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(Copied: July 20, 2004)

Merit Principles Survey, 1992

Record Group 479: Records of the Merit Systems Protection Board

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Merit Principles Survey, 1992

Records of the Merit Systems Protection Board
(Record Group 479)

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Archival Electronic Records Inspection and Control (AERIC) Report	Available Upon Request

DOCUMENTATION FOR THE 1992 MERIT PRINCIPLES SURVEY

This survey of full-time, executive branch Federal employees was conducted by the U.S. Merit Systems Protection Board in 1992. A total of 13,432 employees responded to the survey (out of a total sample of 20,851). A copy of the survey questionnaire used can be found in Appendix 1.

Disproportionate stratified random sampling procedures were used in conducting the survey. Therefore, when analyzing the data, weighting procedures should be in effect so that results of the analysis will be representative of the Federal workforce.

Two different data files are available for this survey. The first file is a raw data file (labeled **MPS1992**). Enclosed in Appendix 2 you will find:

- File specifications/layout for the raw data file (the file is a flat file, in card-image format);
- Table 1, which depicts the strata used in sampling;
- Table 2, which depicts the population and respondent counts for the different strata used in the survey.

Again, if the raw data file is used, it is important to weight the survey results since disproportionate stratified random sampling was used. For weighting purposes, the numbers in the matrix in Table 1 represent individual strata used in sampling procedures (total strata = 138). Each of the 138 strata can be defined using demographic questions from the survey. For example, Stratum # 1, which includes GM/GS grade 1-15 supervisors from the Department of Agriculture, would be "defined" by selecting respondents for inclusion in the stratum using survey questions # 74, 92, 93, and 98. Once all the strata have been defined, weights can be assigned for each stratum according to Table 2.

The second data file is an SPSS (Statistical Package for the Social Sciences) system file (labeled **MERIT92X**). This file was created via an SPSS EXPORT command so that it can be run on a variety of hardware systems. However, an IMPORT command using the SPSS software will be needed to run this file. The system file contains a data dictionary with the file layout, variable labels (i.e., survey questions), value labels (i.e., response categories for the questions), strata definitions, and weights already built into the file. Therefore, after calling up the file with an IMPORT command, one can immediately begin running SPSS statistical procedures on the data.

The only documentation needed to run analyses on the MERIT92X file is a list of the variable names (with corresponding survey question numbers). This list can be found in Appendix 3. The SPSS system file can be run weighted simply by inserting the following command into the SPSS analysis program:

WEIGHT BY STRATWGT

Omitting this statement will enable one to run the file unweighted; however, such analyses are not recommended due to the disproportionate sampling procedures used.

A copy of the report issued by the U.S. Merit Systems Protection Board based in part on the results from this survey can be obtained from:

U.S. Merit Systems Protection Board
Office of Policy and Evaluation
ATTN: Dr. Paul van Rijn
1120 Vermont Avenue, NW
Washington, DC 20419

You may also contact Dr. Jamie Carlyle by telephone to discuss these data files (202-653-6772, ext. 1334).

APPENDIX 1



U.S. MERIT SYSTEMS PROTECTION BOARD
WASHINGTON, DC 20419

Dear Federal Coworker:

We need your help with this survey related to Federal employment issues. You are part of a relatively small group of Federal employees selected randomly to represent the views of over 2 million Federal employees. Results from this survey will be reported to Congress and the President. **Your answers are important.**

The U.S. Merit Systems Protection Board (MSPB) is an independent Federal agency created by Congress in 1978. One of our tasks is to monitor the health of the Federal personnel system. One way we do that is by periodically conducting surveys of Government employees.

This survey gives you an opportunity to share your opinions and experiences concerning your job, Federal merit principles, whistleblowing, and other topics. You may complete the survey at your work site or at home. It should take you about 30 minutes to complete. Please base your answers on your own experiences and opinions. **We will keep your answers completely confidential. Results will be summarized in such a way that no individual respondent can be identified.** Please do not put your name anywhere on this questionnaire.

Please return the completed questionnaire in the enclosed postage-paid envelope within 5 days after you receive it. If you would like a copy of the reports published as a result of this survey, you may write to us at the address shown on the next page. If you have any questions concerning this questionnaire, please contact Paul van Rijn at (202) 653-7701 or Bruce Mayor at (202) 653-8900.

Thank you for your assistance.

