
**Multi-City Study of Urban Inequality, 1992–1994:
[Atlanta, Boston, Detroit, and Los Angeles]**

Employer Telephone Survey Codebook

Harry Holzer, Joleen Kirschenman,
Philip Moss, and Chris Tilly

MULTI-CITY STUDY OF URBAN INEQUALITY, 1992-1994: [ATLANTA,
BOSTON, DETROIT, AND LOS ANGELES]

(ICPSR 2535)

Employer Telephone Survey Codebook

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DATA COLLECTION DESCRIPTION

Lawrence Bobo, James Johnson, Melvin Oliver, Reynolds Farley, Barry Bluestone, Irene Browne, Sheldon Danziger, Gary Green, Harry Holzer, Maria Krysan, Michael Massagli, Camille Zubrinsky Charles, Joleen Kirschenman, Philip Moss, and Chris Tilly

MULTI-CITY STUDY OF URBAN INEQUALITY, 1992-1994: [ATLANTA, BOSTON, DETROIT, AND LOS ANGELES] (ICPSR 2535)

SUMMARY: The Multi-City Study of Urban Inequality was designed to broaden the understanding of how changing labor market dynamics, racial attitudes and stereotypes, and racial residential segregation act singly and in concert to foster contemporary urban inequality. This data collection comprises data for two surveys: a survey of households and a survey of employers. Multistage area probability sampling of adult residents took place in four metropolitan areas: Atlanta (April 1992-September 1992), Boston (May 1993-November 1994), Detroit (April-September 1992), and Los Angeles (September 1993-August 1994). The combined four-city data file in Part 1 contains data on survey questions that were asked in households in at least two of the four survey cities. Questions on labor market dynamics included industry, hours worked per week, length of time on job, earnings before taxes, size of employer, benefits provided, instances of harassment and discrimination, and searching for work within particular areas of the metropolis in which the respondent resided. Questions covering racial attitudes and attitudes about inequality centered on the attitudes and beliefs that whites, Blacks, Latinos, and Asians hold about one another, including amount of discrimination, perceptions about wealth and intelligence, ability to be self-supporting, ability to speak English, involvement with drugs and gangs, the fairness of job training and educational assistance policies, and the fairness of hiring and promotion preferences. Residential segregation issues were studied through measures of neighborhood quality and satisfaction, and preferences regarding the racial/ethnic mix of neighborhoods. Other topics included residence and housing, neighborhood characteristics, family income structure, networks and social functioning, and interviewer observations. Demographic information on household respondents was also elicited, including length of residence, education, housing status, monthly rent or mortgage payment, marital status, gender, age, race, household composition, citizenship status, language spoken in the home, ability to read and speak English, political affiliation, and religion. The data in Part 2 represent a telephone survey of current business establishments in Atlanta, Boston, Detroit, and Los Angeles carried out between spring 1992 and spring 1995 to learn about hiring and vacancies, particularly for jobs requiring

just a high school education. An employer size-weighted, stratified, probability sample (approximately two-thirds of the cases) was drawn from regional employment directories, and a probability sample (the other third of the cases) was drawn from the current or most recent employer reported by respondents to the household survey in Part 1. Employers were queried about characteristics of their firms, including composition of the firm's labor force, vacant positions, the person most recently hired and his or her salary, hours worked per week, educational qualifications, promotions, the firm's recruiting and hiring methods, and demographic information for the respondent, job applicants, the firm's customers, and the firm's labor force, including age, education, race, and gender.

UNIVERSE: Part 1: Adult residents in four selected metropolitan areas in the United States (Atlanta, Boston, Detroit, Los Angeles), Part 2: Active business establishments in the same four areas.

SAMPLING: Part 1: Multistage area probability sample. Part 2: Size-weighted, stratified, probability sample.

NOTE: (1) Two weights are provided in Part 1: a post-stratified nonresponse adjusted household weight and a person weight. Four weights are provided in Part 2. (2) The data files in Parts 1 and 2 can be linked. (3) This collection has not been processed by ICPSR staff. ICPSR is distributing the data and documentation for this collection in essentially the same form in which they were received. When appropriate, hardcopy documentation has been converted to machine-readable form and variables have been recoded to ensure respondents' anonymity. (4) The codebooks are provided as Portable Document Format (PDF) files. The PDF file format was developed by Adobe Systems Incorporated and can be accessed using PDF reader software, such as the Adobe Acrobat Reader. Information on how to obtain a copy of the Acrobat Reader is provided through the ICPSR Website on the Internet.

EXTENT OF COLLECTION: 2 data files + machine-readable documentation (PDF) + SAS data definition statements + SPSS data definition statements

EXTENT OF PROCESSING: CONCHK.PR/ DDEF.ICPSR/ FREQ.PR/ MDATA.PR/ REFORM.DATA/ REFORM.DOC/ UNDOCCHK.PR

DATA FORMAT: Logical Record Length with SAS and SPSS data definition statements and SPSS portable files for Parts 1 and 2, and a STATA dataset for Part 1

Part 1: Household Survey Data
File
File Structure: rectangular
Cases: 8,916
Variables: 686
Record Length: 1,070
Records Per Case: 1

Part 2: Employer Telephone
Survey Data File
File Structure: rectangular
Cases: 3,510
Variables: 313
Record Length: 709
Records Per Case: 1

Multi-City Telephone Employer Survey
Notes, Codes and Frequencies

9/23/98

Filenames

Stata: mctes.dta

SPSS: mctes.por

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An Introduction to the Multi-City Telephone Employer Survey

The Multi-City Telephone Employer Survey (MCTES) surveyed a probability sample of 3,510 employers in the metropolitan areas of Atlanta, Boston, Detroit, and Los Angeles between 1992 and 1995. The goal was to learn about hiring and vacancies at these firms, particularly for jobs requiring no more than a high school education. MCTES was carried out as part of the larger Multi-City Study of Urban Inequality (MCSUI), funded by the Russell Sage and Ford Foundations, whose support we gratefully acknowledge. In addition to MCTES, MCSUI included household surveys of samples of several thousand in each of the four metropolitan areas, and the Multi-City In-Depth Employer Survey, which followed up on MCTES with in-depth, face-to-face interviews at 173 MCTES firms. The three surveys were designed to complement each other, and the four metropolitan areas were selected to provide useful demographic and economic contrasts. This introduction provides basic background information useful in analyzing, interpreting, and understanding the MCTES data.

The author and lead investigator of MCTES was Harry Holzer of the Department of Economics, Michigan State University. Holzer supervised the collection of 3,213 cases of MCTES. He conducted extensive analyses of these data, reported in his book *What Employers Want: Job Prospects for Less-Educated Workers* (New York: Russell Sage Foundation 1996). In addition to presenting his findings, *What Employers Want* provides extensive documentation of the construction of the data set, and this introduction draws on parts of Holzer's discussion. Joleen Kirschenman (Sociology, University of Chicago), Philip Moss (Regional Economic and Social Development [RESO], University of Massachusetts-Lowell), and Chris Tilly (RESO, University of Massachusetts-Lowell) supervised the collection of a small supplement of 297 cases. Tom Hertz (Economics, University of Massachusetts-Amherst) finalized the combined data, under Chris Tilly's supervision. Tony Brown and Elaine Fielding (Sociology, University of Michigan), also provided valuable research assistance in assembling the final data set.

MCTES employed a twofold sampling strategy. About two-thirds of cases were drawn from regional employment directories provided by Survey Sampling, Inc. (SSI), a commercial vendor, primarily based on local telephone directories. This was a probability sample stratified by firm (or technically, establishment) size as reported by SSI. The sample was drawn 25 percent from firms with 1-19 employees, 50 percent from firms with 20-99 employees, and 25 percent from firms with 100 or more employees. The effect of this stratification is to roughly weight a firm's probability of being drawn by the number of employees at the firm.

The other portion of the sample, somewhat more than one-third, was drawn from the current or most recent employer reported by respondents in the corresponding MCSUI household survey for each metropolitan area. In Detroit and Atlanta, these household-based or household-linked samples are random samples of the relevant universes of household-reported employers. Unfortunately, household survey completion lagged behind completion of MCTES in Boston and Los Angeles. Consequently, the Holzer-conducted

household-based surveys in these two areas overrepresent early responders in the household survey. However, the Kirschenman/Moss/Tilly (KMT) extension took race of household respondent into account in sampling, and oversampled jobs held by members of racial groups that had been underrepresented in the Holzer household-based sample. Moreover, weights provided as part of MCTES correct for any remaining under- or over-representation of firms employing household respondents from particular racial groups. The design of sampling from a data set of employees ensures that the household-based data are employee-weighted (once appropriate weights reflecting the household sampling frame are applied), like the SSI data. Since the household surveys oversampled low-income areas and areas with high concentrations of people of color, the unweighted household-based data oversample lower-level jobs (as do the SSI data; see below). Weights must be used to approximate a representative sample of all jobs.

The original goal was to draw equal SSI and household-based samples in all four cities. Again, delays in the completion of the household survey made this impossible. The KMT extension limited its sample to household-based cases in order to partly rectify the imbalance.

Screening for the SSI and household-based samples differed somewhat. The SSI sample was restricted to employers who had hired an employee for a position that did not require a college degree within the previous three years. For the household-based sample, employers had to have hired an employee in the past three years into the same occupation that was held by the household respondent who generated the employer name (though the source was not divulged to employers in either case). A substantial portion of the questionnaire asked about these hires. Jobs requiring a college degree should thus have only appeared in the household-based sample; again, weights provided in the data set are designed to correct for this. Documentation of weights is provided in Appendix A.

There is a small set of 105 cases of idiosyncratic sampling origin. These cases were derived from the Detroit Young Adult Survey (DYAS). DYAS was a telephone supplement to the Detroit household survey, designed to reach more young adults – who were underrepresented in the main survey – by telephoning young adults at households where another adult was sampled. Thus, they are drawn from the household sampling frame. However, rather than asking the employer about the last hire in the occupation identified by the household respondent, interviewers asked about the last hire in a non-college position, as in SSI-based interviews. Given this mixed sampling origin, these observations have been assigned weights as if they were SSI-based cases.

Screening and the survey itself were conducted by the Center for Survey Research at Michigan State University. Screening identified a respondent who actually carried out hiring for the relevant job. The survey was conducted over the telephone, using an instrument that typically took 30 to 45 minutes to administer. During the Holzer-supervised survey, employers who could not communicate in English were screened out. During the KMT extension, a small number of interviews were conducted in Spanish, Mandarin, Japanese, and Korean by the University of California-Los Angeles Institute for Social Science Research. Holzer interviews were conducted during 1992-94; KMT extension interviews were conducted in the first five months of 1995. The overall response rate for screened interviews was 67 percent, as documented in Appendix A of Holzer (1996).

There were a number of small variations in the questionnaire administered. Holzer made small changes in the questionnaire after the first two months in the field in Detroit. There are small differences between the SSI and household-based questions, designed to identify the different target jobs (last hire in a job requiring no more than high school, last hire in the occupation identified by the household respondent). Finally, Kirschenman / Moss / Tilly dropped a number of questions and made small changes in other questions in their extension. All variations in question wording are described in the documentation that follows.

It is possible to link household-based MCTES cases to the MCSUI household survey data. Hertz and Tilly, along with Michael Massagli (Picker Institute, Boston), have conducted some analyses based on creating this link.

For additional information on the MCTES data set, please contact:

Chris Tilly (chris_tilly@uml.edu, 978-934-2796, fax 978-934-4028) or
Tom Hertz (hertz@econs.umass.edu).

-II-

Codes and Frequencies

Notes on Documentation and Coding Conventions

- ◇ Variables that are new or have been substantively recoded are marked by an asterisk (*) next to the variable name and explanations are provided. Recodes involving only the treatment of missing values are not flagged. All values are coded for all questions: there should be no truly missing (i.e. blank) values for any variable.
- ◇ Questions that were intentionally skipped in some situations during the interview process, because they were not applicable, are coded as “skipped” and are separate from refusals or missing data. However, when questions were omitted entirely from either the KMT or the Holzer survey, the relevant cases will contain missing value codes.
- ◇ Several new variables were created to hold KMT-specific responses when wording differences between the two surveys were sufficient to warrant separating the data. In these cases, the KMT-specific variable will be coded as “skipped” for all the Holzer records, and vice versa.
- ◇ Whenever a variable assumes a reasonable number of values these are tabulated. Otherwise, means are provided. All tables sum to 3510, the full sample size. The sequential *variable numbers* refer to the variable’s physical position in the data file, which generally matches the order in which the questions were asked. Original *variable names* are preserved for the convenience of prior researchers, except where noted. Variable names are *not* in any clear or consistent sequence; to find the position of a given variable name refer to the alphabetical list of variables in Appendix C.
- ◇ All variables are numeric, unless otherwise noted.
- ◇ Frequencies, means and so forth are not weighted.
- ◇ The data set is now equipped with labels which explain what the codes for each question mean. These are eight-letter abbreviations; users should refer to the full text to avoid being misled about code meanings.
- ◇ Following the variable number and name are flags to indicate whether that question was asked on the KMT form, the Holzer form, or both.
- ◇ Notes and warnings appear in italics. A double asterisk (**) highlights information pertaining to branching and skip patterns in the interview.

Case, City & Sample IDs, Weights, Interviewer Details

Case Identifiers

1. EMPLOYID*

This is a unique, sequential, case identifier, coded as follows:

LA:	1 - 1010
Boston:	1011 - 1899
Detroit:	1900 - 2703
Atlanta:	2704 - 3510

2. ORIGID

These are the original city-specific case identifiers. Warning: Survey teams in each city used their own ID coding schemes, which do not yield unique identifiers when the four cities are pooled. Use EMPLOYID instead. Note also that Detroit's ID coding scheme changed along the way. The values reflected here are Detroit's second-generation IDs. This is a 5 character alphanumeric string variable.

City and Survey Instrument

3. CITY

Variable was formerly called CITY1. Warning: cities are not coded in same order as in the MCSUI household file.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 LA	1010	0	0	0	1010
1 Boston	0	889	0	0	889
2 Detroit	0	0	804	0	804
<u>3 Atlanta</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>807</u>	<u>807</u>
Total					3510

4. SURVEY

The original employer telephone survey was designed by Harry Holzer. The survey was later extended using a slightly modified survey instrument by Kirschenman, Moss, and Tilly (KMT). This variable differentiates between the two instruments; it was previously called SURVEY1.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 KMT	207	90	0	0	297
2 Holzer	803	799	804	807	3213

5. SRVCITY

This variable simply combines the previous two for convenience. It was previously called SRVCITY1.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 KMT / Los Angeles	207	0	0	0	207
2 KMT / Boston	0	90	0	0	90
3 Holzer / Los Angeles	803	0	0	0	803
4 Holzer / Boston	0	799	0	0	799
5 Holzer / Detroit	0	0	804	0	804
6 Holzer / Atlanta	0	0	0	807	807

6. LINKED*

This variable describes the method by which the firm was selected for inclusion in the survey. The three methods were: firms selected from the SSI directory; firms that employed a respondent to the Detroit Young Adult Survey (YAS); and firms that employed a respondent to the Multi-City Study of Urban Inequality's household survey (MCSUI). Cases in this latter category may be linked to the corresponding observation in the MCSUI household data set, which is available through ICPSR. Firms in the first two categories are not linked to MCSUI households.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Not linked (SSI sample)	678	637	379	512	2206
2 Firm employs YAS respondent	0	0	105	0	105
3 Firm linked to MCSUI respondent	332	252	320	295	1199

7. CASEID*

Identifies the employee in the MCSUI household file to which an employer is linked. Valid values (n=1179) range from 2 to 8903. Twenty records were sampled as part of the linked analysis, but later could not be linked with their source households (missing links, below).

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Valid MCSUI case IDs	330	243	318	288	1179
0 Not linked to MCSUI	678	637	484	512	2311
9999 Link missing	2	9	2	7	20

Workforce Size Code

8. SIZ1

Sampling for the non-household-linked (SSI) portion of the employer survey was stratified by workforce size category, as explained in Part I of this document.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Missing (inc. all non-SSI)	353	276	436	306	1371
1 1-4	60	76	47	57	240
2 5-9	25	43	16	30	114
3 10-19	29	41	14	37	121
4 20-49	238	201	150	177	766
5 50-99	76	75	32	45	228
6 100-249	153	128	78	116	475
7 250-499	47	31	21	27	126
8 500-999	29	18	10	12	69

Central City Indicator

9. CC1*

Indicates location of firm, based on mailing address. The category 'Other urban area' refers to non-primary central cities and smaller urban areas that are more than 30% black. The category 'Suburb' is the residual category. Caution should be used as some city addresses in Atlanta are actually outside the central city. Note also that the San Fernando Valley in Los Angeles was coded as suburban.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Suburb / all other	631	523	496	275	1925
1 Primary central city	288	207	177	366	1038
2 Other urban area	91	159	131	166	547

Weights

10. WGT1*

Initial sampling weight. See Appendix for an explanation of weighting methodology.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Minimum	0.03	0.001	0.11	0.06	0.001
Mean	1.00	1.00	1.00	1.00	1.00
Standard Deviation	0.79	1.22	0.51	0.65	0.84
Maximum	9.10	14.86	4.89	6.30	14.86

11. ADJWGT1*

Sampling weight adjusted to correct race-group proportions in Boston and LA; see Appendix.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Minimum	0.03	0.001	0.11	0.06	0.001
Mean	1.00	1.00	1.00	1.00	1.00
Standard Deviation	0.78	1.24	0.51	0.65	0.85
Maximum	8.02	15.17	4.89	6.30	15.17

12. COLWGT1*

Ratio used to increase proportion of jobs that require a college degree; see Appendix.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Minimum	1.00	1.00	1.00	1.00	1.00
Mean	1.20	1.20	1.17	1.16	1.18
Standard Deviation	0.55	0.59	0.50	0.50	0.54
Maximum	2.71	2.96	2.50	2.77	2.96

13. ADJWTRQ1*

Final analytic weight for employer survey, incorporating effects of all other weighting variables; see Appendix.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Minimum	0.02	0.001	0.10	0.52	0.001
Mean	1.00	1.00	1.00	1.00	1.00
Standard Deviation	1.23	1.89	0.80	1.10	1.33
Maximum	9.10	26.35	9.32	14.38	26.35

Interviewer Details**14. ILANG**

Language in which interview was conducted.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 English	1000	889	804	807	3500
2 Spanish	2	0	0	0	2
3 Mandarin	3	0	0	0	3
4 Cantonese	1	0	0	0	1
5 Korean	2	0	0	0	2
6 Japanese	2	0	0	0	2

15. IWHERE

Location of survey research team.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Michigan	995	889	804	807	3495
2 UCLA	15	0	0	0	15

Section A: Characteristics of the Firm

Interview Date

16. A1* *KMT Holzer*

Format is now YYMMDD for easy sorting. Exact dates for KMT were lost; all KMT records are set to 95/03/15 (without the slashes) which was the approximate midpoint of data collection.

Los Angeles: 93/03/05 to 95/03/15
Boston: 93/03/05 to 95/03/15
Detroit: 92/06/08 to 93/03/09
Atlanta: 93/03/08 to 94/05/19

Respondent's Job Title

17. A2 *KMT Holzer*

First, I'd like to ask some general questions about you and your firm. What is your position in the company? Would you say you are the owner, the manager or supervisor, or a personnel department official?

The variable A1A contained the same information as A2 but for Detroit only; it was dropped.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 The owner	137	147	122	104	510
2 The manager or supervisor	427	334	347	371	1479
3 A personnel department official	316	300	239	249	1104
7 Other	130	108	96	82	416
9 Refused / missing	0	0	0	1	1

For-Profit Company

18. A2A *KMT Holzer*

Is this a for-profit company?

Question not asked in early Detroit interviews, resulting in missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	784	680	407	649	2520
5 No	210	200	137	150	697
8 Don't know / no opinion	7	6	2	5	20
9 Refused / missing	9	3	258	3	273

Number of Sites

19. A3A *KMT Holzer*

At how many sites does your firm operate?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	972	863	764	769	3368
Median	2	2	3	4	3
9998 Do not know / no opinion	32	23	22	36	113
9999 Refused / missing	6	3	18	2	29

Franchise

20. A3B *KMT Holzer*

Is this a franchise?

Question not asked in early Detroit interviews resulting in large numbers of missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	75	50	41	70	236
5 No	925	833	578	733	3069
8 Don't know / no opinion	5	3	1	3	12
9 Refused / missing	5	3	184	1	193

Main Product Code

21. A3C* *KMT Holzer*

What is your firm's main product or service? Please specify whether this is manufacturing, wholesale or retail sales, services, etc.

