.352 -0.251 0.089

interact1\_6 -0.0408 0.089 -0.461 0.645 -0.214 0.133

interact1\_7 0.0161 0.088 0.183 0.855 -0.156 0.188

interact1\_8 0.0689 0.089 0.776 0.438 -0.105 0.243

interact1\_9 0.0859 0.087 0.983 0.326 -0.085 0.257

interact1\_10 0.0155 0.097 0.159 0.874 -0.175 0.206

interact1\_12 -0.0205 0.083 -0.248 0.804 -0.182 0.141

interact1\_13 0.0670 0.072 0.934 0.350 -0.074 0.208

interact1\_14 0.0155 0.093 0.167 0.868 -0.167 0.197

interact1\_15 0.0600 0.089 0.674 0.501 -0.115 0.235

interact1\_16 -0.0418 0.110 -0.379 0.704 -0.258 0.174

interact1\_17 -0.0658 0.129 -0.512 0.609 -0.318 0.186

src\_careerjet\_lu -0.0057 0.028 -0.207 0.836 -0.060 0.049

src\_efinancialcareers\_lu 0.4090 0.109 3.750 0.000 0.195 0.623

src\_indeed\_lu 0.1646 0.025 6.633 0.000 0.116 0.213

src\_linkedin\_lu 0.1489 0.020 7.615 0.000 0.111 0.187

src\_monster2\_lu -0.0203 0.024 -0.842 0.400 -0.068 0.027

src\_monster\_lu -0.0099 0.027 -0.364 0.716 -0.063 0.044

src\_reed\_lu -0.3047 0.216 -1.413 0.158 -0.727 0.118

src\_totaljobs\_lu -0.3139 0.167 -1.877 0.061 -0.642 0.014

src\_xing\_lu 0.2519 0.372 0.676 0.499 -0.478 0.982

Experience, intensive

>>> print(spec22.summary())

OLS Regression Results

==============================================================================

Dep. Variable: experience R-squared: 0.003

Model: OLS Adj. R-squared: 0.002

Method: Least Squares F-statistic: 6.817

Date: Wed, 17 Apr 2024 Prob (F-statistic): 3.69e-25

Time: 14:28:40 Log-Likelihood: -1.3677e+05

No. Observations: 58670 AIC: 2.736e+05

Df Residuals: 58636 BIC: 2.739e+05

Df Model: 33

Covariance Type: cluster

=================================================================================

coef std err z P>|z| [0.025 0.975]

---------------------------------------------------------------------------------

const 4.5121 0.121 37.327 0.000 4.275 4.749

exposure\_bool -0.2053 0.189 -1.088 0.277 -0.575 0.165

q\_1 -0.1519 0.154 -0.985 0.325 -0.454 0.150

q\_2 0.2689 0.153 1.760 0.078 -0.031 0.568

q\_3 0.0039 0.171 0.023 0.982 -0.332 0.340

q\_4 0.1408 0.165 0.855 0.392 -0.182 0.464

q\_5 0.1267 0.147 0.861 0.389 -0.162 0.415

q\_6 0.1999 0.117 1.710 0.087 -0.029 0.429

q\_7 0.1033 0.116 0.894 0.372 -0.123 0.330

q\_8 0.1559 0.132 1.181 0.238 -0.103 0.415

q\_9 0.0997 0.152 0.655 0.513 -0.199 0.398

q\_10 -0.0233 0.148 -0.158 0.875 -0.313 0.266

q\_12 0.1711 0.133 1.288 0.198 -0.089 0.431

q\_13 -0.1281 0.117 -1.092 0.275 -0.358 0.102

q\_14 0.1402 0.126 1.115 0.265 -0.106 0.387

q\_15 -0.0332 0.128 -0.260 0.795 -0.284 0.217

q\_16 -0.1213 0.112 -1.085 0.278 -0.341 0.098

q\_17 0.4763 0.204 2.338 0.019 0.077 0.876

interact1\_1 0.0803 0.220 0.365 0.715 -0.350 0.511

interact1\_2 0.1250 0.239 0.522 0.602 -0.344 0.594

interact1\_3 0.0156 0.201 0.078 0.938 -0.378 0.409

interact1\_4 -0.0851 0.207 -0.411 0.681 -0.491 0.321

interact1\_5 0.1802 0.182 0.988 0.323 -0.177 0.538

interact1\_6 0.0664 0.178 0.373 0.709 -0.282 0.415

interact1\_7 0.0060 0.174 0.034 0.973 -0.335 0.347

interact1\_8 0.0231 0.176 0.131 0.896 -0.322 0.369

interact1\_9 0.0848 0.175 0.484 0.628 -0.259 0.428

interact1\_10 0.1178 0.173 0.679 0.497 -0.222 0.458

interact1\_12 -0.0860 0.180 -0.478 0.633 -0.439 0.267

interact1\_13 0.1882 0.173 1.090 0.276 -0.150 0.527

interact1\_14 -0.0742 0.168 -0.442 0.658 -0.403 0.255

interact1\_15 0.2926 0.192 1.523 0.128 -0.084 0.669

interact1\_16 0.1773 0.166 1.070 0.284 -0.147 0.502

interact1\_17 -0.4561 0.276 -1.654 0.098 -0.997 0.084

Experience, intensive

>>> print(spec22.summary())