Sincerely,

Evangeline W. Swift

Evangeline W. Swift
Director, Policy and Evaluation



The Bicentennial of the U.S. Constitution 1787-1987

U.S. Merit Systems Protection Board
1992 MERIT PRINCIPLES SURVEY

U.S. MERIT SYSTEMS PROTECTION BOARD
WASHINGTON, DC 20419

1992 MERIT PRINCIPLES SURVEY

This survey asks for your opinions and experiences on a variety of personnel issues. The questionnaire is divided into the following three sections:

- SECTION I, COMPLETED BY ALL EMPLOYEES, covers a wide range of areas, including your job; the personnel practices in your work group; whistleblowing; and individual and organizational performance.
- SECTION II, COMPLETED BY SUPERVISORS, concerns managing people.
- SECTION III, COMPLETED BY ALL EMPLOYEES, covers individual background information.

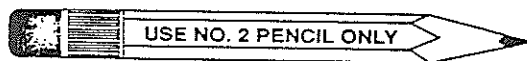
You may not have to answer every question in this survey. Instructions will tell you which questions to skip.

MARKING INSTRUCTIONS

- DON'T use ink or ballpoint pens. Use a No. 2 pencil.
- Erase completely and cleanly any answer you wish to change.
- Don't make any stray marks in this booklet.

CORRECT MARK:
○ ● ○ ○

INCORRECT MARKS:
⊗ ⊙ ⊕ ⊖



PRIVACY ACT NOTICE

Collection of the requested information is authorized by the Civil Service Reform Act of 1978. Your participation in this survey is completely voluntary and none of the information you choose to supply will be associated with you individually.

REPORT REQUEST ADDRESS

If you would like a copy of the reports published as a result of this survey, please address your request to:

U.S. Merit Systems Protection Board
Office of Policy and Evaluation
1120 Vermont Avenue, NW
Washington, DC 20419

SECTION I: ALL EMPLOYEES

Did you read the marking instructions?
If not, please read them now.

Don't Know/Can't Judge
Strongly Disagree
Disagree
Neither Agree Nor Disagree
Agree
Strongly Agree

- 1. The work I do on my job is meaningful to me. O O O O O
- 2. I would recommend the Federal Government as a place to work. O O O O O
- 3. My present job makes good use of my skills and abilities. O O O O O
- 4. I have the skills I need to do my job. ... O O O O O
- 5. Overall, I am satisfied with my current pay. O O O O O
- 6. Overall, I enjoy the work I do. O O O O O
- 7. During the next year, I will actively look for a new job outside the Federal Government. O O O O O
- 8. I need more training to perform my job effectively. O O O O O
- 9. The training I have completed as a Federal employee has effectively prepared me to perform my job well. ... O O O O O
- 10. I have received the training I needed to keep pace with the requirements of my job as these have changed. O O O O O
- 11. I am being trained on new technology as it is brought into my office. O O O O O
- 12. In general, I am satisfied with my job. ... O O O O O
- 13. My immediate supervisor has good leadership skills. O O O O O
- 14. My immediate supervisor has good technical skills. O O O O O
- 15. My immediate supervisor has organized our work group effectively to get the work done. O O O O O

Don't Know/Can't Judge
Strongly Disagree
Disagree
Neither Agree Nor Disagree
Agree
Strongly Agree

- 16. My supervisor looks out for the personal welfare of members of my work unit. O O O O O
- 17. Overall, I am satisfied with my supervisor. O O O O O
- 18. I would like to be able legally to be more active in partisan political activities. O O O O O
- 19. Affirmative action considerations should be taken into account when choosing among highly-qualified candidates. O O O O O
- 20. A spirit of cooperation and teamwork exists in my work unit. O O O O O
- 21. The nature of the work I perform has changed substantially over the past 3 years, or since I've been in my current work unit, if that is less than 3 years. . O O O O O
- 22. My work unit has a sufficient number of employees to accomplish its mission. O O O O O
- 23. My work unit's customers are satisfied with the quality of our work. . O O O O O
- 24. My work unit places emphasis on doing the job right the first time. O O O O O
- 25. My organization does a good job communicating its policies and procedures. O O O O O
- 26. My values and the organization's values are similar. O O O O O
- 27. My organization inspires me to perform well. O O O O O
- 28. I am given enough time to do what is expected of me on my job. O O O O O
- 29. Most of my interests are centered around my job. O O O O O
- 30. I will probably be affected by a reduction in force (RIF) in the next year. O O O O O

Don't Know/Can't Judge
 Strongly Disagree
 Disagree
 Neither Agree Nor Disagree
 Agree
 Strongly Agree

- 31. I believe the procedures for evaluating my performance are fair. ...
- 32. When awards are given in my work unit, they usually go to the most deserving people.
- 33. I have considerable independence and freedom in how I do my work. ...
- 34. I am satisfied with the physical surroundings of my job.
- 35. The amount of stress in my job is a problem for me.
- 36. My job is routine and repetitive.
- 37. I believe I will get a promotion in the next 2 years.
- 38. I put as much effort into my job as I possibly can.