Responses were written down and later coded using the Standard Industrial Classification (SIC), in its 1972 edition. These codes are broadly consistent with more recent SIC codes (i.e. 1987), especially at the 3-digit level of specificity. However, some 1972 codes are no longer used. Consult the 1987 SIC manual's Appendix A, Section I, for more details.

A3C was a numeric variable until this release of the dataset; it has been cleaned and recoded as a 4 character string.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	975	861	752	796	3384
dnk Do not know / no opinion	1	0	0	4	5
miss Refused / missing	34	28	52	7	121

Years in Operation at Site

22. A4* *KMT Holzer*

For how long has your company been in operation at this site? [Years]

KMT responses of greater than 100 have been reclassified as "other" to match Holzer.

*** If more than 10 years, skip to A5F.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	887	724	656	685	2952
Median (years)	15	15	12	13	14
0 Less than one year	20	22	27	14	83
997 More than 96 years	18	56	15	17	106
998 Do not know / no opinion	28	25	31	21	105
999 Refused / missing	57	62	75	70	264

Moved Past 10 Years

23. A5A *KMT Holzer*

Has your business site moved in the last 10 years?

***If no, don't know or missing, skip to A5F.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	552	485	255	401	1693
1 Yes	199	194	172	153	718
5 No	209	167	318	191	885
8 Don't know / no opinion	3	2	0	10	15
9 Refused / missing	47	41	59	52	199

24. A5B *KMT Holzer*

From where did your firm move?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	811	695	632	654	2792
1 Within the city	133	99	43	92	367
2 Suburb in the metro area	31	39	73	31	174
3 Out of metro area	26	36	18	24	104
7 Out of state	2	2	34	0	38
8 Don't know / no opinion	2	13	4	5	24
9 Refused / missing	5	5	0	1	11

25. A5D *KMT Holzer*

When did your firm move? [Month]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	811	695	632	654	2792
1 January	15	26	23	18	82
2 February	11	8	9	7	35
3 March	11	12	7	8	38
4 April	14	12	17	11	54
5 May	5	19	13	11	48
6 June	14	14	12	16	56
7 July	10	10	10	5	35
8 August	15	10	15	10	50
9 September	10	7	8	6	31
10 October	10	11	5	12	38
11 November	13	10	6	4	33
12 December	18	9	12	6	45
998 Don't know / no opinion	51	43	27	39	160
999 Refused / missing	2	3	8	0	13

26. A5E *KMT Holzer*

When did your firm move? [Year]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	811	695	632	654	2792
82	1	0	3	4	8
83	0	4	2	2	8
84	1	7	8	3	19
85	16	10	15	6	47
86	13	7	15	8	43
87	15	15	10	10	50
88	17	15	17	8	57
89	23	21	14	27	85
90	30	22	34	24	110
91	26	30	24	16	96
92	20	26	21	25	92
93	19	16	0	9	44
94	5	8	0	0	13
998 Don't know / no opinion	13	13	6	11	43
999 Refused / missing	0	0	3	0	3

Planning Relocation

27. A5F *KMT Holzer*

Are you currently planning to relocate?

***If no, don't know or missing, skip to A5J.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	94	62	56	55	267
5 No	866	778	685	691	3020
8 Don't know / no opinion	4	8	4	10	26
9 Refused / missing	46	41	59	51	197

28. A5G *KMT Holzer*

Are you planning to move elsewhere within the city, to a suburb in the metro area, or out of the metro area?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	916	827	748	752	3243
1 Within the city	47	37	18	37	139
2 Suburb in the metro area	19	10	18	14	61
3 Out of metro area	22	8	5	3	38
7 Out of state	3	0	13	0	16
8 Don't know / no opinion	2	4	1	1	8
9 Refused / missing	1	3	1	0	5

29. A5H *KMT Holzer*

When do you plan to move? [Month]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	916	827	748	752	3243
1 January	5	4	9	4	22
2 February	3	0	3	0	6
3 March	2	5	3	1	11
4 April	3	7	5	3	18
5 May	3	2	2	3	10
6 June	5	2	6	4	17
7 July	9	3	2	0	14
8 August	2	1	1	2	6
9 September	6	3	0	6	15
10 October	2	0	1	2	5
11 November	3	0	2	2	7
12 December	15	6	3	2	26
998 Don't know / no opinion	36	29	15	22	102
999 Refused / missing	0	0	4	4	8

30. A5I *KMT Holzer*

When do you plan to move? [Year]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	916	827	748	752	3243
91	0	1	0	0	1
92	0	0	4	0	4
93	24	17	29	16	86
94	29	19	6	19	73
95	17	6	0	6	29
96	4	1	2	1	8
97	2	1	2	0	5
998 Don't know / no opinion	16	15	10	10	51
999 Refused / missing	2	2	3	3	10

Plan to Keep Business Open

31. A5J* *KMT Holzer*

Are you currently planning to keep this business open indefinitely?

Warning: Variable was inconsistently coded in previous releases of the data.

*** If no, continue with questions in this section; otherwise skip to A6A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	944	829	720	740	3233
5 No	11	11	16	7	45
8 Don't know / no opinion	9	8	4	9	30
9 Refused / missing	46	41	64	51	202

32. A5K* *KMT Holzer*

Why are you not planning to keep this business open indefinitely?

Warning: Variable was inconsistently coded in previous releases of the data.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	999	878	788	800	3465
1 Going out of business	5	2	1	2	10
2 Selling or merging	1	2	1	0	4
7 Other	4	7	12	5	28
8 Don't know / no opinion	1	0	1	0	2
9 Refused / missing	0	0	1	0	1

Non-Temporary Employees

33. A6A *KMT Holzer*

All questions from here on refer to your current plant or site of operation only.

What is the number of employees currently working there, excluding temporary employees and contract workers?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	992	880	794	801	3467
Mean	532	361	535	520	487
99998 Don't know / no opinion	8	4	7	3	22
99999 Refused / missing	10	5	3	3	21

34. A6B *KMT Holzer*

How many of the total work part time?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	968	851	776	786	3381
Mean	58.1	50.4	100.6	52.7	64.7
99998 Don't know / no opinion	40	38	23	21	122
99999 Refused / missing	2	0	5	0	7

35. A6C *KMT Holzer*

How many are seasonal (such as summer workers)?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	988	876	790	795	3449
Mean	8.6	9.6	8.8	8.6	8.9
99998 Don't know / no opinion	21	13	9	12	55
99999 Refused / missing	1	0	5	0	6

Temporary and Contract Employees

36. A6D *KMT Holzer*

Do you have any temporary employees?

***If no, don't know or missing, skip to A6F.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	345	298	250	271	1164
5 No	663	591	549	534	2337
8 Don't know / no opinion	2	0	4	2	8
9 Refused / missing	0	0	1	0	1

37. A6E *KMT Holzer*

How many temporary employees do you have?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	319	282	223	256	1080
Mean	59.4	44.4	45.6	112.5	65.2
0 Skipped, no temporary employees	665	591	554	536	2346
99998 Don't know / no opinion	25	15	20	14	74
99999 Refused / missing	1	1	7	1	10

38. A6F *KMT Holzer*

Do you have any contract workers?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	303	297	235	206	1041
5 No	701	589	561	599	2450
8 Don't know / no opinion	6	2	7	2	17
9 Refused / missing	0	1	1	0	2

39. A6G *KMT Holzer*

How many contract workers do you have?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	266	265	207	180	918
Mean	79.5	30.0	41.0	66.0	53.9
0 Skipped, no contract workers	707	592	569	601	2469
99998 Don't know / no opinion	35	32	22	25	114
99999 Refused / missing	2	0	6	1	9

**** If A6D and A6F = 5, skip to A7A. Otherwise continue. ****

**** [Skip if firm has no contract or temporary workers]. ****

40. A6H *KMT Holzer*

Has the percentage of your workers who are temporary employees or contract workers risen in the past 5 years?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	514	438	261	443	1656
1 Yes	178	183	164	170	695
5 No	306	253	362	182	1103
8 Don't know / no opinion	10	15	15	11	51
9 Refused / missing	2	0	2	1	5

41. A6I *KMT Holzer*

Do you ever use temporary employees and contract workers to hire your own permanent employees?

*** If no, don't know, or missing skip to A7A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	514	438	262	443	1657
1 Yes	181	156	141	160	638
5 No	306	291	399	203	1199
8 Don't know / no opinion	6	1	2	1	10
9 Refused / missing	3	3	0	0	6

42. A6J *KMT Holzer*

Into which occupations do you use temporary employees and contract workers to hire your own permanent employees?

Verbal descriptions of job converted to 2, 3, and 4-digit SOC codes (1980 version).

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	170	148	130	154	602
0 Skipped	829	733	663	647	2872
9998 Don't know / no opinion	0	1	5	4	10
9999 Refused / missing	11	7	6	2	26

Percent Unionized

43. A7A *KMT Holzer*

What percentage of your non-professional and non-managerial employees are covered by collective bargaining?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	939	849	756	745	3289
Mean (percentage)	19.5	16.0	22.9	8.5	16.9
998 Don't know / no opinion	60	38	27	57	182
999 Refused / missing	11	2	21	5	39

*** If A3C [main product code] = public or government institution, skip to A11. ***

Growth of Firm

44. A8SIGN* KMT Holzer

The next three questions are about general information regarding your firm's sales. Adjusting for price increases, approximately what was the overall percentage change in your sales volume [for Holzer] during the year 1992? [for KMT] since the beginning of 1993?

The sign of the change is recorded here, and the percentage amount of the change, whether positive or negative, is recorded as a positive number in A8AMT. The large number of missing values may result in part from a confusion between the codes for 'no change' and for non response. The skip instruction pertaining to public institutions (above) explains only a handful of the non responses. This variable was formerly called A8 and was coded differently for KMT and Holzer cases.

	LA	Bos	Det	Atl	Total
1 Positive	276	318	282	354	1230
3 No change	101	85	42	57	285
5 Negative	155	94	115	44	408
8 Don't know / no opinion	199	142	89	159	589
9 Refused / missing / skipped	279	250	276	193	998

45. A8AMT* KMT Holzer

These are percentages. The magnitude of change was previously recorded in variables A8Y and A8Z; these have now been combined. Note that both positive and negative changes are coded as positive numbers in A8AMT. Firms reporting no change are coded as zeros. Use A8SIGN to tell growth from shrinkage.

	LA	Bos	Det	Atl	Total
Number of real responses (inc. zero)	460	438	322	389	1609
Mean (pcnt.) for those that grew	18.3	20.4	18.7	19.6	19.4
Mean (pcnt.) for those that shrank	19.7	19.6	15.2	16.8	18.2
999 Missing, don't know or not applicable	550	451	482	418	1901

46. A10* Holzer

Ignoring the current recession, would you say that over the past 5 to 10 years your firm's sales generally have grown, declined, or stayed about the same?

Wording for KMT: "past 5 years". Data for KMT now in new variable A10KMT.

	LA	Bos	Det	Atl	Total
0 Skipped: see A10KMT	207	90	0	0	297
1 Grown	396	392	433	456	1677
2 Declined	89	91	75	54	309
3 Stayed the same	119	109	91	111	430
8 Don't know / no opinion	20	28	46	19	113
9 Refused / missing	179	179	159	167	684

47. A10KMT* *KMT*

Would you say that over the past 5 years your firm's sales generally have grown, declined, or stayed about the same?

Wording for Holzer slightly different; see variable A10.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped: see A10	803	799	804	807	3213
1 Grown	73	29	0	0	102
2 Declined	33	9	0	0	42
3 Stayed the same	28	11	0	0	39
8 Don't know / no opinion	8	1	0	0	9
9 Refused / missing	65	40	0	0	105

48. A11SIGN* *KMT Holzer*

Since the beginning of [for Holzer] 1992 [or for KMT] 1993, what has been the net change in your total number of employees? [A number, not a percentage].

As with A8, the sign of the change is recorded first and the amount of the change, whether positive or negative, is recorded as a positive number below, in A11AMT. This variable was formerly called A11 and was coded differently for KMT and Holzer cases. Difficulties with Detroit meant that some of their responses of "no change" and all of their "do not know"s got coded as missings.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Positive	313	301	326	354	1294
3 No change	324	308	82	264	978
5 Negative	311	227	163	151	852
8 Don't know / no opinion	46	42	0	31	119
9 Refused / missing	16	11	233	7	267

49. A11AMT* *KMT Holzer*

The magnitude of change was previously recorded in variables A11A and A11B; these have now been combined. Note that both positive and negative changes are coded as positive numbers in A11AMT. Firms reporting no change are coded as zeros. Use A11SIGN to tell growth from shrinkage.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	907	798	519	732	2956
Mean number for those that grew	80.4	36.9	57.0	57.3	58.0
Mean number for those that shrank	198.6	79.6	70.6	129.9	131.3
99998 Do not know / no opinion	41	38	52	36	167
99999 Refused / missing	62	53	233	39	387

Recallable Workers

50. A12A *Holzer*

How many workers are currently on temporary or indefinite layoff who might still be recalled?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	785	776	760	788	3109
Mean	32.9	8.4	7.5	3.4	13.1
99998 Don't know / no opinion	17	21	14	17	69
99999 Refused / missing	208	92	30	2	332

51. A12B *Holzer*

To what extent are layoffs and recalls determined by seniority? Would you say totally, partly, or not at all?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Totally	190	164	238	142	734
2 Partly	195	180	190	183	748
3 Not at all	337	377	281	394	1389
8 Don't know / no opinion	51	60	67	65	243
9 Refused / missing	237	108	28	23	396

Quits, Discharges, Layoffs and Hires

52. A13A *KMT Holzer*

How many workers have quit since the start of 1992?

For KMT the reference date was 1993 since surveying took place at a later date. Furthermore, firms were interviewed at different times in relation to their reference dates; inter-firm comparisons should thus be made with caution.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	865	774	704	706	3409
Mean	55.7	26.4	39.4	28.5	38.2
99998 Don't know / no opinion	137	112	86	97	432
99999 Refused / missing	8	3	14	4	29

53. A13B *KMT Holzer*

How many workers have been discharged [since the start of 1992?]

See note at A13A, above, concerning KMT's different time frame.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	873	786	711	720	3090
Mean	13.7	6.3	7.3	14.0	10.4
99998 Don't know / no opinion	120	96	78	81	375
99999 Refused / missing	17	7	15	6	45

54. A13C *KMT Holzer*

How many workers have been laid off [since the start of 1992?]

See note at A13A, above, concerning KMT's different time frame.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	938	833	762	768	3301
Mean	34.1	18.1	13.0	7.5	19.0
99998 Don't know / no opinion	61	50	30	35	176
99999 Refused / missing	11	6	12	4	33

55. A13D *KMT Holzer*

How many workers have been recalled from layoff [since the start of 1992?] (May include workers laid off prior to 1992).

See note at A13A, above, concerning KMT's different time frame.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	839	786	522	774	2921
Mean	7.5	5.0	6.9	1.8	5.2
99998 Don't know / no opinion	53	42	32	29	156
99999 Refused / missing	118	61	250	4	433

56. A13E *KMT Holzer*

How many have you newly hired [since the start of 1992?]

See note at A13A, above, concerning KMT's different time frame.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	952	839	746	756	3293
Mean	71.3	47.8	35.4	64.3	55.6
99998 Don't know / no opinion	50	45	48	48	191
99999 Refused / missing	8	5	10	3	26

Section B: Vacancies

Current Vacancies

57. B1 *KMT Holzer*

Do you have any job vacancies which you are currently trying to fill and which are immediately available?

***If no, don't know or missing skip to C1.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	445	403	375	372	1595
5 No	559	485	427	432	1903
8 Don't know / no opinion	4	1	1	2	8
9 Refused / missing	2	0	1	1	4

58. B1A *KMT Holzer*

How many vacancies do you have?

*** If more than one vacancy, or number not known, skip to MVACMOS.*

*** If refused, skip to C1B.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of non-zero responses	438	397	365	369	1569
Mean of non-zero responses	23.2	15.6	13.6	15.5	17.3
0 Skipped, no vacancies	565	486	429	435	1915
99998 Don't know / no opinion	6	6	6	2	20
99999 Refused / missing	1	0	4	1	6

Single Vacancy: How Long Vacant

59. SVACMOS *KMT Holzer*

For how long has it been vacant?

This variable was formerly called B1B. The number of months the position has been vacant is entered here; if less than one month the number of weeks is entered in SVACWKS.

**** If one month or more, skip to B1D.**

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Less than one month	56	54	30	53	193
1 Month	19	17	22	14	72
2 Months	4	8	6	8	26
3 Months	6	5	1	7	19
4 Months	2	3	0	1	6
5 Months	1	2	1	0	4
6 Months	3	1	3	3	10
12 Months	4	3	3	0	10
90 Skipped	914	795	729	718	3156
98 Don't know / no opinion	1	1	7	1	10
99 Refused / missing	0	0	2	2	4

60. SVACWKS *KMT Holzer*

For how many weeks has this been vacant?

This variable was formerly called BA1.

**** Skip to B1D.**

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	954	835	774	754	3317
1 Week	33	23	16	26	98
2 Weeks	12	16	6	17	51
3 Weeks	4	6	4	4	18
4 Weeks	2	1	0	1	4
8 Don't know / no opinion	5	8	4	4	21
9 Refused / missing	0	0	0	1	1

Multiple Vacancies: Average Time Vacant

61. MVACMOS *KMT Holzer*

On the average, for how long have they been vacant?

This variable was formerly called B1C. The average number of months the positions have been vacant is entered here; if less than one month the number of weeks is entered in MVACWKS.

*** If one month or more, skip to B1D.*

	LA	Bos	Det	Atl	Total
0 Less than one month	139	113	85	158	495
No. of real responses (inc. the above)	335	299	274	270	1178
Mean of real responses	1.9	1.7	2.0	1.3	1.7
90 Skipped	97	94	79	90	360
98 Don't know / no opinion	12	9	14	10	45
99 Refused / missing	566	487	437	437	1927

62. MVACWKS *KMT Holzer*

For how many weeks have they been vacant?

This variable was formerly called BB1.

	LA	Bos	Det	Atl	Total
0 Skipped	871	776	719	649	3015
1 Week	46	35	26	52	159
2 Weeks	47	39	30	65	181
3 Weeks	26	26	14	32	98
4 Weeks	13	4	4	8	29
8 Don't know / no opinion	7	7	9	1	24
9 Refused / missing	0	2	2	0	4

Vacancies by Occupational Category

63. B1D *KMT Holzer*

Next, I'm going to read you a list of occupation categories. For each of them, please tell me if any of the vacancies fall into that category.

Professional or managerial?

	LA	Bos	Det	Atl	Total
0 Skipped	566	486	433	436	1921
1 Yes	243	232	185	177	837
5 No	197	165	182	193	737
8 Don't know / no opinion	2	2	2	1	7
9 Refused / missing	2	4	2	0	8

64. B1DA *KMT Holzer*

How many vacancies are in this category [professional or managerial]?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of non-zero responses	203	201	147	140	691
Mean of non-zero responses	11.8	7.2	5.2	6.8	8.1
0 Skipped, no vacancies	767	657	619	630	2673
99998 Don't know / no opinion	14	4	11	8	37
99999 Refused / missing	26	27	27	29	109

65. B1E *KMT Holzer*

Clerical positions?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	566	486	433	436	1921
1 Yes	202	168	131	144	645
5 No	214	204	209	197	824
8 Don't know / no opinion	0	0	2	1	3
9 Refused / missing	28	31	29	29	117

66. B1EA *KMT Holzer*

How many vacancies are in this category [clerical positions] ?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of non-zero responses	177	145	106	121	549
Mean of non-zero responses	5.7	5.8	7.2	6.7	6.3
0 Skipped, no vacancies	808	721	673	663	2865
99998 Don't know / no opinion	7	2	9	5	23
99999 Refused / missing	18	21	16	18	73

67. B1F *KMT Holzer*

Sales positions?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	566	486	433	436	1921
1 Yes	97	94	77	79	347
5 No	299	256	247	242	1044
8 Don't know / no opinion	2	1	2	3	8
9 Refused / missing	46	52	45	47	190

68. B1FA *KMT Holzer*

How many vacancies are in this category [sales positions]?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of non-zero responses	85	77	70	62	294
Mean of non-zero responses	9.7	5.7	8.2	15.9	9.6
0 Skipped, no vacancies	913	795	727	728	3163
99998 Don't know / no opinion	4	2	3	4	13
99999 Refused / missing	8	15	4	13	40

69. B1G *KMT Holzer*

Are any of the vacancies in manual or blue-collar jobs?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	566	486	433	436	1921
1 Yes	152	158	173	160	643
5 No	237	178	144	150	709
8 Don't know / no opinion	1	0	4	1	6
9 Refused / missing	54	67	50	60	231

70. B1GA *KMT Holzer*

How many vacancies are in this category [manual or blue collar]?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of non-zero responses	131	136	149	141	557
Mean of non-zero responses	8.5	7.9	5.8	11.5	8.4
0 Skipped, no vacancies	858	731	631	647	2867
99998 Don't know / no opinion	6	2	8	3	19
99999 Refused / missing	15	20	16	16	67

71. B1H* *KMT Holzer*

Are there vacancies in any other occupational categories?

