| University | P# | Gender | Age | Occupation                       | Years of experience |
|------------|----|--------|-----|----------------------------------|---------------------|
| A          | P1 | М      | 49  | Research Services Administration | 17                  |
|            | P2 | F      | 39  | Administrator                    | 2                   |
|            | P3 | F      | 20  | Credit Controller                | 1                   |
|            | P4 | М      | -   | Assistant Accountant             | 15                  |
|            | P5 | F      | 33  | Accounts Assistant Expenses      | 4                   |
| В          | P6 | М      | 18  | Payroll and Pensions Apprentice  | 1                   |
|            | P7 | F      | 40  | Payroll and Pensions Assistant   | 10                  |
|            | P8 | М      | 52  | Payroll Supervisor               | 12                  |
|            | P9 | F      | -   | Payroll Officer                  | 13                  |