

## Mail: Job Characteristics

mg001rer-mg010rer      Importance of job characteristics  
compared to high pay items.

NOTE: Job characteristic items are repeated in the 1993 Wisconsin Longitudinal Study Phone Questionnaire. Please see items rg062jjc-rg065jjc.

NOTE: See Appendix E - mem0120 for Job Importance Items.

NOTE: The following text refers to mg001rer-mg010rer:

Please circle the number that best describes the  
IMPORTANCE of each characteristic COMPARED TO HIGH PAY.

### mg001rer: How important is the opportunity to get on-the-job training compared to high pay?

Data source: Graduate Respondent      Collected in: 1992-93      Mode: mail  
Source variables: 23a

		Frequencies		
Value	Label	Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	74	124	198
1	MUCH MORE IMPORTANT	600	999	1599
2	MODERATELY MORE IMPORTANT	737	1010	1747
3	SLIGHTLY MORE IMPORTANT	460	420	880
4	SAME IMPORTANCE	547	653	1200
5	SLIGHTLY LESS IMPORTANT	344	261	605
6	MODERATELY LESS IMPORTANT	288	138	426
7	MUCH LESS IMPORTANT	142	78	220

### mg002rer: How important is having a large number of paid vacation days compared to high pay?

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23b

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	72	120	192
1	MUCH MORE IMPORTANT	280	381	661
2	MODERATELY MORE IMPORTANT	562	889	1451
3	SLIGHTLY MORE IMPORTANT	537	570	1107
4	SAME IMPORTANCE	603	667	1270
5	SLIGHTLY LESS IMPORTANT	510	570	1080
6	MODERATELY LESS IMPORTANT	416	340	756
7	MUCH LESS IMPORTANT	212	146	358

**mg003rer: How important is being able to do different things rather than the same things over and over compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23c

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	68	113	181
1	MUCH MORE IMPORTANT	916	1322	2238
2	MODERATELY MORE IMPORTANT	1012	1047	2059
3	SLIGHTLY MORE IMPORTANT	540	496	1036
4	SAME IMPORTANCE	312	321	633
5	SLIGHTLY LESS IMPORTANT	193	215	408
6	MODERATELY LESS IMPORTANT	105	123	228
7	MUCH LESS IMPORTANT	46	46	92

**mg004rer: How important is having a low risk of losing your job compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23d

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	77	120	197
1	MUCH MORE IMPORTANT	776	1134	1910
2	MODERATELY MORE IMPORTANT	803	916	1719
3	SLIGHTLY MORE IMPORTANT	545	622	1167
4	SAME IMPORTANCE	382	443	825
5	SLIGHTLY LESS IMPORTANT	254	234	488
6	MODERATELY LESS IMPORTANT	214	132	346
7	MUCH LESS IMPORTANT	141	82	223

**mg005rer: How important is being able to decide what time to come to work and when to leave compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23e

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	76	125	201
1	MUCH MORE IMPORTANT	277	440	717
2	MODERATELY MORE IMPORTANT	532	615	1147
3	SLIGHTLY MORE IMPORTANT	531	554	1085
4	SAME IMPORTANCE	531	513	1044
5	SLIGHTLY LESS IMPORTANT	489	530	1019
6	MODERATELY LESS IMPORTANT	452	499	951
7	MUCH LESS IMPORTANT	304	407	711

**mg006rer: How important is being able to work without frequent checking by a supervisor compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23f

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	75	112	187
1	MUCH MORE IMPORTANT	693	973	1666
2	MODERATELY MORE IMPORTANT	870	889	1759
3	SLIGHTLY MORE IMPORTANT	442	492	934
4	SAME IMPORTANCE	396	450	846
5	SLIGHTLY LESS IMPORTANT	321	351	672
6	MODERATELY LESS IMPORTANT	267	243	510
7	MUCH LESS IMPORTANT	128	173	301

**mg007rer: How important is being able to avoid getting dirty on the job compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23g

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	77	132	209
1	MUCH MORE IMPORTANT	51	214	265
2	MODERATELY MORE IMPORTANT	185	403	588
3	SLIGHTLY MORE IMPORTANT	334	508	842
4	SAME IMPORTANCE	431	492	923
5	SLIGHTLY LESS IMPORTANT	561	655	1216
6	MODERATELY LESS IMPORTANT	818	603	1421
7	MUCH LESS IMPORTANT	735	676	1411

**mg008rer: How important is having a job that other people regard highly compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23h

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	76	126	202
1	MUCH MORE IMPORTANT	213	381	594
2	MODERATELY MORE IMPORTANT	595	684	1279
3	SLIGHTLY MORE IMPORTANT	510	529	1039
4	SAME IMPORTANCE	579	604	1183
5	SLIGHTLY LESS IMPORTANT	458	524	982
6	MODERATELY LESS IMPORTANT	440	443	883
7	MUCH LESS IMPORTANT	321	392	713

**mg009rer: How important is having a job that provides health insurance compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23i

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	71	111	182
1	MUCH MORE IMPORTANT	1287	1859	3146
2	MODERATELY MORE IMPORTANT	745	688	1433
3	SLIGHTLY MORE IMPORTANT	365	294	659
4	SAME IMPORTANCE	389	358	747
5	SLIGHTLY LESS IMPORTANT	155	135	290
6	MODERATELY LESS IMPORTANT	98	114	212
7	MUCH LESS IMPORTANT	82	124	206

**mg010rer: How important is having a job that provides a pension plan compared to high pay?**

Data source: Graduate Respondent    Collected in: 1992-93    Mode: mail  
Source variables: 23j

Value	Label	Frequencies		
		Male	Female	Total
.	System missing - NR	1799	1643	3442
-3	NOT ASCERTAINED/REFUSED	72	111	183
1	MUCH MORE IMPORTANT	1314	1786	3100
2	MODERATELY MORE IMPORTANT	743	763	1506
3	SLIGHTLY MORE IMPORTANT	349	338	687
4	SAME IMPORTANCE	362	363	725
5	SLIGHTLY LESS IMPORTANT	143	133	276
6	MODERATELY LESS IMPORTANT	121	99	220
7	MUCH LESS IMPORTANT	88	90	178





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