Warning: This variable was inconsistently coded in previous releases of the data.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	566	486	433	436	1921
1 Yes	153	120	112	88	473
5 No	220	196	190	207	813
9 Refused / missing	71	87	69	76	303

72. B1HSPEC* *KMT*

KMT records contain additional information as to the kind of "other" vacancies, which is now captured in B1HSPEC. This information was previously buried in B1H, leading to inconsistent coding for that variable.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	857	769	692	719	3037
1 Technical positions	15	7	0	0	22
2 Administrative positions.	6	2	0	0	8
3 Health care positions	12	4	0	0	16
4 Computer-related positions	1	2	0	0	3
5 Human service positions	5	6	0	0	11
7 Other positions	7	0	0	0	7
9 Refused / missing	107	99	112	88	406

73. B1HA *KMT Holzer*

How many vacancies are in this category [the above]?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of non-zero responses	130	111	95	71	407
Mean of non-zero responses	35.8	14.9	14.4	10.9	20.8
0 Skipped, no vacancies	857	769	692	719	3037
99998 Don't know / no opinion	6	3	7	5	21
99999 Refused / missing	17	6	10	12	45

Rejected Offers

74. B1I *Holzer*

Have you made any offers for this(these) these vacant job(s) that were rejected?

*** If no, don't know, or missing skip to B1K.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	465	440	433	436	1774
1 Yes	83	92	110	88	373
5 No	251	261	252	276	1040
8 Don't know / no opinion	3	6	7	7	23
9 Refused / missing	208	90	2	0	300

75. B1J *Holzer*

How many offers were rejected?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	927	797	694	719	3137
Number of real responses	77	86	94	80	337
Mean of real responses	3.9	4.3	4.9	3.8	4.2
99998 Don't know /no opinion	6	6	16	8	36

Longest Vacancy: SOC Code

76. B1K *Holzer*

Next, I would like to ask you several questions about positions that do not require a college degree. Among currently vacant jobs that do not require a college degree, which job has the longest vacancy?

Verbal descriptions of job converted to 2, 3, and 4-digit SOC codes (1980 version).

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	319	326	294	352	1291
0 Skipped, no vacancies	565	486	429	435	1915
99998 Don't know / no opinion	6	8	15	10	39
99999 Refused / missing	120	69	66	10	265

Longest Vacancy: Required Qualifications

77. B1L *Holzer*

To be hired into this position, is a high school diploma absolutely necessary, strongly preferred, mildly preferred, or doesn't it matter at all?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Absolutely necessary	80	104	152	107	443
2 Strongly preferred	96	97	121	112	426
3 Mildly preferred	16	26	37	26	105
4 Does not matter	66	49	49	62	226
8 Don't know / no opinion	0	2	4	0	6
9 Refused / missing	187	125	12	65	389

78. B1LA *Holzer*

Is general experience (whether or not it is related to this job) absolutely necessary, strongly preferred, [...] ?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Absolutely necessary	85	97	119	84	385
2 Strongly preferred	105	95	121	137	458
3 Mildly preferred	34	53	73	47	207
4 Does not matter	33	29	46	39	147
8 Don't know / no opinion	1	4	5	0	10
9 Refused / missing	187	125	11	65	388

79. B1LB *Holzer*

Is specific experience (directly related to this job) absolutely necessary [...] ?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Absolutely necessary	101	79	105	88	373
2 Strongly preferred	98	109	119	122	448
3 Mildly preferred	37	54	70	55	216
4 Does not matter	22	34	64	41	161
8 Don't know / no opinion	0	2	4	1	7
9 Refused / missing	187	125	13	65	390

80. B1LC *Holzer*

Are employer references absolutely necessary [...] ?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Absolutely necessary	104	139	130	131	504
2 Strongly preferred	80	86	114	115	395
3 Mildly preferred	46	34	76	45	201
4 Does not matter	28	16	41	16	101
8 Don't know / no opinion	0	3	2	0	5
9 Refused / missing	187	125	12	65	389

81. B1LD *Holzer*

Is vocational education or other formal job training absolutely necessary [...] ?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Absolutely necessary	41	32	50	34	157
2 Strongly preferred	81	86	83	82	332
3 Mildly preferred	63	80	84	99	326
4 Does not matter	73	77	138	92	380
8 Don't know / no opinion	0	3	7	0	10
9 Refused / missing	187	125	13	65	390

82. B1M *Holzer*

How many applications have you received for this vacant position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. "zero")	240	261	320	278	1099
Mean of real responses	64.7	58.1	80.9	67.5	68.5
99990 Skipped, no vacancies	465	440	429	435	1769
99998 Don't know / no opinion	17	17	42	30	106
99999 Refused / missing	288	171	13	64	536

Longest Vacancy: How Long Vacant

83. B1KA *Holzer*

For how many months ... has this job been vacant?

*** If less than one month answer next question, otherwise skip to LVSAL.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Less than one month	73	83	59	112	327
No. of real responses (inc. the above)	195	208	169	235	807
Mean of real responses	2.0	2.1	2.5	1.8	2.0
90 Skipped	465	440	429	435	1769
98 Don't know / no opinion	8	7	10	9	34
99 Refused / missing	342	234	196	128	900

84. B1KB *Holzer*

For how many ... weeks has this job been vacant?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	739	728	758	705	2930
1 Week	21	24	14	32	91
2 Weeks	24	22	19	33	98
3 Weeks	13	17	11	24	65
4 Weeks	4	8	2	13	27
8 Don't know / no opinion	2	0	0	0	2
9 Refused / missing	207	90	0	0	297

Longest Vacancy: Salary

85. LVSAL* Holzer

What wage or salary are you offering?

Whole dollar amounts were recorded in a variable called B1R; cents were recorded in B1RA. These have been combined into LVSAL. Means are not meaningful since hourly, weekly, monthly and annual figures are intermixed. The variable B1O (letter "o") distinguishes the period of payment.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	219	235	311	266	1031
0 Skipped, no vacancies	565	486	429	435	1915
999998 Don't know / no opinion	26	29	33	27	115
999999 Refused / missing	200	139	31	79	449

86. LVSALX* Holzer

This new variable is set to one whenever LVSAL exceeds \$100 per hour, or falls below \$2 per hour, or the corresponding figures per week, month or year. Users may make their own judgments about whether to drop or modify these cases.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Wage in bounds or not known	1010	888	804	805	3507
1 Wage / salary out of bounds	0	1	0	2	3

87. B1O Holzer

Pay schedule or time frame for the above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Hourly	134	136	233	162	665
2 Weekly	10	17	7	5	39
3 Monthly	26	1	3	4	34
4 Yearly	49	81	76	95	301
8 Don't know / no opinion	0	3	9	0	12
9 Refused / missing	226	165	47	106	544

88. B1P Holzer

Does this vary with the applicant's skills or experience?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Yes	190	186	221	198	795
5 No	67	85	136	107	395
8 Don't know / no opinion	1	5	5	0	11
9 Refused / missing	187	127	13	67	394

Longest Vacancy: Hours per Week

89. C32B Holzer

For how many hours per week is this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	254	270	258	299	1081
Mean of real responses	37.6	35.9	36.6	37.4	36.9
0 Skipped, no vacancies	565	486	429	435	1915
998 Don't know / no opinion	3	7	4	7	21
999 Refused / missing	188	126	113	66	493

Longest Vacancy: Last Year's Salary or Wage

90. LVLYSAL* Holzer

What was this wage a year ago?

Whole dollar amounts were recorded in a variable called B1S; cents were recorded in B1SA. These have been combined into LVLYSAL. Means are not meaningful since hourly, weekly, monthly and annual figures are intermixed. The variable CZ10 (that's CZ-ten) distinguishes the period of payment.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	208	216	285	243	952
0 Skipped, no vacancies	565	486	429	435	1915
999998 Don't know / no opinion	38	47	42	46	173
999999 Refused / missing	199	140	48	83	470

91. LVLYSALX* Holzer

This variable is set to one whenever LVLYSAL exceeds \$100 per hour or falls below \$2 per hour, or the corresponding figures per week, month or year. Users may make their own judgments about whether to drop or modify these cases.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Wage in bounds or not known	1009	888	804	805	3506
1 Wage / Salary out of bounds	1	1	0	2	4

92. CZ10* Holzer

Pay schedule or time frame for the above. [See note at CZ10FLAG.]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	565	486	429	435	1915
1 Hourly	126	131	216	150	623
2 Weekly	8	17	5	3	33
3 Monthly	24	1	2	4	31
4 Yearly	52	70	64	87	273
8 Don't know / no opinion	0	1	10	1	12
9 Refused / missing	235	183	78	127	623

93. CZ10FLAG* *Holzer*

This variable flags records for which the value of CZ10 was missing, but for which it was possible to impute a value based on the value of LVLYSAL. The imputed figures are very likely to be accurate.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	720	807	3426
1 Value imputed	0	0	84	0	84

Section C: Last Person Hired

Does Respondent Hire for the Desired Occupation?

94. C1B *KMT Holzer (MCSUI Household-linked records only)*

We'd like to ask some questions about the last employee that you hired in [fill in job from household respondent]. Do you hire for this position in your company?

This question was asked for household-linked records only (LINKED=3). If the answer was no, the interviewer was instructed to probe for "any job in that category" (Holzer) or "a position similar to this" (KMT). If none existed, the next step was:

Holzer: the interviewer was instructed to ask about any non-college-degree-requiring job for which the respondent hired, and failing that, to inquire about the largest job category.

KMT: the name of another potential respondent who did hire for that position was requested. If this was successful the interview was continued with the new respondent; if it was not successful the interview was terminated and the case was dropped from the data.

		<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
	0 Not applicable - not household linked	678	637	484	512	2311
	1 Yes, Respondent hires for this position	302	224	280	255	1061
	2 No, but R. hires for similar position	20	13	19	17	69
<i>Holzer only:</i>	3 No, but R. hires for some non-college-degree-requiring position	9	8	10	16	43
<i>Holzer only:</i>	4 No. [Implies that interview continued in reference to largest job category.]	1	7	9	5	22
<i>Holzer only:</i>	9 Missing	0	0	2	2	4

Time Needed to Hire Last Employee

95. C1* *KMT Holzer*

Not household-linked: We'd like to ask some questions about the last employee that you hired in a position that does not require a college degree. From the time you began recruiting until you hired someone, how long did it take to hire your newest employee? [Weeks]

Household-linked: From the time you began recruiting until you hired someone, how long did it take to hire your newest employee [referring to the last person hired into the specified job, subject to the provisos described in C1B, above]. [Weeks] *Variable was C1A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	981	871	782	778	3412
Mean (weeks)	3.3	3.4	3.1	3.3	3.3
0 Less than one week (included in above)	290	201	191	189	871
998 Don't know / no opinion	23	11	20	27	81
999 Refused / missing	6	7	2	2	17

Last Hire: Race and Gender

96. C2A *KMT Holzer*

What is the racial or ethnic background of the new employee?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 White	308	575	473	432	1788
2 Black or African American	118	89	212	280	699
3 Hispanic	385	102	18	21	526
4 Asian or Pacific Islander	107	31	7	10	155
5 Native American	8	2	5	5	20
97 Other	19	24	12	10	65
98 Don't know / no opinion	44	35	56	32	167
99 Refused / missing	21	31	21	17	90

97. C2B *KMT Holzer*

Is this newest employee male or female?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Male	492	441	341	366	1640
5 Female	492	434	427	421	1774
8 Don't know / no opinion	17	5	23	14	59
9 Refused / missing	9	9	13	6	37

98. AGE* *KMT Holzer*

What is the age of this new employee?

The number of missing values for Detroit has been reduced by 178 in this release of the data; these were reconstructed from the original ASCII source files.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	892	812	643	720	3067
Mean	30.5	30.7	28.8	30.2	30.1
998 Don't know / no opinion	96	64	108	75	343
999 Refused / missing	22	13	53	12	100

Last Hire: Educational Attainment

99. C2C *KMT Holzer*

What is the highest level of education this new employee has completed?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Grade 8	22	7	3	3	35
2 Some high school	43	43	29	45	160
3 High school graduate	376	357	340	314	1387
4 Trade or technical school beyond HS	43	58	44	54	199
5 Some college	202	142	166	145	655
6 Associate's degree	36	34	41	19	130
7 College graduate	144	140	100	131	515
8 Some post-graduate study	11	7	3	5	26
9 Master's degree	29	32	21	29	111
10 Beyond master's but no doctorate	1	4	1	2	8
11 Doctoral degree	3	2	0	1	6
12 GED	1	4	2	1	8
97 Other	1	0	0	0	1
98 Don't know / no opinion	89	55	49	53	246
99 Refused / missing	9	4	5	5	23

Last Hire: Occupation

100. C2D *KMT Holzer*

What is the job you hired him/her for?

Verbal descriptions converted to 2, 3, and 4-digit SOC codes (1980 version). This question was skipped if the respondent hired for the desired position (C1B=1) because in that case the occupation was already known. However, the occupation codes for these cases are also present in C2D.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	972	883	769	793	3417
9998 Don't know / no opinion	0	1	2	10	13
9999 Refused / missing	38	5	33	4	80

101. C2E *KMT Holzer*

Is this job seasonal or temporary (such as a summer job)?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	99	86	89	61	335
5 No	907	803	706	744	3160
8 Don't know / no opinion	4	0	6	2	12
9 Refused / missing	0	0	3	0	3

Last Hire: Month and Year Hired

102. C3A *KMT Holzer*

In what month ... was this person hired for this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 January	114	102	112	87	415
2 February	105	121	100	52	378
3 March	124	131	24	136	415
4 April	94	74	37	66	271
5 May	97	43	64	55	259
6 June	60	35	115	45	255
7 July	30	29	40	54	153
8 August	50	74	31	84	239
9 September	49	79	44	53	225
10 October	63	59	50	76	248
11 November	88	69	87	47	291
12 December	83	52	64	36	235
998 Don't know / no opinion	48	21	30	16	115
999 Refused / missing	5	0	6	0	11

103. C3C *KMT Holzer*

In what ... year was this person hired for this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
82	0	3	3	0	6
83	1	0	0	0	1
84	1	2	2	0	5
85	0	0	3	0	3
86	0	1	0	0	1
87	1	3	3	0	7
88	5	1	3	1	10
89	5	2	14	1	22
90	10	15	25	11	61
91	30	29	74	21	154
92	112	165	508	124	909
93	480	434	142	579	1635
94	296	168	0	60	524
95	41	54	0	0	95
998 Don't know / no opinion	25	12	21	10	68
999 Refused / missing	3	0	6	0	9

Last Hire: Referral and Recruiting Methods

104. C4A *KMT Holzer*

Next I would like you to indicate if you used any of the following referral or recruiting methods to fill this position.

Did you post help-wanted signs?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	235	259	256	198	948
5 No	770	630	547	606	2553
8 Don't know / no opinion	4	0	0	3	7
9 Refused / missing	1	0	1	0	2

105. C4B *KMT Holzer*

Did you list advertisements in newspapers?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	440	427	482	302	1651
5 No	566	460	321	499	1846
8 Don't know / no opinion	4	2	0	5	11
9 Refused / missing	0	0	1	1	2

106. C4C *KMT Holzer*

Did you consider walk-ins without referrals?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	692	586	610	543	2431
5 No	315	301	192	260	1068
8 Don't know / no opinion	3	2	1	3	9
9 Refused / missing	0	0	1	1	2

107. C4D *KMT Holzer*

Did you ask for or accept referrals from current employees?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	818	723	663	650	2854
5 No	188	161	136	156	641
8 Don't know / no opinion	4	5	4	1	14
9 Refused / missing	0	0	1	0	1

108. C4E *KMT Holzer*

How about referrals from the state employment service?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	364	341	298	267	1270
5 No	634	545	495	531	2205
8 Don't know / no opinion	11	3	8	8	30
9 Refused / missing	1	0	3	1	5

109. C4F *KMT Holzer*

How about referrals from a private employment service or a temp agency?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	197	161	202	145	705
5 No	808	726	593	658	2785
8 Don't know / no opinion	5	2	6	4	17
9 Refused / missing	0	0	3	0	3

110. C4G *KMT Holzer*

How about referrals from a community agency?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	292	242	285	170	989
5 No	711	641	511	629	2492
8 Don't know / no opinion	7	6	6	6	25
9 Refused / missing	0	0	2	2	4

111. C4H *KMT Holzer*

Did you ask for referrals from schools?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	343	259	400	259	1261
5 No	661	629	400	544	2234
8 Don't know / no opinion	6	1	3	4	14
9 Refused / missing	0	0	1	0	1

112. C4I *KMT Holzer*

How about referrals from a union?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	80	47	98	36	261
5 No	925	838	698	768	3229
8 Don't know / no opinion	4	4	6	3	17
9 Refused / missing	1	0	2	0	3

113. C4J *KMT Holzer*

Did you ask for referrals from other sources (such as acquaintances, etc.) ?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	385	304	280	272	1241
5 No	621	581	517	533	2252
8 Don't know / no opinion	4	4	6	2	16
9 Refused / missing	0	0	1	0	1

114. C4K* *KMT Holzer*

Which of the above methods generated this employee?

KMT values 11,12, and 13 were reclassified as 97 (other) for consistency with Holzer.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Posted help-wanted signs	38	38	34	39	149
2 Listed ad in newspaper	246	253	214	173	886
3 Accepted walk-ins (no referrals)	117	95	117	127	456
4 Referrals from current employees	251	208	168	178	805
5 Referrals from state employment svc.	22	30	16	39	107
6 Referrals from private employment svc.	50	44	30	52	176
7 Referrals from community agencies	12	9	15	9	45
8 Referrals from schools	52	43	29	29	153
9 Referrals from unions	10	3	9	3	25
10 Referrals from other sources	134	101	97	95	427
97 Other	54	48	56	46	204
98 Don't know / no opinion	19	15	17	17	68
99 Refused / missing	5	2	2	0	9

Last Hire: Change in Referral & Recruiting Methods

115. C5* *Holzer*

Has your recruiting for such a position changed in the past 5 to 10 years?

Wording for KMT: "past 5 years". Data for KMT now in new variable C5KMT.

*** If yes, answer questions C5A through C5BA; otherwise skip to C6A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	207	90	0	0	297
1 Yes	173	175	171	179	698
5 No	606	600	605	604	2415
8 Don't know / no opinion	24	22	26	22	94
9 Refused / missing	0	2	2	2	6

116. C5KMT* *KMT*

Has your recruiting for such a position changed in the past 5 years?

See note at variable C5.