No Basis to Judge
 To No Extent
 To a Little Extent
 To Some Extent
 To a Considerable Extent
 To a Very Great Extent

- 39. In the past 2 years, to what extent do you believe you have been treated fairly regarding the following?
 - a. Promotions
 - b. Awards
 - c. Training
 - d. Job assignments

No Basis to Judge
 Poor
 Below Average
 Average
 Above Average
 Outstanding

- 40. Overall, how would you rate the quality of your current coworkers in your immediate work group?
- 41. Overall, how would you rate the quality of people who have joined your immediate work group from outside the Government in the past 3 years (or since you've been in your work group, if that is less than 3 years)?
- 42. Overall, how would you rate the quality of people who have left the Federal Government from your immediate work group in the last 3 years (or since you've been in your work group, if that is less than 3 years)?

The Civil Service Reform Act included a set of merit principles. Among other things, these principles laid out responsibilities that Federal agencies have for the way they conduct business. Some of these responsibilities include: (1) protecting whistleblowers (people who report things like illegal and/or wasteful activities), (2) basing hiring and promotion decisions on merit, and (3) treating employees fairly.

The following three questions concern each of these general areas of responsibilities.

Nothing
 A Little
 Some
 A Lot

- 43. How much do you know about the actions you can take if you:
 - a. "blow the whistle" and are retaliated against?
 - b. are denied a job or promotion for nonmeritorious reasons (for example, because the selecting official gave an unlawful advantage to another applicant)? ..
 - c. are unjustly disciplined or are otherwise treated unfairly?



Don't Know/Can't Judge
No
Yes

44. Has your present agency specifically informed you of what your rights are if you:
- a. "blow the whistle" and are retaliated against?
 - b. are denied a job or promotion for nonmeritorious reasons (for example, because the selecting official gave an unlawful advantage to another applicant)?
 - c. are unjustly disciplined or are otherwise treated unfairly?

Don't Know/Can't Judge
Not At All
A Little
Moderately
Considerably
Completely

45. To what extent do you think your rights will enable you to improve the situation to your satisfaction if you:
- a. "blow the whistle" and are retaliated against?
 - b. are denied a job or promotion for nonmeritorious reasons (for example, because the selecting official gave an unlawful advantage to another applicant)?
 - c. are unjustly disciplined or are otherwise treated unfairly?

The Civil Service Reform Act also included a list of prohibited personnel practices. These practices are covered in the questions below.

Don't Know/Can't Judge
No
Yes

46. In the past 2 years, do you feel you have been denied a job, promotion, or other job benefit because of unlawful discrimination based upon:
- a. race?
 - b. sex?
 - c. age?
 - d. handicapping condition?
 - e. national origin?
 - f. religion?
 - g. marital status?
 - h. political affiliation?

Don't Know/Can't Judge
No
Yes

47. In the past 2 years, do you feel you have been pressured by an agency official:
- a. to engage in political activity in violation of the Hatch Act?
 - b. to retaliate against or take an action in favor of another Federal employee or applicant for political reasons?

48. In the past 2 years, do you feel you have been:
- a. deliberately misled by an agency official about your right to compete for a job or promotion? ...
 - b. influenced by an agency official to withdraw from competition for a Federal job or promotion in order to help another person's chances for getting that job or promotion?
 - c. denied a job or promotion because one of the selecting or recommending officials gave an unlawful advantage to another applicant?
 - d. denied a job or promotion which went instead to a relative of one of the selecting or recommending officials?

49. In the past 2 years, do you feel you have been retaliated against or threatened with retaliation for:
- a. making disclosures concerning health and safety dangers, unlawful behavior, and/or fraud, waste and abuse?
 - b. exercising any appeal, complaint or grievance right?
 - c. testifying for or otherwise assisting any individual in the exercise of whistleblowing, equal employment opportunity, or appeal rights?
 - d. refusing to obey an unlawful order?