OLS Regression Results

==============================================================================

Dep. Variable: experience R-squared: 0.004

Model: OLS Adj. R-squared: 0.004

Method: Least Squares F-statistic: 7.684

Date: Wed, 17 Apr 2024 Prob (F-statistic): 1.21e-34

Time: 14:29:50 Log-Likelihood: -1.3672e+05

No. Observations: 58670 AIC: 2.735e+05

Df Residuals: 58627 BIC: 2.739e+05

Df Model: 42

Covariance Type: cluster

============================================================================================

coef std err z P>|z| [0.025 0.975]

--------------------------------------------------------------------------------------------

const 4.4617 0.127 35.228 0.000 4.214 4.710

exposure\_bool -0.1959 0.192 -1.019 0.308 -0.573 0.181

q\_1 -0.2381 0.157 -1.519 0.129 -0.545 0.069

q\_2 0.1846 0.154 1.201 0.230 -0.117 0.486

q\_3 -0.0804 0.174 -0.463 0.643 -0.421 0.260

q\_4 0.0028 0.173 0.016 0.987 -0.336 0.342

q\_5 0.0029 0.154 0.019 0.985 -0.299 0.305

q\_6 0.0223 0.125 0.178 0.859 -0.223 0.268

q\_7 -0.0433 0.126 -0.344 0.731 -0.290 0.204

q\_8 0.0362 0.140 0.259 0.796 -0.238 0.310

q\_9 0.0378 0.158 0.240 0.811 -0.271 0.346

q\_10 -0.0643 0.150 -0.428 0.669 -0.359 0.230

q\_12 0.0938 0.136 0.687 0.492 -0.174 0.361

q\_13 -0.1601 0.124 -1.288 0.198 -0.404 0.084

q\_14 0.0705 0.133 0.531 0.595 -0.190 0.331

q\_15 -0.0706 0.138 -0.512 0.609 -0.341 0.200

q\_16 -0.1535 0.123 -1.243 0.214 -0.395 0.088

q\_17 0.4475 0.215 2.085 0.037 0.027 0.868

interact1\_1 0.0868 0.221 0.393 0.694 -0.346 0.520

interact1\_2 0.1402 0.241 0.582 0.560 -0.332 0.612

interact1\_3 0.0328 0.202 0.162 0.871 -0.364 0.429

interact1\_4 -0.0967 0.209 -0.463 0.643 -0.506 0.312

interact1\_5 0.1706 0.185 0.922 0.356 -0.192 0.533

interact1\_6 0.0600 0.179 0.335 0.738 -0.291 0.411

interact1\_7 -0.0059 0.176 -0.033 0.973 -0.351 0.339

interact1\_8 0.0086 0.178 0.049 0.961 -0.340 0.357

interact1\_9 0.0917 0.177 0.518 0.604 -0.255 0.439

interact1\_10 0.1192 0.174 0.685 0.494 -0.222 0.460

interact1\_12 -0.0951 0.181 -0.526 0.599 -0.449 0.259

interact1\_13 0.1834 0.174 1.055 0.291 -0.157 0.524

interact1\_14 -0.0787 0.170 -0.463 0.644 -0.412 0.255

interact1\_15 0.2856 0.194 1.473 0.141 -0.094 0.666

interact1\_16 0.1663 0.168 0.989 0.323 -0.163 0.496

interact1\_17 -0.4726 0.280 -1.685 0.092 -1.022 0.077

src\_careerjet\_lu 0.0589 0.064 0.925 0.355 -0.066 0.184

src\_efinancialcareers\_lu 0.0272 0.149 0.183 0.855 -0.264 0.319

src\_indeed\_lu 0.1742 0.066 2.642 0.008 0.045 0.303

src\_linkedin\_lu 0.2516 0.053 4.739 0.000 0.148 0.356

src\_monster2\_lu 0.0396 0.070 0.565 0.572 -0.098 0.177

src\_monster\_lu 0.0517 0.068 0.757 0.449 -0.082 0.186

src\_reed\_lu 1.2717 0.383 3.316 0.001 0.520 2.023

src\_totaljobs\_lu -0.0763 0.250 -0.305 0.760 -0.566 0.413

src\_xing\_lu -0.2728 0.528 -0.517 0.605 -1.308 0.762