*** If yes, answer questions C5A through C5BA; otherwise skip to C6A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	803	799	804	807	3213
1 Yes	49	20	0	0	69
5 No	151	67	0	0	218
8 Don't know / no opinion	5	3	0	0	8
9 Refused / missing	2	0	0	0	2

117. C5A*KMT Holzer*

Which of the previous methods do you [now] use less often?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	788	694	633	628	2743
1 Posted help-wanted signs	29	15	25	15	84
2 Listed ad in newspaper	56	47	46	43	192
3 Accepted walk-ins (no referrals)	17	10	7	17	51
4 Referrals from current employees	7	5	10	5	27
5 Referrals from state employment svc.	19	23	16	20	78
6 Referrals from private employment svc.	27	30	13	24	94
7 Referrals from community agencies	23	11	10	9	53
8 Referrals from schools	6	6	7	8	27
9 Referrals from unions	9	25	13	19	66
10 Referrals from other sources	5	4	6	1	16
97 Other	4	6	6	6	22
98 Don't know / no opinion	15	11	10	7	43
99 Refused / missing	5	2	2	5	14

118. C5AA*KMT Holzer*

Any others? [Code second mention]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	788	694	633	628	2743
1 Posted help-wanted signs	5	9	6	5	25
2 Listed ad in newspaper	7	10	4	15	36
3 Accepted walk-ins (no referrals)	6	2	2	2	12
4 Referrals from current employees	3	5	3	1	12
5 Referrals from state employment svc.	16	14	8	11	49
6 Referrals from private employment svc.	20	18	2	9	49
7 Referrals from community agencies	7	8	4	12	31
8 Referrals from schools	5	4	2	2	13
9 Referrals from unions	12	8	7	11	38
10 Referrals from other sources	4	3	3	1	11
95 No more mentions	112	93	59	95	359
97 Other	4	4	0	3	11
98 Don't know / no opinion	0	1	1	0	2
99 Refused / missing	21	16	70	12	119

119. C5AB*KMT Holzer*

Any others? [Code third mention]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	788	694	633	628	2743
1 Posted help-wanted signs	1	2	0	2	5
2 Listed ad in newspaper	1	0	1	1	3
3 Accepted walk-ins (no referrals)	3	1	0	1	5
4 Referrals from current employees	2	1	0	1	4
5 Referrals from state employment svc.	4	0	1	7	12
6 Referrals from private employment svc.	6	3	5	5	19
7 Referrals from community agencies	8	5	0	4	17
8 Referrals from schools	4	3	2	4	13
9 Referrals from unions	5	2	5	1	13
10 Referrals from other sources	1	1	3	1	6
95 No more mentions	52	65	23	42	182
97 Other	1	0	0	2	3
98 Don't know / no opinion	1	0	0	1	2
99 Refused / missing	133	112	131	107	483

120. C5B*KMT Holzer*

Which of the previous methods do you [now] use more often?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	788	694	633	628	2743
1 Posted help-wanted signs	8	22	14	13	57
2 Listed ad in newspaper	67	53	45	44	209
3 Accepted walk-ins (no referrals)	15	15	15	20	65
4 Referrals from current employees	50	50	37	33	170
5 Referrals from state employment svc.	10	11	8	14	43
6 Referrals from private employment svc.	16	9	7	19	51
7 Referrals from community agencies	13	4	6	2	25
8 Referrals from schools	12	11	16	10	49
9 Referrals from unions	2	0	1	2	5
10 Referrals from other sources	12	6	12	6	36
97 Other	9	9	6	10	34
98 Don't know / no opinion	7	2	4	4	17
99 Refused / missing	1	3	0	2	6

121. C5BB*KMT Holzer*Any others? *[Code second mention]*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	788	694	633	628	2743
1 Posted help-wanted signs	10	13	1	5	29
2 Listed ad in newspaper	17	23	5	13	58
3 Accepted walk-ins (no referrals)	5	14	7	11	37
4 Referrals from current employees	23	22	8	28	81
5 Referrals from state employment svc.	5	8	3	5	21
6 Referrals from private employment svc.	6	5	6	5	22
7 Referrals from community agencies	6	5	9	4	24
8 Referrals from schools	12	7	8	11	38
9 Referrals from unions	1	1	1	0	3
10 Referrals from other sources	13	11	5	13	42
95 No more mentions	107	78	48	70	303
97 Other	8	1	4	6	19
98 Don't know / no opinion	1	1	3	2	7
99 Refused / missing	8	6	63	6	83

122. C5BA*KMT Holzer*Any others? *[Code third mention]*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	788	694	633	628	2743
1 Posted help-wanted signs	0	2	1	2	5
2 Listed ad in newspaper	2	7	2	3	14
3 Accepted walk-ins (no referrals)	5	4	1	7	17
4 Referrals from current employees	4	5	1	7	17
5 Referrals from state employment svc.	6	3	0	3	12
6 Referrals from private employment svc.	0	1	1	3	5
7 Referrals from community agencies	2	5	1	1	9
8 Referrals from schools	7	8	3	3	21
9 Referrals from unions	0	2	1	0	3
10 Referrals from other sources	4	7	1	1	13
95 No more mentions	74	65	42	67	248
97 Other	2	1	3	3	9
99 Refused / missing	116	85	114	79	394

Last Hire: Applications and Interviews

123. C6A *KMT Holzer*

How many people applied for this job?

**** If zero, answer question C6B, otherwise skip to C6C.**

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	924	835	725	728	3212
Mean of real responses (includes zeros)	53.0	133.7	143.4	202.3	128.2
99998 Don't know / no opinion	82	53	71	77	283
99999 Refused / missing	4	1	8	2	15

124. C6B *KMT Holzer*

Did you simply pull an application from a file?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	977	847	762	774	3360
1 Yes	3	6	11	5	25
5 No	28	36	30	28	122
8 Don't know / no opinion	1	0	1	0	2
9 Refused / missing	1	0	0	0	1

125. C6C *KMT Holzer*

How many were interviewed?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	943	857	701	763	3264
Mean of real responses (includes zeros)	20.1	12.1	11.3	25.7	17.5
99998 Don't know / no opinion	62	32	94	43	231
99999 Refused / missing	5	0	9	1	15

Demographics of Applicants

Now I would like to ask you some questions about the number of job inquiries you have received in the past year.

126. APPBM *KMT Holzer*

In the past year, approximately what percentage of the applications or job inquiries that you have received have been from...

Black or African American men?

Variable formerly called CA7. Question was not asked in early Detroit interviews, leading to large numbers of missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	708	608	364	592	2272
Mean (percentage)	12.7	11.6	23.0	27.1	17.8
998 Don't know / no opinion	281	256	154	206	897
999 Refused / missing	21	25	286	9	341

127. APPBF *KMT Holzer*

Black or African American women?

Variable formerly called CB7. Question was not asked in early Detroit interviews, leading to large numbers of missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	721	612	378	602	2313
Mean (percentage)	9.6	8.8	22.6	21.5	14.6
998 Don't know / no opinion	270	255	141	193	859
999 Refused / missing	19	22	285	12	338

128. APPB* *KMT Holzer*

Blacks or African Americans?

In early Detroit interviews (circa June and July of 1992) this question was not split by sex. The value of APPB was thus directly recorded (into a variable that was formerly called C7A.) For other dates and cities APPB was calculated from the sum of responses for black men and black women, above. For this majority subset sums can exceed 100% if respondents' male and female estimates together exceed 100%. Users may wish to exclude Detroit from their calculations, given its mix of the two data types.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	698	598	569	581	2446
Mean (percentage)	22.4	20.5	39.7	48.7	32.2
998 Don't know / no opinion	290	265	201	213	969
999 Refused / missing	22	26	34	13	95

129. APPHM KMT

In the past year, approximately what percentage of the applications or job inquiries that you have received have been from...

Hispanic men?

Variable formerly called C7B then HISP MEN. Non-KMT cases used C7B for the total percent Hispanic, and did not differentiate by sex.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	140	61	0	0	201
Mean (percentage)	28.4	16.1	--	--	24.7
998 Don't know / no opinion	60	24	0	0	84
999 Refused / missing	810	804	804	807	3225

130. APPHF KMT

Hispanic women?

Variable formerly called C7B1 then HISP WOM.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	140	60	0	0	200
Mean (percentage)	16.3	12.4	--	--	15.1
998 Don't know / no opinion	61	25	0	0	86
999 Refused / missing	809	804	804	807	3224

131. APPH* KMT Holzer

Hispanic men and women?

Variable formerly called C7B then HISPAN. For KMT cases APPH is calculated from the sum of responses for Hispanic men and women, above. Sums will exceed 100% if respondents' male and female estimates together exceed 100%. Users may wish to segregate the KMT from the non-KMT cases, given their different ranges.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	728	623	566	599	2516
Mean (percentage)	40.1	12.9	3.3	3.2	16.3
998 Don't know / no opinion	264	244	206	197	911
999 Refused / missing	18	22	32	11	83

132. APPAM KMT

In the past year, approximately what percentage of the applications or job inquiries that you have received have been from...

Asian men?

Variable formerly called CB19 then ASIANMEN. Non-KMT cases used CB19 for the total percent Asian, and did not differentiate by sex.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	140	60	0	0	200
Mean (percentage)	14.4	3.4	--	--	11.1
998 Don't know / no opinion	62	25	0	0	87
999 Refused / missing	808	804	804	807	3223

133. APPAF* KMT

Asian women?

Variable formerly called C19B then ASIANWOM. Be warned that C19B also contained responses to an unrelated question for early returns from Detroit; this has been corrected in APPAF.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	139	61	0	0	200
Mean (percentage)	12.2	3.1	--	--	9.4
998 Don't know / no opinion	63	24	0	0	87
999 Refused / missing	808	804	804	807	3223

134. APPA* KMT Holzer

Asian men and women?

Variable formerly called CB19 then ASIANS. For KMT cases APPA was calculated from the sum of responses for Asian men and women, above. Sums will exceed 100% if respondents' male and female estimates together exceed 100%. Users may wish to segregate the KMT from the non-KMT cases, given their different ranges of possible values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	722	632	365	608	2327
Mean (percentage)	13.8	5.1	2.9	2.8	6.9
998 Don't know / no opinion	271	235	154	187	847
999 Refused / missing	17	22	285	12	336

Frequency of Tasks in this Position

135. C8A *KMT Holzer*

Next, I am going to read you a list of tasks. For each of them, please tell me how often the task is performed in this position. Would you say it is performed daily, weekly, monthly, or almost never?

Talk face-to-face with customers or clients?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Daily	574	529	512	485	2100
2 Weekly	82	57	64	58	261
3 Monthly	35	19	20	17	91
4 Almost never	314	281	201	245	1041
8 Don't know / no opinion	4	2	3	2	11
9 Refused / missing	1	1	4	0	6

136. C8B *KMT Holzer*

Talk over the phone with customers or clients?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Daily	540	456	424	449	1869
2 Weekly	90	71	64	64	289
3 Monthly	33	23	16	14	86
4 Almost never	339	336	295	278	1248
8 Don't know / no opinion	8	2	1	2	13
9 Refused / missing	0	1	4	0	5

137. C8C *KMT Holzer*

Read instructions at least one paragraph long?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Daily	557	489	420	483	1949
2 Weekly	185	181	173	153	692
3 Monthly	67	56	56	47	226
4 Almost never	188	152	143	119	602
8 Don't know / no opinion	11	9	9	5	34
9 Refused / missing	2	2	3	0	7

138. C8D *KMT Holzer*

Write paragraphs or memos?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Daily	351	291	255	280	1177
2 Weekly	158	159	144	124	585
3 Monthly	88	75	71	82	316
4 Almost never	407	359	327	321	1414
8 Don't know / no opinion	6	4	4	0	14
9 Refused / missing	0	1	3	0	4

139. C8E *KMT Holzer*

Do arithmetic or other computations?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Daily	618	546	509	557	2230
2 Weekly	126	130	106	83	445
3 Monthly	55	40	32	33	160
4 Almost never	199	168	147	130	644
8 Don't know / no opinion	12	4	7	4	27
9 Refused / missing	0	1	3	0	4

140. C8F *KMT Holzer*

Work with a computer?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Daily	556	460	376	464	1856
2 Weekly	60	48	47	44	199
3 Monthly	21	23	17	20	81
4 Almost never	365	353	353	279	1350
8 Don't know / no opinion	8	4	8	0	20
9 Refused / missing	0	1	3	0	4

Tasks, Gender and Race

Questions were not asked in early Detroit interviews resulting in missing values.

141. CC14 *KMT Holzer*

On average, do you think that some of these tasks are performed better by men and others are performed better by women?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	165	119	88	140	512
5 No	753	707	404	609	2473
7 Maybe	19	14	14	10	57
8 Don't know / no opinion	49	36	24	33	142
9 Refused / missing	24	13	274	15	326

142. CA18 *KMT Holzer*

On average, do you think that some of these tasks are performed better by members of some ethnic or racial groups than by others?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	76	30	14	30	150
5 No	875	807	500	736	2918
7 Maybe	10	7	5	4	26
8 Don't know / no opinion	30	29	11	21	91
9 Refused / missing	19	16	274	16	325

Required Qualifications for this Position

The next few questions are about the level of education and work experience needed for this position.

143. POS1* KMT Holzer

Does this position require a college degree?

This question was skipped if C1B=3, meaning that the (household-linked) job was already known to not require the college degree. This created missing values in POS1 which have now been replaced with no's. These imputations are flagged by POS1FLAG.

The question was answered for all other cases, including the non-household linked cases. Despite the requirement that these latter must all be non-college degree requiring jobs, a small percentage of respondents said yes. Likewise, some of Holzer's household-linked cases that fell in C1B category 4 responded with no, despite the fact that this category should have been jobs that required the college degree.

The number of missing values (mostly non-linked cases from Detroit) was further reduced as follows: for each occupational code the numbers of positive and negative answers to POS1 were compared. If the majority of records for any given occupation stated that the degree was required, then missing values of POS1 for that occupation were replaced with yes. If most jobs in that category did not require the degree, missing values of POS1 for that job were replaced with no. The results were then manually reviewed for reasonableness, and all imputed values were flagged by POS1FLAG.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	119	89	92	72	372
5 No	887	799	675	734	3095
8 Don't know / no opinion	3	1	0	1	5
9 Refused / missing	1	0	37	0	38

144. POS1FLAG* KMT Holzer

Flags records for which POS1 was formerly missing, and for which values have now been imputed, as described above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1001	881	561	790	3233
1 Value imputed	9	8	243	17	277

145. C9A *KMT Holzer*

How necessary is a high school diploma for this position? Would you say absolutely necessary, strongly preferred, mildly preferred, or doesn't matter?

This question was (almost always) skipped if a college degree was required (POS1=1). Analysts may wish to infer that a high school degree is absolutely necessary if a college degree is required.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	119	89	87	72	367
1 Absolutely necessary	257	277	261	266	1061
2 Strongly preferred	337	288	251	274	1150
3 Mildly preferred	110	96	84	78	368
4 Does not matter	184	138	117	116	555
8 Don't know / no opinion	2	1	1	1	5
9 Refused / missing	1	0	3	0	4

146. C9B *KMT Holzer*

How necessary is some recent work experience, even if unrelated to this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Absolutely necessary	321	298	220	254	1093
2 Strongly preferred	374	334	302	305	1315
3 Mildly preferred	167	130	156	127	580
4 Does not matter	142	124	123	120	509
8 Don't know / no opinion	4	3	0	1	8
9 Refused / missing	2	0	3	0	5

147. C9D *KMT Holzer*

How necessary is specific experience directly related to this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Absolutely necessary	317	243	184	225	969
2 Strongly preferred	370	312	265	279	1226
3 Mildly preferred	192	192	183	174	741
4 Does not matter	124	142	167	128	561
8 Don't know / no opinion	6	0	1	0	7
9 Refused / missing	1	0	4	1	6

148. C9E *KMT Holzer*

How necessary are references?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Absolutely necessary	383	438	278	366	1465
2 Strongly preferred	304	292	241	266	1103
3 Mildly preferred	190	102	180	114	586
4 Does not matter	127	55	101	59	342
8 Don't know / no opinion	5	1	1	2	9
9 Refused / missing	1	1	3	0	5

149. A8A *KMT Holzer*

How necessary is vocational education (in school or military), other previous job training or skill certification?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Absolutely necessary	149	115	108	125	497
2 Strongly preferred	282	249	147	197	875
3 Mildly preferred	297	238	221	217	973
4 Does not matter	274	283	321	266	1144
8 Don't know / no opinion	7	2	3	1	13
9 Refused / missing	1	2	4	1	8

Potential Barriers to Employment in this Position

*** Skip this section (through CB36) if position requires a college degree (POS1=1)*

150. C10A *KMT Holzer*

Next, I am going to list several types of applicants. Please tell me if you would accept each type for the position. Would you say you definitely will accept, probably will accept, probably will not accept, or absolutely will not accept...

An applicant who is on welfare?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	119	89	66	72	346
1 Definitely will	390	423	338	343	1494
2 Probably will	357	261	292	275	1185
3 Probably not	52	35	51	51	189
4 Absolutely not	17	11	4	6	38
8 Don't know / no opinion	42	46	39	39	166
9 Refused / missing	33	24	14	21	92

151. C10G* *KMT Holzer*

An applicant who had been in a Government Employment Program, or had a GED instead of a high school diploma?

This variable was formerly called D2A. However, early Detroit interviews asked about GEDs in variable C10C, and employment programs in C10B. A response for the combined question of GEDs or employment programs was created by combining these two variables. In 215 of 255 cases C10B and C10C agreed, and this gave a value to C10G. When they disagreed the larger of the two (i.e. the response indicating the greater bias against the applicant) was chosen. These 255 imputed values are flagged by C10GFLAG, below..

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	119	89	66	72	346
1 Definitely will	464	463	368	408	1703
2 Probably will	372	284	305	283	1244
3 Probably not	19	21	24	16	80
4 Absolutely not	6	10	12	6	34
8 Don't know / no opinion	12	11	11	10	44
9 Refused / missing	18	11	18	12	59

152. C10GFLAG* *KMT Holzer*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	549	807	3255
1 Value imputed	0	0	255	0	255

153. C10D *KMT Holzer*

An applicant who had a criminal record?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	119	89	68	72	348
1 Definitely will	98	88	79	90	355
2 Probably will	230	189	167	178	764
3 Probably not	303	314	279	271	1167
4 Absolutely not	164	120	132	136	552
8 Don't know / no opinion	74	65	53	46	238
9 Refused / missing	22	24	26	14	86

154. CD10 *KMT Holzer*

An applicant who lists only short term or part time jobs for work experience?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	119	89	71	72	351
1 Definitely will	153	146	111	126	536
2 Probably will	354	322	183	282	1141
3 Probably not	308	269	145	261	983
4 Absolutely not	50	41	19	45	155
8 Don't know / no opinion	15	14	10	12	51
9 Refused / missing	11	8	265	9	293

155. CB36 *KMT Holzer*

An applicant who has been unemployed a year or more?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	119	89	71	72	351
1 Definitely will	236	238	143	187	804
2 Probably will	491	422	226	365	1504
3 Probably not	111	100	76	148	435
4 Absolutely not	9	13	9	9	40
8 Don't know / no opinion	27	21	11	14	73
9 Refused / missing	17	6	268	12	303

Hiring Practices for this Position

156. C11A *KMT Holzer*

For this position, how often do you have a written application? Would you say always, sometimes, or never?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	829	685	680	667	2861
2 Sometimes	117	134	69	98	418
3 Never	61	68	46	39	214
8 Don't know / no opinion	1	1	5	2	9
9 Refused / missing	2	1	4	1	8

157. C11B *KMT Holzer*

For this position, how often do you conduct a personal interview?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	855	774	707	716	3052
2 Sometimes	134	100	83	78	395
3 Never	18	14	9	11	52
8 Don't know / no opinion	2	0	1	1	4
9 Refused / missing	1	1	4	1	7

158. C12A *Holzer*

How often do you check the references?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	566	641	506	623	2336
2 Sometimes	197	130	233	152	712
3 Never	38	26	56	28	148
8 Don't know / no opinion	1	1	5	3	10
9 Refused / missing	208	91	4	1	304

159. BC1 *Holzer*

How often do you check to verify the applicant's education or training?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	248	235	237	281	1001
2 Sometimes	312	314	290	302	1218
3 Never	233	245	266	216	960
8 Don't know / no opinion	6	5	7	6	24
9 Refused / missing	211	90	4	2	307

160. C12D *Holzer*

How often do you check the applicant's criminal record?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	251	194	286	288	1019
2 Sometimes	123	108	147	160	538
3 Never	408	478	342	344	1572
8 Don't know / no opinion	14	12	22	12	60
9 Refused / missing	214	97	7	3	321

Testing of Job Applicants for this Position**161. C13** *KMT Holzer*

Do you require a test for this position?

**** If yes, answer questions C13A through C13F. Otherwise, skip to C13D (which comes after C13F, oddly enough).**

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	393	220	284	256	1153
5 No	611	669	516	550	2346
8 Don't know / no opinion	4	0	2	0	6
9 Refused / missing	2	0	2	1	5

162. C13A *KMT Holzer*

I am going to read a list of different kinds of tests that might be given to job applicants. Please tell me whether or not your business requires these tests.

Do you require a physical exam?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	617	669	520	551	2357
1 Yes	197	90	151	157	595
5 No	196	129	132	98	555
8 Don't know / no opinion	0	1	1	0	2
9 Refused / missing	0	0	0	1	1

163. C13B *KMT Holzer*

A general aptitude test?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	617	669	520	551	2357
1 Yes	152	58	107	93	410
5 No	239	160	175	162	736
8 Don't know / no opinion	2	2	1	0	5
9 Refused / missing	0	0	1	1	2

164. C13C *KMT Holzer*

A job knowledge test?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	617	669	520	551	2357
1 Yes	225	110	138	131	604
5 No	165	109	145	124	543
8 Don't know / no opinion	3	1	1	0	5
9 Refused / missing	0	0	0	1	1

165. C13E *KMT Holzer*

A test of personality or interests?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	617	669	520	551	2357
1 Yes	73	30	60	47	210
5 No	318	189	222	208	937
8 Don't know / no opinion	2	1	2	0	5
9 Refused / missing	0	0	0	1	1

166. C13F* *KMT Holzer*

Do you require any other tests?