In the following section we want to know how you feel about reporting illegal or wasteful activities involving your agency; whether you report such activities; and, if you do, what happens. The activities could involve situations such as stealing Federal funds or property, other serious violations of Federal laws or regulations, or waste caused by buying unnecessary or defective goods. We are also especially interested in knowing whether anyone has tried to get back at (i.e., take reprisal against) you if you have reported such activities.

50. During the last 12 months, did you PERSONALLY OBSERVE or OBTAIN DIRECT EVIDENCE OF one or more illegal or wasteful activities involving your agency? (NOTE: Do not answer "yes" if you only read about the activity in the newspaper or heard about it as a rumor.)
- Yes
- No GO TO QUESTION 63.

51. If you said "yes" to question 50, please see the 10 types of activities listed below, select the one that represents the most serious problem, and mark it. (Please mark ONE only.)

- Stealing Federal funds
Stealing Federal property
Accepting bribes or kickbacks
Waste caused by ineligible people receiving funds, goods, or services
Waste caused by unnecessary or deficient goods or services
Use of an official position for personal benefit
Waste caused by a badly managed program
Unfair advantage given to a contractor, consultant or vendor
Tolerating a situation or practice which poses a danger to public health or safety
Other serious violation of law or regulation

52. Where did this activity occur or originate? (Please mark ALL that apply.)

- Your work group
Another Federal agency
Outside your work group, Contractor or vendor
but within your agency
Other

53. If a dollar value can be placed on this activity, what was the amount involved?

- Less than \$100
\$100 to \$999
\$1,000 to \$4,999
\$5,000 to \$100,000
More than \$100,000
A dollar value cannot be placed on the activity.
Don't know/Can't judge

54. How frequently did this activity occur?

- Once or rarely
Occasionally
Frequently
Don't know/Can't judge

55. Did you report this activity to any of the following? (Please mark ALL that apply.)

- I did not report the activity. GO TO QUESTION 56.
Family member or friend
Coworker
Immediate supervisor
Higher level supervisor
Higher level agency official
Agency Inspector General
Office of Special Counsel
Law enforcement official
General Accounting Office
Union representative
News media
Congressional staff member or member of Congress
Advocacy group outside the Government
Other

56. If you DID NOT report this activity, which of the following best describes your reason(s) for not reporting it? (Please mark ALL that apply.)

- I did report the activity. GO TO QUESTION 57.
The activity had already been reported by someone else.
I did not think the activity was serious enough to report.
I did not have enough evidence to report the activity.
I was not sure to whom I should have reported the activity.
Reporting this activity would have been too great a risk for me.
I did not think that anything would have been done to correct the activity.
I did not think that anything could have been done to correct the activity.
I did not want to get my coworkers/supervisors in trouble.
I did not think it was my responsibility to report it.
I was afraid of being retaliated against at work.
I was afraid my identity would be disclosed.
Some reason not listed above (Please specify on the last page of this questionnaire.)

57. If you DID report this activity, were you identified as the source of the report?

- I did not report the activity. GO TO QUESTION 63.
No, I was not identified.
Yes, I was identified.

58. If you DID report this activity, and WERE identified, what was the effect on you personally as a result of being identified? (Please mark ALL that apply.)

- I did not report the activity, or I was not identified. GO TO QUESTION 63.
I was given credit by my management for having reported the problem.
Nothing happened to me for having reported the problem.
My coworkers were unhappy with me for having reported the problem.
My supervisor was unhappy with me for having reported the problem.
Someone above my supervisor was unhappy with me for having reported the problem.
I was threatened with reprisal for having reported the problem.
I received an actual reprisal for having reported the problem.

59. Within the last 12 months, have you personally experienced some type of reprisal or threat of reprisal by management for having reported an activity?

- No GO TO QUESTION 63.
Yes

60. Did the reprisal or threat of reprisal take any of the following forms? (Please mark ALL that apply.)

- a. Poor performance appraisal.
b. Denial of promotion.
c. Denial of opportunity for training.
d. Denial of award.
e. Assignment to less desirable or less important duties.
f. Transfer or reassignment to a different job with less desirable duties.
g. Reassignment to a different geographical location.
h. Suspension from my job.
i. Fired from my job.
j. Grade level demotion.
k. Shunned by coworkers or managers.
l. Verbal harassment or intimidation.
m. Required to take a fitness-for-duty exam.
n. Other (Please specify on the last page of this questionnaire.)

61. In response to the reprisal or threat of reprisal, did you take any of the following actions? (Please mark ALL that apply.)