This variable was improperly coded in previous releases of the data.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	617	669	520	551	2357
1 No	221	124	167	164	676
2 Math	11	5	14	13	43
3 Reading, spelling or grammar	14	2	6	3	25
4 Driving	8	5	8	5	26
5 Typing or shorthand	48	34	37	28	147
97 Other	89	48	49	42	228
98 Don't know / no opinion	2	1	2	0	5
99 Refused / missing	0	1	1	1	3

167. C13D *Holzer*

Do you require actual work samples?

Question not asked in early Detroit interviews (as well as all KMT interviews) resulting in large numbers of missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	155	150	111	139	555
5 No	637	645	439	662	2383
8 Don't know / no opinion	7	2	4	5	18
9 Refused / missing	211	92	250	1	554

Interview Factors

168. C14A *KMT Holzer*

The next few questions are about some factors that might or might not be important in the interview.

How important or unimportant is an attractive physical appearance?

Would you say very important, somewhat important, or not at all important?

Questions C14A through C32D were supposed to be skipped if interviews were not part of the hiring process (C11B = 3 or above). In a few cases these questions were answered when they should not have been asked; these responses are preserved.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	18	12	14	13	57
1 Very important	107	94	82	101	384
2 Somewhat important	355	315	292	317	1279
3 Not important	517	462	411	372	1762
8 Don't know / no opinion	8	1	2	1	12
9 Refused / missing	5	5	3	3	16

169. C14B *KMT Holzer*

How about physical neatness?

KMT asked the neatness question before the attractiveness question.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	17	12	14	13	56
1 Very important	557	427	417	431	1832
2 Somewhat important	364	390	330	312	1396
3 Not important	65	56	39	51	211
8 Don't know / no opinion	3	2	2	0	7
9 Refused / missing	4	2	2	0	8

170. C14C *KMT Holzer*

How about politeness?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	17	12	14	13	56
1 Very important	771	677	609	605	2662
2 Somewhat important	190	183	167	183	723
3 Not important	25	15	11	6	57
8 Don't know / no opinion	2	1	1	0	4
9 Refused / missing	5	1	2	0	8

171. C14D *KMT Holzer*

How about verbal skills?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	17	12	14	13	56
1 Very important	659	525	512	526	2222
2 Somewhat important	287	320	240	243	1090
3 Not important	42	28	33	24	127
8 Don't know / no opinion	3	3	3	0	9
9 Refused / missing	2	1	2	1	6

172. C14E *KMT Holzer*

How about demonstrating motivation?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	17	12	14	13	56
1 Very important	721	659	594	591	2565
2 Somewhat important	251	198	176	197	822
3 Not important	13	13	14	4	44
8 Don't know / no opinion	5	5	5	1	16
9 Refused / missing	3	2	1	1	7

173. C32D *KMT Holzer*

How about the ability to speak English well?

Question not asked in early Detroit interviews resulting in missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	17	12	14	13	56
1 Very important	548	447	305	498	1798
2 Somewhat important	360	366	193	259	1178
3 Not important	76	59	28	34	197
8 Don't know / no opinion	5	2	3	2	12
9 Refused / missing	4	3	261	1	269

Transportation

174. C15 *KMT Holzer*

Do you ever turn down job applicants from neighborhoods that are not close by, due to concerns over transportation and absenteeism?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	169	131	146	151	597
5 No	833	754	649	648	2884
8 Don't know / no opinion	5	3	2	4	14
9 Refused / missing	3	1	7	4	15

175. C16* *Holzer*

Would you be willing to help pay for employee transportation from other neighborhoods?

In previous releases of the data, 'maybe' was coded as 2.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	171	81	47	61	360
5 No	565	658	699	708	2630
7 Maybe	38	39	26	24	127
8 Don't know / no opinion	21	14	19	8	62
9 Refused / missing	215	97	13	6	331

Screening Methods

176. C17* *Holzer*

Have your methods of screening applicants changed in the past 5 to 10 years?

Wording for KMT: "past 5 years." Data for KMT now in new variable C17KMT.

*** If yes, answer questions C17A through BC17; otherwise skip to C18A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	207	90	0	0	297
1 Yes	290	235	288	304	1117
5 No	490	536	484	479	1989
8 Don't know / no opinion	16	26	28	21	91
9 Refused / missing	7	2	4	3	16

177. C17KMT* *KMT*

Have your methods of screening applicants changed in the past 5 years?

Wording for Holzer: "past 5-10 years"; see variable C17.

*** If yes, answer questions C17A through BC17; otherwise skip to C18A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	803	799	804	807	3213
1 Yes	52	22	0	0	74
5 No	150	65	0	0	215
8 Don't know / no opinion	5	3	0	0	8

Screening Methods Now Used Less Often

178. C17A *KMT Holzer*

I mentioned several screening methods which a company might use. These were personal interviews, tests, reference checks, educational record checks, and criminal record checks. Which, if any of these methods do you use less often?

[Code first mention].

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	668	632	516	503	2319
1 Personal interview	5	7	4	3	19
2 Tests	34	32	36	38	140
3 Reference checks	12	6	22	15	55
4 Educational record checks	55	37	36	49	177
5 Criminal record checks	176	125	131	146	578
7 None of the above	56	44	57	48	205
98 Don't know / no opinion	3	5	2	3	13
99 Refused / missing	1	1	0	2	4

179. CA17* *KMT Holzer*

Any others? [Code second mention].

The category 'no more mentions' was combined with 'none of the above' for variables relating to second and third mentions. Missing values and don't knows that followed a response of 'none of the above' were also coded as 'none of the above.' The category 'skipped' was reserved for firms whose screening methods had not changed.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	668	632	516	503	2319
1 Personal interview	0	0	0	1	1
2 Tests	14	27	9	20	70
3 Reference checks	9	5	6	8	28
4 Educational record checks	54	52	24	59	189
5 Criminal record checks	17	18	8	18	61
7 None of the above	244	148	149	192	733
97 Other	0	0	2	1	3
98 Don't know / no opinion	0	1	0	0	1
99 Refused / missing	4	6	90	5	105

180. AC17* *KMT Holzer*

Any other? [Code third mention]. See notes above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	668	632	516	503	2319
1 Personal interview	1	0	0	1	2
2 Tests	9	5	2	6	22
3 Reference checks	4	4	4	5	17
4 Educational record checks	1	12	2	3	18
5 Criminal record checks	1	3	2	2	8
7 None of the above	322	225	188	281	1016
97 Other	0	0	0	1	1
99 Refused / missing	4	8	90	5	107

Screening Methods Now Used More Often

181. C17B

KMT Holzer

Which of the above methods are used more often? [Code first mention].

	LA	Bos	Det	Atl	Total
0 Skipped	668	632	516	503	2319
1 Personal interview	187	151	144	175	657
2 Tests	20	9	26	11	66
3 Reference checks	57	59	58	60	234
4 Educational record checks	5	2	4	3	14
5 Criminal record checks	25	11	18	21	75
7 None of the above	32	16	19	21	88
97 Other	8	5	16	6	35
98 Don't know / no opinion	8	1	2	5	16
99 Refused / missing	0	3	1	2	6

182. CB17*

KMT Holzer

Any others? [Code second mention].

The category 'no more mentions' was combined with 'none of the above' for variables relating to second and third mentions. Missing values and don't knows that followed a response of 'none of the above' were also coded as 'none of the above.' The category 'skipped' was reserved for firms whose screening methods had not changed.

	LA	Bos	Det	Atl	Total
0 Skipped	668	632	516	503	2319
1 Personal interview	39	25	21	31	116
2 Tests	40	14	22	37	113
3 Reference checks	83	84	33	80	280
4 Educational record checks	12	8	9	10	39
5 Criminal record checks	11	6	9	9	35
7 None of the above	146	109	85	122	462
97 Other	3	6	3	8	20
98 Don't know / no opinion	0	0	2	0	2
99 Refused / missing	8	5	104	7	124

183. BC17* *KMT Holzer*

Any other? [Code third mention]. See notes above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	668	632	516	503	2319
1 Personal interview	4	3	1	3	11
2 Tests	11	9	5	10	35
3 Reference checks	31	9	14	27	81
4 Educational record checks	15	13	5	12	45
5 Criminal record checks	4	8	2	12	26
7 None of the above	264	208	153	226	851
97 Other	4	0	2	5	11
98 Don't know / no opinion	1	1	0	2	4
99 Refused / missing	8	6	106	7	127

Affirmative Action for this Position

184. C18A *KMT Holzer*

Does Affirmative Action or Equal Employment Opportunity law play any role in your recruiting activities for this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	557	471	405	440	1873
2 Sometimes	31	24	24	18	97
5 No	400	372	354	335	1461
8 Don't know / no opinion	17	19	13	10	59
9 Refused / missing	5	3	8	4	20

185. C18B *KMT Holzer*

Does Affirmative Action or Equal Employment Opportunity law play any role in whom you actually hire?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	387	319	275	296	1277
2 Sometimes	43	47	39	32	161
5 No	546	498	466	459	1969
8 Don't know / no opinion	22	19	12	11	64
9 Refused / missing	12	6	12	9	39

Validate Hiring Practices

186. C18D *KMT Holzer*

Have you ever had to validate any of your hiring practices by proving their relationship to job performance?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	238	147	189	143	717
5 No	723	690	577	624	2614
8 Don't know / no opinion	36	35	26	31	128
9 Refused / missing	13	17	12	9	51

Have Desired Skills Changed

187. C20A* *Holzer*

Have the skills which you seek in an applicant for this position changed in the past 5 to 10 years?

Wording for KMT: "past 5 years." See new variable C20AKMT.

*** If yes, answer questions C20B through C20K; otherwise skip to C21.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	207	90	0	0	297
1 Yes	341	339	307	336	1323
5 No	451	448	477	451	1827
8 Don't know / no opinion	9	12	14	17	52
9 Refused / missing	2	0	6	3	11

188. C20AKMT* *KMT*

Have the skills which you seek in an applicant for this position changed in the past 5 years?

For Holzer data see C20A.

*** If yes, answer questions C20B through C20K; otherwise skip to C21.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	803	799	804	807	3213
1 Yes	62	28	0	0	90
5 No	142	61	0	0	203
8 Don't know / no opinion	2	1	0	0	3
9 Refused / missing	1	0	0	0	1

189. C20B *KMT Holzer*

How have they changed? Would you say they have risen or declined?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	607	522	497	471	2097
1 Risen	378	358	290	326	1352
5 Declined	17	8	15	8	48
8 Don't know / no opinion	8	1	1	1	11
9 Refused / missing	0	0	1	1	2

190. C20C* *KMT Holzer*

Which skill needs have risen? Would you say basic reading, writing and numeric skills, or social and verbal skills?

This variable was inconsistently coded in previous releases of the data.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Basic reading, writing and numeric	108	104	97	76	385
2 Social and verbal	108	79	79	90	356
3 Both 1 and 2	94	95	59	96	344
4 Other technical skills	8	4	6	0	18
97 Other	58	74	48	63	243
98 Don't know / no opinion	0	2	0	0	2
99 Refused / missing	2	0	1	1	4

Why Skill Needs in this Position Have Risen

191. C20D *KMT Holzer*

Have the skill needs of this job increased because of a greater use of new technology?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	295	287	247	278	1107
5 No	81	70	43	46	240
8 Don't know / no opinion	2	1	0	2	5

192. C20E *KMT Holzer*

Is it because of more use of computers?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	265	254	205	240	964
5 No	113	103	83	85	384
8 Don't know / no opinion	0	1	2	1	4

193. CA19* *KMT Holzer*

Is it because of some other technological reason?

This variable was inconsistently coded in previous releases of the data.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	119	94	58	101	372
5 No	248	262	150	223	883
8 Don't know / no opinion	9	2	2	2	15
9 Refused / missing	2	0	80	0	82

194. C20G *KMT Holzer*

Is it because of new products produced?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	185	161	130	144	620
5 No	190	197	160	181	728
8 Don't know / no opinion	3	0	0	1	4

195. C20H *KMT Holzer*

Is it because of a higher level of product quality?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	234	222	181	193	830
5 No	136	135	109	133	513
8 Don't know / no opinion	7	1	0	0	8
9 Refused / missing	1	0	0	0	1

196. C20I *KMT Holzer*

Is it because of new services provided?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	252	232	201	215	900
5 No	124	125	88	110	447
8 Don't know / no opinion	1	1	1	1	4
9 Refused / missing	1	0	0	0	1

197. C20J *KMT Holzer*

Is it because of more customer contact?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	210	189	182	184	765
5 No	164	169	107	141	581
8 Don't know / no opinion	3	0	1	1	5
9 Refused / missing	1	0	0	0	1

198. C20K *KMT Holzer*

Is it because of some change in the organization of work, such as broader job categories, new duties in this job, more teamwork, etc.?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	632	531	514	481	2158
1 Yes	297	271	234	250	1052
5 No	79	87	56	75	297
8 Don't know / no opinion	2	0	0	1	3

Starting Wage for this Position

199. SWAGE* *KMT Holzer*

What is the actual starting wage / salary?

Whole dollar amounts were recorded in a variable called C21; cents were recorded in C21A. These have been combined into SWAGE. Means are not meaningful since hourly, weekly, monthly and annual figures are intermixed. The variable C22 distinguishes the period of payment.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	920	799	724	712	3155
999998 Don't know / no opinion	51	46	36	51	184
999999 Refused / missing	39	44	44	44	171

200. SWAGEX* *KMT Holzer*

This new variable is set to one whenever SWAGE exceeds \$100 per hour, or falls below \$2 per hour, or the corresponding figures per week, month or year. Users may make their own judgments about whether to drop or modify these cases.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Wage in bounds or not known	1008	888	804	806	3506
1 Wage / salary out of bounds	2	1	0	1	4

201. C22 *KMT Holzer*

Enter the time frame or pay schedule here.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Hourly	635	530	565	447	2177
2 Weekly	30	61	17	19	127
3 Monthly	105	6	4	19	134
4 Yearly	149	202	142	227	720
8 Don't know / no opinion	52	46	38	51	187
9 Refused / missing	39	44	38	44	165

202. C23 *KMT Holzer*

How many hours per week are usually worked?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	996	878	788	798	3460
Mean	37.2	37.0	36.2	38.5	37.3
998 Don't know / no opinion	11	10	8	7	36
999 Refused / missing	3	1	8	2	14

Fringe Benefits for this Position

203. C24A *KMT Holzer*

Next, I am going to read you a list of fringe benefits. For each of them, please let me know whether you provide this to employees in this position.

Do you provide health insurance to employees in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	750	715	610	629	2704
5 No	258	173	188	173	792
8 Don't know / no opinion	0	1	1	3	5
9 Refused / missing	2	0	5	2	9

204. C24B *KMT Holzer*

Do you provide health insurance to family members of employees in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	631	658	547	536	2372
5 No	372	227	248	264	1111
8 Don't know / no opinion	5	4	3	5	17
9 Refused / missing	2	0	6	2	10

205. C24C *Holzer*

Do you provide dental care coverage to employees in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	474	396	447	455	1772
5 No	326	399	347	347	1419
8 Don't know / no opinion	1	4	4	3	12
9 Refused / missing	209	90	6	2	307

206. C24D *KMT Holzer*

Do you provide contributions to pension plans for employees in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	530	502	426	469	1927
5 No	472	383	370	331	1556
8 Don't know / no opinion	5	3	2	5	15
9 Refused / missing	3	1	6	2	12

207. C24E *KMT Holzer*

Do you provide paid vacations to employees in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	851	765	655	690	2961
5 No	155	123	141	112	531
8 Don't know / no opinion	1	1	2	2	6
9 Refused / missing	3	0	6	3	12

208. C24F* *KMT Holzer*

Do you provide any other benefits to employees in this position?

Coding for Detroit was inconsistent, with some codes from C24F1 finding their way into C24F. This has been repaired and the cases that were affected are flagged by C24FFLAG. These should be treated with some caution.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	663	657	577	546	2443
5 No	334	228	213	251	1026
8 Don't know / no opinion	3	1	3	4	11
9 Refused / missing	10	3	11	6	30

209. C24FFLAG* *Holzer*

Flags records for which C24F and C24F1 are reconstructed; see notes above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	535	807	3241
1 Value of C24F and C24F1 imputed	0	0	269	0	269

210. C24F1* *KMT Holzer*

Specification of other benefits provided -- first mention.

Results for Detroit, in particular codes 5, 6, and 7, should be treated with caution; see notes above. Contains data from the former C24F and X24CF.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped or missing	351	238	325	265	1179
1 Paid sick or personal days	132	153	109	124	518
2 Paid holidays	78	82	68	62	290
3 Supplemental unemployment benefits	1	0	1	2	4
4 Disability	18	56	39	34	147
5 Optical coverage	60	14	71	21	166
6 Tuition reimbursement or schooling	18	44	27	17	106
7 Life insurance	74	109	63	69	315
8 Savings plan or 410k	62	38	20	49	169
9 Stock options	8	5	4	16	33
97 Other	208	150	77	147	582
98 Don't know / no opinion	0	0	0	1	1

211. C24F2* *KMT Holzer*

Specification of other benefits provided -- second mention.

Contains data from the former CF24 (KMT) and X24CA (Holzer).

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped or missing	626	423	581	448	2078
1 Paid sick or personal days	44	58	14	24	140
2 Paid holidays	45	54	31	53	183
3 Supplemental unemployment benefits	0	2	0	1	3
4 Disability	17	72	29	49	167
5 Optical coverage	42	6	14	7	69
6 Tuition reimbursement or schooling	18	48	15	30	111
7 Life insurance	64	81	55	55	255
8 Savings plan or 410k	24	28	13	29	94
9 Stock options	15	9	5	8	37
97 Other	113	108	47	103	371
98 Don't know / no opinion	2	0	0	0	2

212. C24F3* *KMT Holzer*

Specification of other benefits provided -- third mention.

Contains data from the former CG24 (KMT) and X24CB (Holzer).

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped or missing	768	574	665	597	2604
1 Paid sick or personal days	18	31	12	15	76
2 Paid holidays	22	30	6	18	76
3 Supplemental unemployment benefits	1	0	1	0	2
4 Disability	25	46	18	24	113
5 Optical coverage	16	7	8	8	39
6 Tuition reimbursement or schooling	17	33	14	14	78
7 Life insurance	28	39	28	27	122
8 Savings plan or 410k	13	21	12	6	52
9 Stock options	2	9	0	5	16
97 Other	98	99	40	93	330
98 Don't know / no opinion	2	0	0	0	2

Receive Tips, Commissions, Etc., in this Position.

213. C24G_K* *KMT Holzer*

Does the person in this position receive anything in addition to the wage or salary, such as tips, bonuses, or other supplements?

This is the wording of KMT's question C24G. For Holzer cases this question was broken into 5 separate questions (Holzer C24G through C24K). To compare the two formats, for Holzer cases the variable C24G_K was set equal to yes if any of C24G through K were yes. This variable is thus valid in principle for both surveys, although the incidence of positive responses is higher for the Holzer sample.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	548	483	447	477	1955
5 No	451	397	352	324	1524
8 Don't know / no opinion	4	4	1	3	12
9 Refused / missing	7	5	4	3	19

214. C24G* *Holzer*

In addition to the wage or salary, does the person in this position receive tips?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	42	54	59	43	198
5 No	752	740	741	760	2993
8 Don't know / no opinion	3	2	0	2	7
9 Refused / missing	213	93	4	2	312

215. C24H *Holzer*

Is there a commission on sales for this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	89	72	70	75	306
5 No	708	721	730	728	2887
8 Don't know / no opinion	0	2	0	1	3
9 Refused / missing	213	94	4	3	314

216. C24I *Holzer*

Are there piece rates?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	32	26	29	34	121
5 No	757	762	767	761	3047
8 Don't know / no opinion	7	6	4	10	27
9 Refused / missing	214	95	4	2	315

217. C24J *Holzer*

Are there bonuses?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	337	327	305	343	1312
5 No	459	467	494	461	1881
8 Don't know / no opinion	1	1	1	1	4
9 Refused / missing	213	94	4	2	313

218. C24K *Holzer*

Is there profit-sharing?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	161	167	185	208	721
5 No	635	626	615	595	2471
8 Don't know / no opinion	1	2	0	2	5
9 Refused / missing	213	94	4	2	313

Accommodate Parents

219. C24L *KMT Holzer*

For employees who are parents, do you provide flexible hours?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	580	540	419	439	1978
5 No	416	333	373	360	1482
8 Don't know / no opinion	9	12	5	6	32
9 Refused / missing	5	4	7	2	18

220. C24M *KMT Holzer*

Do you provide day care?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	74	73	52	47	246
5 No	935	814	746	758	3253
8 Don't know / no opinion	0	1	1	1	3
9 Refused / missing	1	1	5	1	8

221. C24N *KMT Holzer*

Do you provide maternity or paternity leave?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	797	677	574	606	2654
5 No	195	193	209	180	777
8 Don't know / no opinion	12	17	14	19	62
9 Refused / missing	6	2	7	2	17

Probation Period for this Position

222. Q25A *KMT Holzer*

Was there a probation period for the employee you most recently hired in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	788	641	598	589	2616
5 No	216	247	202	214	879
8 Don't know / no opinion	4	1	0	3	8
9 Refused / missing	2	0	4	1	7

223. C25B *KMT Holzer*

How long is the probation period? [Months]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Less than one month	37	50	21	20	128
1 Month	63	107	75	79	324
2 Months	93	62	71	58	284
3 Months	440	306	320	335	1401
4 Months	8	6	12	4	30
6 Months	99	82	66	66	313
9 Months	2	1	0	2	5
10 Months	0	0	1	0	1
12 Months	24	20	22	14	80
13 Months	0	1	0	0	1
14 Months	0	0	0	1	1
16 Months	1	0	0	0	1
18 Months	1	0	1	0	2
24 Months	12	2	6	4	24
990 Skipped	222	248	206	218	894
998 Don't know / no opinion	6	4	3	6	19
999 Refused / missing	2	0	0	0	2

Employee Still Employed

224. C25C *Holzer*

Is the employee still with the firm?

**** If no answer C25D through C25F; otherwise skip to C26.**

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	762	765	693	771	2991
5 No	39	32	23	29	123
8 Don't know / no opinion	2	2	6	6	16
9 Refused / missing	207	90	82	1	380

225. C25D *Holzer*

Did he/she quit, get discharged, or get laid off?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	971	857	781	778	3387
1 Quit	12	14	12	11	49
3 Discharged	15	6	2	11	34
5 Laid off	11	9	9	2	31
7 Other (e.g. death or injury)	1	3	0	5	9

226. C25E *Holzer*

In what month ... did this occur?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	971	857	781	778	3387
1 January	9	1	4	0	14
2 February	3	4	2	4	13
3 March	5	5	0	3	13
4 April	4	0	0	4	8
5 May	5	0	1	2	8
6 June	3	0	5	1	9
7 July	2	0	0	4	6
8 August	0	5	0	4	9
9 September	0	3	1	1	5
10 October	3	4	0	1	8
11 November	3	5	5	3	16
12 December	2	3	3	2	10
998 Don't know / no opinion	0	2	2	0	4

227. C25F *Holzer*

In what ... year did this occur?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	971	857	781	778	3387
87	0	0	1	0	1
89	0	0	1	0	1
91	1	2	0	0	3
92	3	6	18	3	30
93	28	21	3	26	78
94	7	2	0	0	9
998 Don't know / no opinion	0	1	0	0	1

Performance

228. C26 *Holzer*

On a scale of 0-100 where 50 is average and 100 is the best score, how would you rate this employee's performance in this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	697	690	687	717	2791
Mean	75.9	78.5	77.8	78.2	77.6
998 Don't know / no opinion	93	103	93	82	371
999 Refused / missing	220	96	24	8	348

229. C27 *Holzer*

On a scale of 0-100, how would you rate the typical employee's performance in this job?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	765	750	751	780	3046
Mean	74.4	76.7	75.0	76.3	75.6
998 Don't know / no opinion	30	41	40	25	136
999 Refused / missing	215	98	13	2	328

Time Needed to Become Competent in this Position

230. C28 *KMT Holzer*

How many weeks or months does it take the typical employee in this position to become fully competent in it (assuming no previous experience)? [Weeks]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	938	855	764	769	3326
Mean	25.4	23.9	25.6	24.5	24.9
0 Less than one week (included above)	21	16	17	9	63
9998 Do not know / no opinion	62	34	33	37	166
9999 Refused / missing	10	0	7	1	18

231. C29 *KMT Holzer*

Is there a formal system for evaluating worker performance in this position?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	725	623	558	590	2496
5 No	275	264	241	214	994
8 Don't know / no opinion	7	2	1	2	12
9 Refused / missing	3	0	4	1	8

232. Q30 *Holzer*

To what extent are annual pay increases for individuals in this position based on merit or performance?

Would you say mostly, somewhat, or not at all?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Mostly	489	471	454	503	1917
2 Somewhat	143	158	117	148	566
3 Not at all	157	162	221	146	686
8 Don't know / no opinion	7	4	7	5	23
9 Refused / missing	214	94	5	5	318

Was Last Hire Promoted

233. Q31A *Holzer*

Has this employee been promoted?

*** If yes, enter month and year below; otherwise, skip to C31D.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	80	66	57	63	266
5 No	716	728	729	736	2909
8 Don't know / no opinion	3	0	10	7	20
9 Refused / missing	211	95	8	1	315

234. C31B *Holzer*

When was the promotion? [Month]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	930	823	747	744	3244
1 January	10	10	8	3	31
2 February	11	9	3	6	29
3 March	9	6	3	7	25
4 April	9	3	3	6	21
5 May	1	2	7	6	16
6 June	4	5	5	1	15
7 July	5	4	3	5	17
8 August	4	4	1	3	12
9 September	4	3	5	10	22
10 October	4	4	3	2	13
11 November	4	2	6	1	13
12 December	4	7	5	6	22
998 Don't know / no opinion	11	7	5	7	30

235. C31C *Holzer*

When was the promotion? [Year]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	930	823	747	744	3244
88	0	0	1	0	1
89	0	0	1	1	2
90	0	1	1	0	2
91	3	1	3	1	8
92	12	14	40	9	75
93	40	36	7	46	129
94	18	9	0	3	30
998 Don't know / no opinion	6	4	4	3	17
999 Refused / missing	1	1	0	0	2

Is Promotion Expected

236. C31D *Holzer*

Do you expect this employee to receive a promotion in the next five years?

*** Question was supposed to be asked only if employee was still with the firm (C25C=1), but this instruction was sometimes ignored, and these responses have been preserved.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	224	103	86	9	422
1 Yes	477	453	317	495	1742
5 No	233	266	184	243	926
8 Don't know / no opinion	64	62	52	59	237
9 Refused / missing	12	5	165	1	183

Current Wage

237. CWAGE* *KMT Holzer*

What is his/her current wage/salary?

Whole dollar amounts were recorded in a variable called C32E; cents were recorded in CE32. These have been combined into CWAGE. Means are not meaningful since hourly, weekly, monthly and annual figures are intermixed. The variable C32Z distinguishes the period of payment.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	718	697	702	682	2799
999998 Don't know / no opinion	35	58	37	63	193
999999 Refused / missing	257	134	65	62	518

238. CWAGEX* KMT Holzer

This new variable is set to one whenever CWAGE exceeds \$100 per hour, or falls below \$2 per hour, or the corresponding figures per week, month or year. Users may make their own judgments about whether to drop or modify these cases.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Wage in bounds or not known	1010	887	804	803	3504
1 Wage / salary out of bounds	0	2	0	4	6

239. C32Z* Holzer

Enter time frame or pay schedule here.

See note at C32ZFLAG, below.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Hourly	507	456	540	422	1925
2 Weekly	27	52	15	22	116
3 Monthly	75	6	5	19	105
4 Yearly	109	183	143	219	654
8 Don't know / no opinion	35	57	35	63	190
9 Refused / missing	257	135	66	62	520

240. C32ZFLAG* KMT Holzer

This variable flags records for which the value of C32Z was missing, but for which it was possible to impute a value based on the value of CWAGE. The imputed figures are very likely to be accurate.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	888	569	807	3274
1 Value imputed	0	1	235	0	236

Top Wage for Occupation Without Promotion

241. TWAGE* KMT Holzer

What is the highest wage or salary that any employee in this position could expect to be paid without promotion?

Whole dollar amounts were recorded in a variable called C32F; cents were recorded in CF32. These have been combined into TWAGE. Means are not meaningful since hourly, weekly, monthly and annual figures are intermixed. The variable C32Y distinguishes the period of payment.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	860	732	672	643	2907
999998 Don't know / no opinion	106	112	55	115	388
999999 Refused / missing	44	45	77	49	215

242. TWAGEX* KMT Holzer

This new variable is set to one whenever TWAGE exceeds \$100 per hour, or falls below \$2 per hour, or the corresponding figures per week, month or year. Users may make their own judgments about whether to drop or modify these cases.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Value in reasonable range	1005	889	804	804	3502
1 Value out of reasonable range	5	0	0	3	8

243. C32Y* KMT Holzer

Enter time frame or pay schedule here.

See note at C32YFLAG, below.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Hourly	567	461	507	386	1921
2 Weekly	36	55	15	23	129
3 Monthly	99	5	5	16	125
4 Yearly	159	211	147	218	735
8 Don't know / no opinion	104	112	54	115	385
9 Refused / missing	45	45	76	49	215

244. C32YFLAG* KMT Holzer

This variable flags records for which the value of C32Y was missing, but for which it was possible to impute a value based on the value of TWAGE. The imputed figures are very likely to be accurate.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	589	807	3295
1 Value imputed	0	0	215	0	215

Wage if Promoted

245. PWAGE* *Holzer*

If promoted, what would this employee's wage or salary be?

Whole dollar amounts were recorded in a variable called C32G; cents were recorded in CG32. These have been combined into PWAGE. Means are not meaningful since hourly, weekly, monthly and annual figures are intermixed. The variable C32W distinguishes the period of payment.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	493	448	471	449	1861
999990 No promotion possible	99	105	55	96	355
999998 Don't know / no opinion	171	198	134	207	710
999999 Refused / missing	247	138	144	55	584

246. PWAGEX* *Holzer*

This new variable is set to one whenever PWAGE exceeds \$100 per hour, or falls below \$2 per hour, or the corresponding figures per week, month or year. Users may make their own judgments about whether to drop or modify these cases.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Value in reasonable range	1010	888	803	804	3505
1 Value out of reasonable range	0	1	1	3	5

247. C32W* *Holzer*

Enter time frame or pay schedule here.

See note at C32WFLAG, below.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Hourly	327	270	349	249	1195
2 Weekly	21	37	12	16	86
3 Monthly	49	3	3	13	68
4 Yearly	96	137	107	171	511
8 Don't know / no opinion	171	199	134	207	711
9 Refused / missing	346	243	199	151	939

248. C32WFLAG* *Holzer*

This variable flags records for which the value of C32W was missing, but for which it was possible to impute a value based on the value of PWAGE. The imputed figures are very likely to be accurate.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	646	807	3352
1 Value imputed	0	0	158	0	158

Internal Jobs Posted

249. C33A *KMT Holzer*

Do you have formal procedures for posting internal job openings and soliciting applications for filling them?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	584	525	468	433	2010
5 No	420	359	326	366	1471
8 Don't know / no opinion	3	2	5	2	12
9 Refused / missing	3	3	5	6	17

Promotion Criteria

*** Questions C33B, C33C, and C33D were skipped if no promotion was possible from this position (flagged by PWAGE=999990).*

250. C33B *Holzer*

Next, I will read a list of characteristics which might be taken into consideration in deciding promotions. Please tell me to what extent the promotion decision is based on each of them.

To what extent are promotions for people in this position based on merit and job performance? Would you say mostly, somewhat, or not at all?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	99	105	55	96	355
1 Mostly	596	611	587	610	2404
2 Somewhat	64	55	82	65	266
3 Not at all	25	16	43	21	105
8 Don't know / no opinion	5	2	12	7	26
9 Refused / missing	221	100	25	8	354

251. C33C *Holzer*

To what extent are promotions based on seniority?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	99	105	55	96	355
1 Mostly	94	68	99	101	362
2 Somewhat	330	339	351	332	1352
3 Not at all	260	271	256	260	1047
8 Don't know / no opinion	5	5	13	8	31
9 Refused / missing	221	101	30	10	363

252. C33D *Holzer*

To what extent are promotions based on affirmative action?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	99	105	55	96	355
1 Mostly	81	44	44	56	225
2 Somewhat	252	257	259	243	1011
3 Not at all	330	357	392	376	1455
8 Don't know / no opinion	14	16	21	22	73
9 Refused / missing	234	110	33	14	391

Reasons for Discharge

253. C34 *KMT Holzer*

The next several questions are about why employees are discharged from this type of job.

When people have been discharged from this type of work, how frequently has it been due to absenteeism or tardiness? Would you say very often, sometimes, occasionally, or never?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Very often	192	176	207	190	765
2 Sometimes	218	204	200	185	807
3 Occasionally	309	249	223	248	1029
4 Never	245	224	152	163	784
8 Don't know / no opinion	27	24	11	12	74
9 Refused / missing	19	12	11	9	51

254. C34A* *KMT Holzer*

How frequently has it been due to poor relations with supervisors or co-workers?

Early Detroit interviews asked about relations with supervisors in XC34A and relations with coworkers in C34B. A response for the combined question of relations with supervisors OR coworkers was created by taking the lower-valued of the two responses. In other words, the answer that indicates a greater frequency prevails. These 261 imputed values are flagged by C34AFLAG, below.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Very often	76	54	42	49	221
2 Sometimes	244	233	238	218	933
3 Occasionally	331	289	272	304	1196
4 Never	315	276	227	211	1029
8 Don't know / no opinion	25	25	12	16	78
9 Refused / missing	19	12	13	9	53

255. C34AFLAG* KMT Holzer

Flags imputed values of C34A; see note above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	543	807	3249
1 Value imputed	0	0	261	0	261

256. C34H* KMT Holzer

How frequently has it been due to general lack of effort or poor quality of work?

Early Detroit interviews asked about effort in C34D and quality of work in C34F. A response for the combined question of effort OR quality of work was created by taking the lower-valued of the two responses: the answer that indicates a greater frequency prevails. These 263 imputed values are flagged by C34HFLAG, below.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Very often	304	286	300	232	1122
2 Sometimes	324	263	237	274	1098
3 Occasionally	199	185	163	200	747
4 Never	137	120	80	80	417
8 Don't know / no opinion	27	23	13	12	75
9 Refused / missing	19	12	11	9	51

257. C34HFLAG* Holzer

Flags imputed values for C34H; see note above.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Not changed	1010	889	541	807	3247
1 Value imputed	0	0	263	0	263

258. C34E KMT Holzer

How frequently has it been due to dishonesty?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Very often	180	139	236	137	692
2 Sometimes	165	128	156	155	604
3 Occasionally	267	224	176	212	879
4 Never	346	362	214	277	1199
8 Don't know / no opinion	32	23	11	17	83
9 Refused / missing	20	13	11	9	53

259. C34G *KMT Holzer*

How frequently has it been due to drug abuse?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Very often	102	61	146	73	382
2 Sometimes	74	58	93	84	309
3 Occasionally	173	134	117	134	558
4 Never	605	592	412	485	2094
8 Don't know / no opinion	36	28	24	22	110
9 Refused / missing	20	16	12	9	57

Supervisor's Gender

260. C35 *KMT Holzer*

Is the supervisor of this employee female or male?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Male	394	337	346	328	1405
5 Female	558	507	400	447	1912
8 Don't know / no opinion	40	32	46	24	142
9 Refused / missing	18	13	12	8	51

Supervisor's Race

261. C35A *KMT Holzer*

Is this employee's supervisor a racial or ethnic minority?

*** If yes, ask next question; otherwise skip to C36A.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	450	120	164	205	939
5 No	485	723	577	576	2361
8 Don't know / no opinion	51	25	45	20	141
9 Refused / missing	24	21	18	6	69

262. C35B *KMT Holzer*

What is this supervisor's racial or ethnic background? Would you say Black or African American, Asian or Pacific Islander, Hispanic, or Native American?

Some cases coded as White despite skip pattern.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	560	769	640	602	2571
1 Black	86	53	124	160	423
2 White	10	9	5	8	32
3 Asian or Pacific Islander	126	12	9	14	161
4 Hispanic	204	29	14	9	256
5 Native American	12	5	3	7	27
7 Other	3	7	6	2	18
8 Don't know / no opinion	6	3	2	1	12
9 Refused / missing	3	2	1	4	10

Training Practices

263. C36A *KMT Holzer*

Since hiring this person, approximately how many hours of formal training did this worker receive? By formal training we mean a formal program with a professional instructor.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	929	835	749	756	3269
Mean	58.8	41.4	64.3	50.2	53.6
9998 Do not know / no opinion	61	45	40	44	189
9999 Refused / missing	20	9	15	7	51

264. C36B* *KMT Holzer*

Since hiring this person, approximately how many hours of informal training did this worker receive in your firm? By informal, we mean training from co-workers or supervisors.

Contains data from the former C36B (for KMT) and C36BDETR (for Holzer).

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	699	648	646	614	2607
Mean	85.4	80.1	133.1	87.9	96.5
9997 Continuous (if respondent volunteered)	215	177	51	139	582
9998 Do not know / no opinion	71	47	85	43	246
9999 Refused / missing	25	17	22	11	75

265. C36C *KMT Holzer*

In the past 5-10 years has the amount of training for this job increased, decreased, or stayed the same?

For KMT the question read "past 5 years" but this does not bias the answer in any obvious direction. Note also that KMT interviews took place one to three years later than Holzer's.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Increased	487	452	418	452	1809
2 Decreased	29	22	15	12	78
3 Stayed the same	450	374	351	316	1491
8 Don't know / no opinion	26	27	14	20	87
9 Refused / missing	18	14	6	7	45

Starting Wage Growth

266. C37 *KMT Holzer*

By what percent have starting wages risen on this job in the last year?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	912	805	729	729	3175
Mean (percent)	5.3	4.8	6.5	6.3	5.7
998 Do not know / no opinion	69	64	46	64	243
999 Refused / missing	29	20	29	14	92

267. C37A *KMT Holzer*

By what percent have starting wages risen on this job in the past 5 years?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses (inc. zero)	816	714	646	637	2813
Mean (percent)	14.5	14.7	18.7	16.3	15.9
998 Do not know / no opinion	159	147	117	149	572
999 Refused / missing	35	28	41	21	125

Finding Qualified Workers for this Position

268. C38 *KMT Holzer*

Compared to 5 or 10 years ago, how easy is it to find qualified workers for this position? Would you say it is easier, same, or more difficult?

For KMT: "past 5 years". Note also that KMT interviews took place one to three years later than Holzer's. Users may wish to segregate KMT from Holzer cases for this question. The distribution of responses, however, is not significantly different for the two surveys.

**** If "more difficult" answer C40 through C40C; otherwise skip to C41A.**

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Easier	296	348	160	184	988
2 Same	326	270	268	268	1132
3 More difficult	343	233	339	325	1240
8 Don't know / no opinion	25	26	29	21	101
9 Refused / missing	20	12	8	9	49

269. C40 *KMT Holzer*

Is it more difficult because your skill needs are higher?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	667	656	451	482	2256
1 Yes	202	125	153	161	641
5 No	141	108	175	162	586
8 Don't know / no opinion	0	0	0	2	2
9 Refused / missing	0	0	25	0	25

270. C40A *KMT Holzer*

Is it because fewer people apply?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	667	656	451	482	2256
1 Yes	136	100	136	123	495
5 No	204	131	189	202	726
8 Don't know / no opinion	3	2	3	0	8
9 Refused / missing	0	0	25	0	25

271. C40B *KMT Holzer*

Is it because the skills of applicants have declined?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	667	656	451	482	2256
1 Yes	219	122	193	197	731
5 No	120	106	130	123	479
8 Don't know / no opinion	4	4	5	3	16
9 Refused / missing	0	1	25	2	28

272. C40C *KMT Holzer*

Is it because attitudes and work ethics of applicants have declined?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	667	656	451	482	2256
1 Yes	189	130	219	225	763
5 No	148	100	108	95	451
8 Don't know / no opinion	5	2	1	4	12
9 Refused / missing	1	1	25	1	28

Neighborhoods

273. C41A *KMT Holzer*

How often do you target specific neighborhoods for recruiting (through schools, newspapers, etc.)? Would you say always, sometimes, rarely, or never?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	152	113	56	57	378
2 Sometimes	192	160	128	134	614
3 Rarely	163	130	96	141	530
4 Never	482	470	512	463	1927
8 Don't know / no opinion	2	4	3	3	12
9 Refused / missing	19	12	9	9	49

274. C41I *KMT Holzer*

How often do you avoid hiring applicants from specific neighborhoods?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	11	9	5	6	31
2 Sometimes	42	19	19	27	107
3 Rarely	86	45	43	57	231
4 Never	848	801	727	707	3083
8 Don't know / no opinion	3	3	4	1	11
9 Refused / missing	20	12	6	9	47

275. CC45* *KMT Holzer*

On average, do you think that residents of the inner-city are weaker job applicants or employees than those who live elsewhere?