- I took no action. GO TO QUESTION 63.
Complained to a higher level of agency management
Complained to the Office of Inspector General within my agency
Complained to some other office within my agency (for example, the Personnel Office or EEO Office)
Filed a complaint through my union representative
Filed a formal grievance within my agency
Filed an EEO (discrimination) complaint
Filed a complaint with the Office of Special Counsel
Filed an action with the Merit Systems Protection Board
I took an action not listed above. (Please specify on the last page of this questionnaire.)

62. What happened to you as a result of reporting the reprisal or threat of reprisal? (Please mark ALL that apply.)

- It got me into more trouble.
It made no difference.
The threat of reprisal was withdrawn.
The reprisal action itself was withdrawn.
Actions were taken to compensate me for the reprisal action.
Decision concerning the reprisal action is still pending.

Don't Know/Can't Judge
Not Important
Somewhat Important
Very Important

63. How Important, if at all, would each of the following be in encouraging you to report an illegal or wasteful activity?

- a. The activity might endanger people's lives.
b. The activity was something you considered serious in terms of costs to the government.
c. Something would be done to correct the activity you reported.
d. The wrongdoers involved in the activities would be punished.
e. You could be protected from any sort of reprisal.
f. You would be positively recognized by management for a good deed.
g. Your identity would be kept confidential by the people to whom you reported the activity.
h. There were adequate legal protections against unlawful retaliation for reporting the activity.
i. The activity was something you considered to be a serious ethical violation, although the monetary costs associated with it were small.
j. You would be eligible to receive a cash award.

Don't Know/Can't Judge
Very Unlikely
Somewhat Unlikely
Somewhat Likely
Very Likely

64. How likely would you be to "blow the whistle" when the wrongdoer is:

- a. Your supervisor.
b. A higher level supervisor.
c. A coworker (in your work group).
d. A Federal employee outside your work group.
e. A contractor or vendor.
f. A political appointee in your agency.

Questions 65-71 concern training you have received as a Federal employee.

65. Have you requested formal training during the past year?
No GO TO QUESTION 68.
Yes

66. If yes, did you receive the formal training that you requested?
Yes, all that I requested. GO TO QUESTION 68.
Yes, some of the training that I requested.
No, I received none of the formal training that I requested.

67. If your request for formal training was turned down, what was the primary reason for the denial? (Mark ONE only)
Lack of funds
Too much work to do to get away for training
Other coworkers were selected for training
Appropriate training was not available
Lack of management or supervisory support for training request
Don't know

68. How many days in total have you spent in formal training during the past year?
None
Less than 1 day
1-2 days
3-5 days
6-10 days
More than 10 days

69. If you completed training during the past year, what was the most recent type of training that you completed? (Mark the ONE response that BEST applies)
No training completed during the past year. GO TO QUESTION 71.
Technology training (e.g., use of personal computers)
Basic skills training in areas such as math or English
Professional conferences and seminars
Developmental assignment or detail
Apprenticeship
Management or supervisory training
General employee orientation
Human relations training
Communication skills (i.e., training in writing or public speaking)
A course providing training on skills related to my job
On-the-job training
Other

70. To what extent did that most recent training improve your ability to perform your current job?
To a very great extent
To a great extent
To some extent
To a little extent
Not at all
Don't know
Does not apply

71. If you believe that you need additional training to perform your current job better, what types of training do you need? (Mark ALL that apply)

Technology training (e.g., use of personal computers)
Basic skills training in areas such as math or English
Professional conferences and seminars
Developmental assignment or detail
Apprenticeship
Management or supervisory training
General employee orientation
Human relations training
Communication skills (i.e., training in writing or public speaking)
A course providing training on skills related to my job
On-the-job training
Other
No training needed at this time

72. Is your performance evaluated under a 3- or a 5-level rating system?
3-level system
5-level system
Neither
Don't know

73. Which of the following most closely describes the performance rating you received at your last appraisal?
Unacceptable
Minimally successful
Fully successful
Exceeds fully successful
Outstanding
Have not received a rating

74. Are you a:
Nonsupervisor GO TO SECTION III, Page 11.
First-level supervisor (i.e., you sign performance appraisals for other employees)
Second or higher-level supervisor

SECTION II: SUPERVISORS

75. During the past 2 years, have you supervised employees with poor performance or misconduct problems?
Yes, poor performance
Yes, misconduct
Yes, poor performance and misconduct
No
Not sure

GO TO QUESTION 78.