Question not asked in early Detroit interviews resulting in large numbers of missing values. Warning: in previous releases of the data, 'no' was coded as 2 and 'maybe' was coded as 3.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	136	95	86	131	448
5 No	739	681	397	567	2384
7 Maybe	32	25	15	33	105
8 Don't know / no opinion	67	62	31	54	214
9 Refused / missing	36	26	275	22	359

Unskilled Workers

276. C42 *KMT Holzer*

How often do you need unskilled workers so badly that you hire less qualified workers than you did in the past? Would you say always, very often, rarely, or never?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Always	2	4	11	4	21
2 Very often	53	20	41	34	148
3 Rarely	349	293	273	296	1211
4 Never	584	551	464	457	2056
8 Don't know / no opinion	5	7	5	6	23
9 Refused / missing	17	14	10	10	51

Questions About Respondent

277. C43A *KMT Holzer*

Next, I would like to ask you some questions about yourself. Are you a member of a racial or ethnic minority group?

The KMT survey asked all questions about the respondent (C43A through C44) at the end of the interview.

*** If yes, ask next question; otherwise skip to C43C.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	347	75	110	122	654
5 No	638	793	685	670	2786
8 Don't know / no opinion	1	1	0	1	3
9 Refused / missing	24	20	9	14	67

278. C43B *KMT Holzer*

Which would you say more closely describes your racial or ethnic background? Would you say Black or African American, Asian or Pacific Islander, Hispanic, or Native American?

Some cases coded as White despite skip pattern.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	663	814	694	685	2856
1 Black	75	26	74	83	258
2 White	20	14	9	7	50
3 Asian or Pacific Islander	109	7	2	5	123
4 Hispanic	111	17	15	12	155
5 Native American	17	6	4	10	37
7 Other	13	1	6	2	22
8 Don't know / no opinion	1	2	0	0	3
9 Refused / missing	1	2	0	3	6

279. C43C *KMT Holzer*

What is your age?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	964	848	790	780	3382
Mean	42.3	41.6	40.8	41.2	41.5
998 Do not know / no opinion	4	7	1	6	18
999 Refused / missing	42	34	13	21	110

280. C43D *KMT Holzer*

What is your education level?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Grade 8	1	0	0	1	2
2 Some high school	10	8	5	4	27
3 High school graduate	80	84	99	98	361
4 Trade or technical school beyond HS	13	14	7	12	46
5 Some college	200	127	155	151	633
6 Associate's degree	64	47	68	37	216
7 College graduate	369	365	271	322	1327
8 Some post-graduate study	50	45	27	36	158
9 Master's degree	154	142	130	93	519
10 Beyond master's but no doctorate	18	24	20	22	84
11 Doctoral degree	25	14	15	19	73
97 Other	0	1	0	2	3
99 Refused / missing	26	18	7	10	61

281. C44 *KMT Holzer*

Gender of respondent [*not asked; filled in by interviewer*]

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Male	511	449	432	450	1842
5 Female	489	431	368	348	1636
9 Missing	10	9	4	9	32

Racial Preferences

282. CA45* *KMT Holzer*

Do you think your customers or clients generally prefer to deal with employees of your firm who are of the same race or ethnic group as themselves?

*Question not asked in early Detroit interviews resulting in large numbers of missing values.
Warning: In previous releases of the data, 'no' was coded as 2 and 'maybe' was coded as 3.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	206	168	116	143	633
5 No	673	609	354	575	2211
7 Maybe	55	43	32	24	154
8 Don't know / no opinion	50	54	27	40	171
9 Refused / missing	26	15	275	25	341

283. CB45* *KMT Holzer*

Do you think your employees generally prefer other employees of the same race or ethnic group as themselves?

*Question not asked in early Detroit interviews resulting in large numbers of missing values.
Warning: In previous releases of the data, 'no' was coded as 2 and 'maybe' was coded as 3.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	245	175	128	158	706
5 No	648	591	350	556	2145
7 Maybe	60	56	30	36	182
8 Don't know / no opinion	35	49	22	36	142
9 Refused / missing	22	18	274	21	335

284. CA23* *KMT Holzer*

Would you say that other employers in your type of business prefer working with people of the same race or ethnic group as themselves?

*Question not asked in early Detroit interviews resulting in large numbers of missing values.
Warning: In previous releases of the data, 'no' was coded as 2 and 'maybe' was coded as 3.*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	184	149	109	154	596
5 No	623	562	319	490	1994
7 Maybe	61	49	25	31	166
8 Don't know / no opinion	113	108	73	108	402
9 Refused / missing	29	21	278	24	352

Demographics of Customers

285. CB23 *KMT Holzer*

What percentage of your customers would you say are black?

Question not asked in early Detroit interviews, resulting in missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	727	631	427	620	2405
Mean (percentage)	15.1	15.7	28.4	28.7	21.1
998 Do not know / no opinion	249	236	97	170	752
999 Refused / missing	34	22	280	17	353

286. CC23 *KMT Holzer*

What percentage of your customers would you say are Hispanic?

Question not asked in early Detroit interviews, resulting in missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	732	612	405	613	2362
Mean (percentage)	26.6	10.4	4.6	5.9	13.3
998 Do not know / no opinion	242	251	116	176	785
999 Refused / missing	36	26	283	18	363

287. CD23* *KMT Holzer*

What percentage of your customers would you say are Asian?

Question not asked in early Detroit interviews, resulting in missing values. Warning: this variable was formerly called D2A.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	733	612	407	605	2357
Mean (percentage)	15.6	6.8	5.2	5.1	8.8
998 Do not know / no opinion	243	252	115	182	792
999 Refused / missing	34	25	282	20	361

Racial Tension in Firm

288. C46 *KMT Holzer*

Has there been any noticeable racial or ethnic tension at your firm in the past five years?

*** If yes, answer next question; otherwise skip to D0 (D-zero).*

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	93	68	71	66	298
5 No	887	805	716	726	3134
8 Don't know / no opinion	7	4	9	1	21
9 Refused / missing	23	12	8	14	57

289. C46A*KMT Holzer*

Who is involved in the racial or ethnic tension at your firm? Would you say employees only, employees and customers, or employees and supervisors?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
0 Skipped	917	821	733	741	3212
1 Employees only	22	13	27	21	83
2 Employees and customers	16	18	12	14	60
3 Employees and supervisors	27	17	20	23	87
4 Employees, customers, supervisors	13	14	9	4	40
8 Don't know / no opinion	13	5	3	3	24
9 Refused / missing	2	1	0	1	4

Section D: Composition of Current Workforce

The last set of questions is about your current work force. Please tell me the number of employees under each category.

290. D0* *KMT Holzer*

In your firm, how many employees are in positions which require a college degree?

Warning: this variable was formerly called D1AA.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	934	826	491	753	3004
Mean	209.5	120.2	213.6	140.2	168.2
99998 Do not know / no opinion	55	47	36	42	180
99999 Refused / missing	21	16	277	12	326

291. D1 *KMT Holzer*

In your firm, how many employees are in positions which do not require a college degree?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	926	831	754	757	3268
Mean	349.9	201.4	298.7	291.6	286.8
99998 Do not know / no opinion	63	41	41	38	183
99999 Refused / missing	21	17	9	12	59

All remaining questions refer only to employees who are in non-college degree positions.

Race and Ethnicity

292. D1A *KMT Holzer*

How many of these are black males?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	832	750	690	706	2978
Mean	35.6	15.9	60.7	43.2	38.2
99998 Do not know / no opinion	119	83	69	65	336
99999 Refused / missing	59	56	45	36	196

293. D1B *KMT Holzer*

How many of these are black females?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	834	753	688	708	2983
Mean	32.9	16.6	38.7	38.7	31.5
99998 Do not know / no opinion	118	81	71	64	334
99999 Refused / missing	58	55	45	35	193

294. D1C *KMT Holzer*

How many of these are white males?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	831	746	683	700	2960
Mean	59.7	61.4	88.8	74.6	70.4
99998 Do not know / no opinion	121	89	74	69	353
99999 Refused / missing	58	54	47	38	197

295. D1D *KMT Holzer*

How many of these are white females?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	829	743	678	702	2952
Mean	45.6	46.3	50.7	64.5	51.5
99998 Do not know / no opinion	122	90	79	69	360
99999 Refused / missing	59	56	47	36	198

296. EMPHM *KMT*

How many of these are Hispanic men?

Variable formerly called D1E then HISP MEN2. Holzer cases used D1E for the total number of Hispanic employees, and did not differentiate by sex.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	136	67	0	0	203
Mean	88.7	24.1	--	--	67.4
99998 Do not know / no opinion	53	13	0	0	66
99999 Refused / missing	821	809	804	807	3241

297. EMPHF *KMT*

How many of these are Hispanic women?

Variable formerly called DE1 then HISP WOM2.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	135	67	0	0	202
Mean	105.6	11.4	--	--	74.4
99998 Do not know / no opinion	54	13	0	0	67
99999 Refused / missing	821	809	804	807	3241

298. EMPH* KMT Holzer

How many of these are Hispanic?

Variable formerly called D1E then HISPAN2. For KMT cases EMPH is calculated from the sum of responses for Hispanic men and women, above. Sums will exceed 100% if respondents' male and female estimates together exceed 100%. Users may wish to segregate the KMT from the Holzer cases, given their different ranges.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	827	745	677	701	2950
Mean	68.5	15.2	5.9	7.9	26.3
99998 Do not know / no opinion	125	86	83	69	363
99999 Refused / missing	58	58	44	37	197

299. EMPAM KMT

How many of these are Asian men?

Variable formerly called D1F then ASIANME2. Holzer cases used D1F for the total number of Asian employees, and did not differentiate by sex.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	138	67	0	0	205
Mean	26.5	7.5	--	--	20.3
99998 Do not know / no opinion	51	13	0	0	64
99999 Refused / missing	821	809	804	807	3241

300. EMPAF KMT

How many of these are Asian women?

Variable formerly called DF1 then ASIANWO2.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	138	67	0	0	205
Mean	26.6	7.0	--	--	20.2
99998 Do not know / no opinion	51	13	0	0	64
99999 Refused / missing	821	809	804	807	3241

301. EMPA KMT Holzer

How many of these are Asian?

Variable formerly called D1F then ASIANS2. For KMT cases EMPA is calculated from the sum of responses for Asian men and women, above. Sums will exceed 100% if respondents' male and female estimates together exceed 100%. Users may wish to segregate the KMT from the Holzer cases, given their different ranges.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	829	745	678	701	2953
Mean	21.9	7.6	3.1	4.3	9.8
99998 Do not know / no opinion	123	86	82	70	361
99999 Refused / missing	58	58	44	36	196

Age

302. D1G *KMT Holzer*

How many of these employees are under the age of 25?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	800	733	676	682	2891
Mean	57.1	33.0	45.3	45.8	45.6
99998 Do not know / no opinion	159	104	88	92	443
99999 Refused / missing	51	52	40	33	176

Education

303. D1H *KMT Holzer*

How many of these employees have some college education?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	798	732	661	670	2861
Mean	92.8	68.2	78.6	141.4	94.6
99998 Do not know / no opinion	163	114	103	106	486
99999 Refused / missing	49	43	40	31	163

304. D1I *KMT Holzer*

How many of these employees have high school degrees?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	832	766	709	714	3021
Mean	255.5	165.2	247.8	263.7	232.7
99998 Do not know / no opinion	131	80	59	65	335
99999 Refused / missing	47	43	36	28	154

305. D1J *KMT Holzer*

How many of these employees have less than a high school diploma?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	841	771	714	717	3043
Mean	44.3	21.3	47.1	25.1	34.6
99998 Do not know / no opinion	121	72	53	63	309
99999 Refused / missing	48	46	37	27	158

Occupation and Gender

306. D2 *KMT Holzer*

How many clerical employees does your firm have?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	893	810	739	745	3187
Mean	91.4	55.1	51.4	144.2	85.2
99998 Do not know / no opinion	70	37	33	34	174
99999 Refused / missing	47	42	32	28	149

307. D2A* *KMT Holzer*

How many of these clerical employees are women?

This question was skipped if the firm reported no clerical employees; these skips have been coded as 99999s along with missing values. Warning: this variable formerly called DA2.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	756	682	340	626	2404
Mean	71.0	33.9	62.2	91.2	64.5
99998 Do not know / no opinion	27	27	9	14	77
99999 Refused / missing / skipped	227	180	455	167	1029

308. D3 *KMT Holzer*

How many sales employees does your firm have?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	917	821	755	747	3240
Mean	58.3	19.1	29.7	30.6	35.3
99998 Do not know / no opinion	47	26	19	32	124
99999 Refused / missing / skipped	46	42	30	28	146

309. D3A *KMT Holzer*

How many of these sales employees are women?

This question was skipped if the firm reported no sales employees; these skips have been coded as 99999s along with missing values.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	502	475	208	423	1608
Mean	10.6	15.1	27.7	15.1	15.3
99998 Do not know / no opinion	18	8	14	10	50
99999 Refused / missing	490	406	582	374	1852

310. D4 *KMT Holzer*

How many manual or blue-collar employees does your firm have?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	882	796	737	742	3157
Mean	196.5	93.6	176.5	137.3	152.0
99998 Do not know / no opinion	79	47	34	37	197
99999 Refused / missing / skipped	49	46	33	28	156

311. D4A* *KMT Holzer*

How many of these manual or blue-collar employees are women?

This question was skipped if the firm reported no blue-collar employees; these have been coded as 99999s along with missing values. Warning: variable was formerly called DA4.

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	594	565	280	505	1944
Mean	50.6	62.5	60.4	47.6	54.7
99998 Do not know / no opinion	30	26	14	21	91
99999 Refused / missing / skipped	386	298	510	281	1475

312. D5 *KMT Holzer*

How many other non-professional and non-managerial employees does your firm have?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
Number of real responses	862	779	719	717	3077
Mean	120.4	60.2	102.8	39.7	82.2
99998 Do not know / no opinion	97	64	49	58	268
99999 Refused / missing	51	46	36	32	165

Permission to Follow Up

313. D6 *KMT Holzer*

We may need to follow up on some of these studies with a face-to-face, more in-depth interview. If necessary, would you be willing to be interviewed again and in person?

	<u>LA</u>	<u>Bos</u>	<u>Det</u>	<u>Atl</u>	<u>Total</u>
1 Yes	681	594	571	576	2422
5 No	280	255	212	208	955
8 Don't know / no opinion	27	26	17	11	81
9 Refused / missing	22	14	4	12	52

-III-

Appendices

Appendix A: Derivation of Sample Weights

Previous releases of the employer data contained sampling weights, but these were not defined for the KMT cases. New weights have been constructed that are defined for all cases, and are based on an improved methodology. These new weights make use of the link to the MCSUI household file, for those firms that were sampled in this manner, thereby taking account of the household sampling structure and response rates. They also adjust for the fact that the Boston and LA firm samples were incomplete, and the fact that the SSI sample deliberately omits jobs that require college degrees. The resulting weighting variable is called ADJWTRQ1. When the observations in the employer database are weighted by this variable the result should be a representative sample of firms, such as would occur if a random sample of employed people were drawn from each city. One caveat is that the 105 cases in Detroit that originated in the Young Adult Survey are treated as SSI cases.

The steps in constructing this weighting variable were as follows. The prior variable names have been preserved, with a "1" (one) added to the end of each.

- 1) The SSI sample is designed to be self-weighting. The basic weight variable, WGT1, is thus set to one for these cases.
- 2) For the household-linked records, the basic weighting variable is the person weight from the household file: WPSTPERE. Note that this variable was updated for Detroit in the 11/97 release of the household file. Thus for the linked cases WGT1 was set equal to WPSTPERE. When the link to the household file was intended but missing (n=20) the variable WGT1 was set equal to one.
- 3) The variable WGT1 was then normalized to have a mean of one within each city, which preserves the relative sample sizes of the four cities.
- 4) We next created ADJWGT1 in order to correct the race-group proportions for Boston and LA, which are inaccurate due to the incompleteness of the sample in those cities. In the concatenated MCSUI household file we defined employment to include values of FWKSTAT from 1 through 4. We then calculated the following ratio for each race group, for each of the two cities (race being defined by the household variable GICRACE):

$$\frac{\text{percent of the employed in city A who are of race X}}{\text{percent of the household-linked records in city A who are of race X}}$$

This is the amount by which the household-linked records should be up or down-weighted to achieve the same racial proportions as the set of employed people. Accordingly, we multiplied the variable WGT1 by these ratios to create ADJWGT1. We then renormalized ADJWGT1 to have a mean of one within each city.

5) Before making the college-degree-related adjustment, we first cleaned the variable POS1 (which indicates that the job requires a college degree) to reduce the number of missing values, as described in the notes to that variable, above.

6) We then adjusted for the fact that the SSI sample deliberately under-samples jobs that require college degrees. The remedy is to up-weight all college jobs in the full sample so that their weighted share of total employment is the same as the share of college jobs in the household linked subset, which we take to be correct. To do this we must increase the number of college jobs by the ratio:

$$\frac{\text{share of all college jobs that are household-linked}}{\text{share of non-college jobs that are household-linked}}$$

Note that this ratio is different from the ratio used in prior releases of the data, but achieves what was intended. This ratio is calculated as a weighted ratio, using ADJWGT1, and is done for each city separately. The results are stored in the variable called COLWGT1.

7) Lastly, these ratios are multiplied by ADJWGT1 and renormalized once again to have a mean of one for each city, to give the final weighting variable called ADJWTRQ1.

Appendix B: Variables in Numerical Order

Variable Position	Variable Name	Description
1	EMPLOYID	unique case identifier
2	ORIGID	original city-specific case ID
3	CITY	city
4	SURVEY	survey instrument
5	SRVCITY	city + survey instrument
6	LINKED	case linked to household
7	CASEID	MCSUI household caseid
8	SIZ1	workforce size code
9	CC1	central city flag
10	WGT1	see Appendix
11	ADJWGT1	see Appendix
12	COLWGT1	see Appendix
13	ADJWTRQ1	final adjusted weights
14	ILANG	interviewed in which language
15	IWHERE	where was interview conducted
16	A1	interview date - yymmdd
17	A2	respondent title
18	A2A	for profit company
19	A3A	number of sites
20	A3B	franchise
21	A3C	main product SIC code
22	A4	years in operation on site
23	A5A	moved in past 10 years
24	A5B	moved from where
25	A5D	month moved
26	A5E	year moved
27	A5F	planning relocation
28	A5G	location relocating to
29	A5H	planned month of move
30	A5I	planned year of move
31	A5J	stay open indefinitely
32	A5K	why closing business
33	A6A	no. permanent employees
34	A6B	no. of these part-time
35	A6C	no. of these seasonal

Variable Position	Variable Name	Description
36	A6D	any temporary workers
37	A6E	number temp workers
38	A6F	any contract workers
39	A6G	number contract workers
40	A6H	pcnt temp/contract risen
41	A6I	use temp/contract to hire
42	A6J	occups. hired by temps (SOC80)
43	A7A	percent union
44	A8SIGN	sign of net change in sales
45	A8AMT	amount of change in sales
46	A10	sales growth or decline
47	A10KMT	sales growth or decline: kmt
48	A11SIGN	sign of net change in employees
49	A11AMT	amount of change in employees
50	A12A	number recallable
51	A12B	layoffs determined by seniority
52	A13A	quits since 1992/93
53	A13B	discharges since 1992/93
54	A13C	layoffs since 1992/93
55	A13D	recalls since 1992/93
56	A13E	hires since 1992/93
57	B1	any current vacancies
58	B1A	number of vacancies
59	SVACMOS	single vacancy: months vacant
60	SVACWKS	single vacancy: weeks vacant
61	MVACMOS	average months vacant
62	MVACWKS	average weeks vacant
63	B1D	prof/mgr vacancies?
64	B1DA	number prof/mgr vacancies
65	B1E	clerical vacancies?
66	B1EA	number clerical vacancies
67	B1F	sales vacancies?
68	B1FA	number sales vacancies
69	B1G	blue collar vacancies?
70	B1GA	number blue collar vacancies
71	B1H	other vacancies?
72	B1HSPEC	other vacancies-specify
73	B1HA	number other vacancies
74	B1I	rejected offers?
75	B1J	number rejected offers

Variable Position	Variable Name	Description
76	B1K	longest vacancy(LV): SOC code
77	B1L	LV: need HS diploma?
78	B1LA	LV: need general experience?
79	B1LB	LV: need specific experience?
80	B1LC	LV: need employer references?
81	B1LD	LV: need vocational education?
82	B1M	LV: number of applicants
83	B1KA	LV: months position vacant
84	B1KB	LV: weeks position vacant
85	LVSAL	LV: wage/salary
86	LVSALX	lvsal out of bounds
87	B1O	LV: pay period
88	B1P	LV: pay vary w/skill+experience
89	C32B	LV: hours per week
90	LVLYSAL	LV: wage last year
91	LVLYSALX	lvlysal out of bounds
92	CZ10	LV: pay period last year
93	CZ10FLAG	cz10 imputed from missing
94	C1B	does resp. hire specified job?
95	C1	last hire (LH): recruit time
96	C2A	last hire (LH): race/ethnicity
97	C2B	last hire (LH): gender
98	AGE	age of last hire
99	C2C	LH: highest education
100	C2D	LH: occupation SOC code
101	C2E	LH: seasonal or temporary
102	C3A	LH: month hired
103	C3C	LH: year hired
104	C4A	LV: help wanted
105	C4B	LV: newspapers
106	C4C	LV: walk-ins
107	C4D	LV: employee referral
108	C4E	LV: state employment service
109	C4F	LV: pvt service or temp agency
110	C4G	LV: community agency referral
111	C4H	LV: school referral
112	C4I	LV: union referral
113	C4J	LV: other referrals
114	C4K	LH: how was employee found
115	C5	LH: recruiting changed

Variable Position	Variable Name	Description
116	C5KMT	LH: recruiting changed - KMT
117	C5A	1 st recruit method now used less
118	C5AA	2 nd recruit method now used less
119	C5AB	3 rd recruit method now used less
120	C5B	1 st recruit method now used more
121	C5BB	2 nd recruit method now used more
122	C5BA	3 rd recruit method now used more
123	C6A	LH: number applied
124	C6B	LH: pulled old application
125	C6C	LH: number interviewed
126	APPBM	applicants: % black men
127	APPBF	applicants: % black women
128	APPB	applicants: % black
129	APPHM	applicants: % latino men
130	APPHF	applicants: % latina women
131	APPH	applicants: % latino/a
132	APPAM	applicants: % asian men
133	APPAF	applicants: % asian women
134	APPA	applicants: % asian
135	C8A	LH Task: talk face to face
136	C8B	LH Task: talk on phone
137	C8C	LH Task: read instructions
138	C8D	LH Task: write paragraphs
139	C8E	LH Task: do arithmetic
140	C8F	LH Task: work with computer
141	CC14	men or women better at tasks?
142	CA18	some races better at tasks?
143	POS1	position requires college degree
144	POS1FLAG	missing values for pos1 fixed
145	C9A	high school degree required
146	C9B	recent work experience req'd
147	C9D	specific work experience req'd
148	C9E	references req'd
149	A8A	voc.ed. or job training req'd
150	C10A	accept if on welfare
151	C10G	accept if G.E.P. or GED
152	C10GFLAG	missing values for c10g fixed
153	C10D	accept if criminal record
154	CD10	accept if short/part jobs only
155	CB36	accept in unemployed >1yr

Variable Position	Variable Name	Description
156	C11A	LH: written application?
157	C11B	LH: personal interview?
158	C12A	LH: how often check refs.
159	BC1	LH: check education or training
160	C12D	LH: check criminal record
161	C13	LH: require a test
162	C13A	LH: physical exam
163	C13B	LH: general aptitude test
164	C13C	LH: job knowledge test
165	C13E	LH: personality test
166	C13F	LH: any other tests
167	C13D	require work sample
168	C14A	physical attractiveness
169	C14B	physical neatness
170	C14C	politeness
171	C14D	verbal skills
172	C14E	demonstrate motivation
173	C32D	speak english well
174	C15	transportation and absenteeism
175	C16	willing to pay transportation
176	C17	screening methods changed
177	C17KMT	screening methods changed: kmt
178	C17A	1 st screen method now used less
179	CA17	2 nd screen method now used less
180	AC17	3 rd screen method now used less
181	C17B	1 st screen method now used more
182	CB17	2 nd screen method now used more
183	BC17	3 rd screen method now used more
184	C18A	affirm. action in recruiting
185	C18B	affirm. action in hiring
186	C18D	validate hiring practice
187	C20A	desired skills changed
188	C20AKMT	desired skills changed: kmt
189	C20B	skill needs risen or declined
190	C20C	which skill needs rose
191	C20D	skill chg b/c of technology
192	C20E	skill chg b/c of computers
193	CA19	skill chg b/c other tech reason
194	C20G	skill chg b/c of new products
195	C20H	skill chg b/c of higher qual.

Variable Position	Variable Name	Description
196	C20I	skill chg b/c of new services
197	C20J	skill chg b/c of cust. contact
198	C20K	skill chg b/c chg in work org.
199	SWAGE	starting wage
200	SWAGEX	swage out of bounds
201	C22	starting wage pay period
202	C23	hours worked per week
203	C24A	employee health insurance
204	C24B	family health insurance
205	C24C	dental coverage
206	C24D	pension contribution
207	C24E	paid vacations
208	C24F	any other fringe benefits
209	C24FFLAG	values of c24f imputed
210	C24F1	other benefits - 1 st mention
211	C24F2	other benefits - 2 nd mention
212	C24F3	other benefits - 3 rd mention
213	C24G_K	receives tips, bonuses, etc.
214	C24G	receives tips
215	C24H	receives commissions
216	C24I	paid by piece rates
217	C24J	receives bonuses
218	C24K	receives profit sharing
219	C24L	flextime for parents
220	C24M	day care provided
221	C24N	mater/paternity leave
222	Q25A	probation period
223	C25B	length of probation (months)
224	C25C	last hire still employed
225	C25D	why last hire left
226	C25E	month last hire left
227	C25F	year last hire left
228	C26	last hire performance rating
229	C27	typical performance rating
230	C28	weeks until competent
231	C29	formal performance evaluation
232	Q30	raises based on performance
233	Q31A	last hire promoted
234	C31B	month promoted
235	C31C	year promoted

Variable Position	Variable Name	Description
236	C31D	promotion expected
237	CWAGE	current wage
238	CWAGEX	cwage out of bounds
239	C32Z	current wage pay period
240	C32ZFLAG	c32z imputed from missing
241	TWAGE	top wage
242	TWAGEX	twage out of bounds
243	C32Y	top wage pay period
244	C32YFLAG	c32y imputed from missing
245	PWAGE	wage if promoted
246	PWAGEX	pwage out of bounds
247	C32W	promotion wage pay period
248	C32WFLAG	c32w imputed from missing
249	C33A	post internal jobs
250	C33B	promotion based on performance
251	C33C	promotion based on seniority
252	C33D	promotion based on affirm action
253	C34	dschrg: tardiness
254	C34A	dschrg: relations w/coworkers
255	C34AFLAG	missing values fixed in c34a
256	C34H	dschrg: lack of effort/quality
257	C34HFLAG	missing values fixed in c34h
258	C34E	dschrg: dishonesty
259	C34G	dschrg: drug abuse
260	C35	supervisor's gender
261	C35A	supervisor a minority
262	C35B	supervisor's race
263	C36A	hours of formal training
264	C36B	hours of informal training
265	C36C	change in amount of training
266	C37	% s.wage rose last year
267	C37A	% s.wage rose last 5 years
268	C38	finding qualified workers
269	C40	b/c skill needs higher
270	C40A	b/c fewer people apply
271	C40B	b/c apps. skills lower
272	C40C	b/c work ethic lower
273	C41A	target n-hoods for recruiting
274	C41I	avoid n-hoods in hiring
275	CC45	think inner city apps. weaker

Variable Position	Variable Name	Description
276	C42	hire less qualified workers
277	C43A	respondent a minority
278	C43B	ethnicity of respondent
279	C43C	age of respondent
280	C43D	respondents education
281	C44	gender of respondent
282	CA45	clients prefer same race
283	CB45	employees prefer same race
284	CA23	other emplrys prefer same race
285	CB23	customers: pcnt black
286	CC23	customers: pcnt hispanic
287	CD23	customers: pcnt asian
288	C46	racial tension in firm
289	C46A	racial tension: who
290	D0	in jobs that req. college
291	D1	in jobs that dont req. college
292	D1A	no. black men
293	D1B	no. black women
294	D1C	no. white men
295	D1D	no. white women
296	EMPHM	no. hispanic men
297	EMPHF	no. hispanic women
298	EMPH	no. hispanic workers
299	EMPAM	no. asian men
300	EMPAF	no. asian women
301	EMPA	no. asian workers
302	D1G	no. under 25
303	D1H	no. with some college
304	D1I	no. with HS degree
305	D1J	no. with less than HS degree
306	D2	no. clerical workers
307	D2A	no. female clerical wrkrs
308	D3	no. sales workers
309	D3A	no. female sales wrkrs
310	D4	no. manual workers
311	D4A	no. female manual wrkrs
312	D5	no. other non-prof non-mgr
313	D6	permission to follow up

Appendix C: Variables in Alphanumerical Order

Variable Position	Variable Name	Description
16	A1	interview date - yymmdd
46	A10	sales growth or decline
47	A10KMT	sales growth or decline: kmt
49	A11AMT	amount of change in employees
48	A11SIGN	sign of net change in employees
50	A12A	number recallable
51	A12B	layoffs determined by seniority
52	A13A	quits since 1992/93
53	A13B	discharges since 1992/93
54	A13C	layoffs since 1992/93
55	A13D	recalls since 1992/93
56	A13E	hires since 1992/93
17	A2	respondent title
18	A2A	for profit company
19	A3A	number of sites
20	A3B	franchise
21	A3C	main product SIC code
22	A4	years in operation on site
23	A5A	moved in past 10 years
24	A5B	moved from where
25	A5D	month moved
26	A5E	year moved
27	A5F	planning relocation
28	A5G	location relocating to
29	A5H	planned month of move
30	A5I	planned year of move
31	A5J	stay open indefinitely
32	A5K	why closing business
33	A6A	no. permanent employees
34	A6B	no. of these part-time
35	A6C	no. of these seasonal
36	A6D	any temporary workers
37	A6E	number temp workers
38	A6F	any contract workers
39	A6G	number contract workers
40	A6H	pcnt temp/contract risen

Variable Position	Variable Name	Description
41	A6I	use temp/contract to hire
42	A6J	occups. hired by temps (SOC80)
43	A7A	percent union
149	A8A	voc.ed. or job training req'd
45	A8AMT	amount of change in sales
44	A8SIGN	sign of net change in sales
180	AC17	3rd screen method now used less
11	ADJWGT1	see Appendix
13	ADJWTRQ1	final adjusted weights
98	AGE	age of last hire
134	APPA	applicants: % asian
133	APPAF	applicants: % asian women
132	APPAM	applicants: % asian men
128	APPB	applicants: % black
127	APPBF	applicants: % black women
126	APPBM	applicants: % black men
131	APPH	applicants: % latino/a
130	APPHF	applicants: % latina women
129	APPHM	applicants: % latino men
57	B1	any current vacancies
58	B1A	number of vacancies
63	B1D	prof/mgr vacancies?
64	B1DA	number prof/mgr vacancies
65	B1E	clerical vacancies?
66	B1EA	number clerical vacancies
67	B1F	sales vacancies?
68	B1FA	number sales vacancies
69	B1G	blue collar vacancies?
70	B1GA	number blue collar vacancies
71	B1H	other vacancies?
73	B1HA	number other vacancies
72	B1HSPEC	other vacancies-specify
74	B1I	rejected offers?
75	B1J	number rejected offers
76	B1K	longest vacancy(LV): SOC code
83	B1KA	LV: months position vacant
84	B1KB	LV: weeks position vacant
77	B1L	LV: need HS diploma?
78	B1LA	LV: need general experience?

Variable Position	Variable Name	Description
79	B1LB	LV: need specific experience?
80	B1LC	LV: need employer references?
81	B1LD	LV: need vocational education?
82	B1M	LV: number of applicants
87	B1O	LV: pay period
88	B1P	LV: pay vary w/skill+experience
159	BC1	LH: check education or training
183	BC17	3rd screen method now used more
95	C1	last hire (LH): recruit time
150	C10A	accept if on welfare
153	C10D	accept if criminal record
151	C10G	accept if G.E.P. or GED
152	C10GFLAG	missing values for c10g fixed
156	C11A	LH: written application?
157	C11B	LH: personal interview?
158	C12A	LH: how often check refs.
160	C12D	LH: check criminal record
161	C13	LH: require a test
162	C13A	LH: physical exam
163	C13B	LH: general aptitude test
164	C13C	LH: job knowledge test
167	C13D	require work sample
165	C13E	LH: personality test
166	C13F	LH: any other tests
168	C14A	physical attractiveness
169	C14B	physical neatness
170	C14C	politeness
171	C14D	verbal skills
172	C14E	demonstrate motivation
174	C15	transportation and absenteeism
175	C16	willing to pay transportation
176	C17	screening methods changed
178	C17A	1st screen method now used less
181	C17B	1st screen method now used more
177	C17KMT	screening methods changed: kmt
184	C18A	affirm. action in recruiting
185	C18B	affirm. action in hiring
186	C18D	validate hiring practice
94	C1B	does resp. hire specified job?

Variable Position	Variable Name	Description
187	C20A	desired skills changed
188	C20AKMT	desired skills changed: kmt
189	C20B	skill needs risen or declined
190	C20C	which skill needs rose
191	C20D	skill chg b/c of technology
192	C20E	skill chg b/c of computers
194	C20G	skill chg b/c of new products
195	C20H	skill chg b/c of higher qual.
196	C20I	skill chg b/c of new services
197	C20J	skill chg b/c of cust. contact
198	C20K	skill chg b/c chg in work org.
201	C22	starting wage pay period
202	C23	hours worked per week
203	C24A	employee health insurance
204	C24B	family health insurance
205	C24C	dental coverage
206	C24D	pension contribution
207	C24E	paid vacations
208	C24F	any other fringe benefits
210	C24F1	other benefits - 1st mention
211	C24F2	other benefits - 2nd mention
212	C24F3	other benefits - 3rd mention
209	C24FFLAG	values of c24f imputed
214	C24G	receives tips
213	C24G_K	receives tips, bonuses, etc.
215	C24H	receives commissions
216	C24I	paid by piece rates
217	C24J	receives bonuses
218	C24K	receives profit sharing
219	C24L	flextime for parents
220	C24M	day care provided
221	C24N	mater/paternity leave
223	C25B	length of probation (months)
224	C25C	last hire still employed
225	C25D	why last hire left
226	C25E	month last hire left
227	C25F	year last hire left
228	C26	last hire performance rating
229	C27	typical performance rating

Variable Position	Variable Name	Description
230	C28	weeks until competent
231	C29	formal performance evaluation
96	C2A	last hire (LH): race/ethnicity
97	C2B	last hire (LH): gender
99	C2C	LH: highest education
100	C2D	LH: occupation SOC code
101	C2E	LH: seasonal or temporary
234	C31B	month promoted
235	C31C	year promoted
236	C31D	promotion expected
89	C32B	LV: hours per week
173	C32D	speak english well
247	C32W	promotion wage pay period
248	C32WFLAG	c32w imputed from missing
243	C32Y	top wage pay period
244	C32YFLAG	c32y imputed from missing
239	C32Z	current wage pay period
240	C32ZFLAG	c32z imputed from missing
249	C33A	post internal jobs
250	C33B	promotion based on performance
251	C33C	promotion based on seniority
252	C33D	promotion based on affirm action
253	C34	dschrg: tardiness
254	C34A	dschrg: relations w/coworkers
255	C34AFLAG	missing values fixed in c34a
258	C34E	dschrg: dishonesty
259	C34G	dschrg: drug abuse
256	C34H	dschrg: lack of effort/quality
257	C34HFLAG	missing values fixed in c34h
260	C35	supervisor's gender
261	C35A	supervisor a minority
262	C35B	supervisor's race
263	C36A	hours of formal training
264	C36B	hours of informal training
265	C36C	change in amount of training
266	C37	% s.wage rose last year
267	C37A	% s.wage rose last 5 years
268	C38	finding qualified workers
102	C3A	LH: month hired

Variable Position	Variable Name	Description
103	C3C	LH: year hired
269	C40	b/c skill needs higher
270	C40A	b/c fewer people apply
271	C40B	b/c apps. skills lower
272	C40C	b/c work ethic lower
273	C41A	target n-hoods for recruiting
274	C41I	avoid n-hoods in hiring
276	C42	hire less qualified workers
277	C43A	respondent a minority
278	C43B	ethnicity of respondent
279	C43C	age of respondent
280	C43D	respondents education
281	C44	gender of respondent
288	C46	racial tension in firm
289	C46A	racial tension: who
104	C4A	LV: help wanted
105	C4B	LV: newspapers
106	C4C	LV: walk-ins
107	C4D	LV: employee referral
108	C4E	LV: state employment service
109	C4F	LV: pvt service or temp agency
110	C4G	LV: community agency referral
111	C4H	LV: school referral
112	C4I	LV: union referral
113	C4J	LV: other referrals
114	C4K	LH: how was employee found
115	C5	LH: recruiting changed
117	C5A	1st recruit method now used less
118	C5AA	2nd recruit method now used less
119	C5AB	3rd recruit method now used less
120	C5B	1st recruit method now used more
122	C5BA	3rd recruit method now used more
121	C5BB	2nd recruit method now used more
116	C5KMT	LH: recruiting changed - KMT
123	C6A	LH: number applied
124	C6B	LH: pulled old application
125	C6C	LH: number interviewed
135	C8A	LH Task: talk face to face
136	C8B	LH Task: talk on phone

Variable Position	Variable Name	Description
137	C8C	LH Task: read instructions
138	C8D	LH Task: write paragraphs
139	C8E	LH Task: do arithmetic
140	C8F	LH Task: work with computer
145	C9A	high school degree required
146	C9B	recent work experience req'd
147	C9D	specific work experience req'd
148	C9E	references req'd
179	CA17	2nd screen method now used less
142	CA18	some races better at tasks?
193	CA19	skill chg b/c other tech reason
284	CA23	other emplyrs prefer same race
282	CA45	clients prefer same race
7	CASEID	MCSUI household caseid
182	CB17	2nd screen method now used more
285	CB23	customers: pcnt black
155	CB36	accept in unemployed >1yr
283	CB45	employees prefer same race
9	CC1	central city flag
141	CC14	men or women better at tasks?
286	CC23	customers: pcnt hispanic
275	CC45	think inner city apps. weaker
154	CD10	accept if short/part jobs only
287	CD23	customers: pcnt asian
3	CITY	city
12	COLWGT1	see Appendix
237	CWAGE	current wage
238	CWAGEX	cwage out of bounds
92	CZ10	LV: pay period last year
93	CZ10FLAG	cz10 imputed from missing
290	D0	in jobs that req. college
291	D1	in jobs that dont req. college
292	D1A	no. black men
293	D1B	no. black women
294	D1C	no. white men
295	D1D	no. white women
302	D1G	no. under 25
303	D1H	no. with some college
304	D1I	no. with HS degree

Variable Position	Variable Name	Description
305	D1J	no. with less than HS degree
306	D2	no. clerical workers
307	D2A	no. female clerical wrkrs
308	D3	no. sales workers
309	D3A	no. female sales wrkrs
310	D4	no. manual workers
311	D4A	no. female manual wrkrs
312	D5	no. other non-prof non-mgr
313	D6	permission to follow up
301	EMPA	no. asian workers
300	EMPAF	no. asian women
299	EMPAM	no. asian men
298	EMPH	no. hispanic workers
297	EMPHF	no. hispanic women
296	EMPHM	no. hispanic men
1	EMPLOYID	unique case identifier
14	ILANG	interviewed in which language
15	IWHERE	where was interview conducted
6	LINKED	case linked to household
90	LVLYSAL	LV: wage last year
91	LVLYSALX	lvlysal out of bounds
85	LVSAL	LV: wage/salary
86	LVSALX	lvsal out of bounds
61	MVACMOS	average months vacant
62	MVACWKS	average weeks vacant
2	ORIGID	original city-specific case ID
143	POS1	position requires college degree
144	POS1FLAG	missing values for pos1 fixed
245	PWAGE	wage if promoted
246	PWAGEX	pwage out of bounds
222	Q25A	probation period
232	Q30	raises based on performance
233	Q31A	last hire promoted
8	SIZ1	workforce size code
5	SRVCITY	city + survey instrument
4	SURVEY	survey instrument

Variable Position	Variable Name	Description
59	SVACMOS	single vacancy: months vacant
60	SVACWKS	single vacancy: weeks vacant
199	SWAGE	starting wage
200	SWAGEX	swage out of bounds
241	TWAGE	top wage
242	TWAGEX	twage out of bounds
10	WGT1	see Appendix