76. Which of these problems did you have to deal with most recently?
Poor performance
Misconduct
Mixed (both)

77A. For the problem referred to in question 76, what did you do?

77B. For each action that you took, what effect did it have on the employee's behavior?

(Mark the oval in this column after each action you took.)

MARK HERE THE EFFECT OF YOUR ACTION ON THE EMPLOYEE'S PERFORMANCE OR CONDUCT

	I Took This Action	MARK HERE THE EFFECT OF YOUR ACTION ON THE EMPLOYEE'S PERFORMANCE OR CONDUCT			
		Made Things Worse	Made No Difference	Made Things Better	No Basis To Judge
a. I counseled the employee and worked with him/her informally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I referred the employee to a counseling service provided by my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I gave the employee a less than satisfactory performance rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I placed the employee on a Performance Improvement Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I initiated formal action against him/her	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I took no action	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I have not decided yet what to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Now be sure to answer 77B. ↑

78. In the past 3 years, has the quality of applicants for vacancies in your work group improved or worsened, with regard to EACH of the following categories of positions?

	Greatly Improved	Somewhat Improved	Remained the Same	Somewhat Worsened	Greatly Worsened	No Basis To Judge
a. Wage Grade (trades and crafts)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. GS 1 through 5 clerical or secretarial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. GS 6 and above clerical or secretarial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. GS 1 through 5 technical (e.g., engineering, biological, or medical technician or aide)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. GS 6 and above technical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. GS 5 through 7 entry-level professional or administrative positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. GS 9 through 12 mid-level professional or administrative positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. GS or GM 13 through 15 senior-level professional or administrative positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. SES	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. Have you, either through hiring or merit promotion procedures, selected any GS/GM 5-15 candidates to fill professional or administrative jobs (for example, scientist, engineer, accountant, personnel specialist, editor, nurse) since the beginning of 1990?
 Yes
 No GO TO QUESTION 81.

80. For each source identified below, please answer questions A-D concerning Professional or Administrative selections since January 1, 1990.

A. Please mark each source you selected.	B. What was the grade range of the most recent selection?	C. How has performance been of the most recent candidate selected?	D. Which category <u>best</u> describes the kind of job you filled?
Candidate Source			
1. OPM certificate (from a competitive register prepared by an OPM office) . <input type="radio"/>	GS 5-7 <input type="radio"/> GS 8-12 <input type="radio"/> GS/GM 13-15 <input type="radio"/>	Excellent <input type="radio"/> Very Good <input type="radio"/> Adequate <input type="radio"/> Marginal <input type="radio"/> Poor <input type="radio"/>	Scientific <input type="radio"/> Engineer <input type="radio"/> Medical <input type="radio"/> Other Prof. <input type="radio"/> Admin. <input type="radio"/>
2. Certificate based on agency examining (under authority by OPM) <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
3. Direct-hire authority <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
4. Outstanding scholar authority <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
5. Conversion from a Cooperative Education Appointment <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
6. Veterans Readjustment Appointment <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
7. Selection of a candidate through your agency's merit promotion plan <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
8. Candidate source is unknown <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
9. Other (please specify on last page of this questionnaire) . <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

81. During the past 18 months, except for people hired under summer employment programs, have there been any temporary employees in the work units you supervise?
 Yes
 No GO TO QUESTION 85.

82. If you answered yes to question 81, what were the reasons temporary employees were used? (Mark ALL that apply)

- A temporary increase in workload.
- Future funding or future workload for the unit was uncertain.
- Contracting out was being considered for the work being performed by the temporary employees.
- Temporary employees could be hired more rapidly than permanent employees.
- The quality of temporary employment candidates exceeded that of candidates for permanent positions.
- It costs my unit less to use temporary employees.
- To provide a tryout period for a disabled employee being considered for permanent placement.
- To provide a tryout period for a nondisabled employee being considered later for a permanent position.
- For some other reason.

83. If you answered yes to question 81, would you rate the ability of the temporary employees to do the job as:
- generally better than permanent employees you could have hired?
 - generally worse than permanent employees you could have hired?
 - about the same as permanent employees you could have hired?
 - Don't know/Can't judge

84. Given the opportunity, would you consider increasing your use of temporary employees to handle more of your work load?
- Yes
 - No
 - Don't know/Can't judge

Don't Know/Can't Judge
Strongly Disagree
Disagree
Neither Agree Nor Disagree
Agree
Strongly Agree

85. The training to which I have sent employees under my supervision has generally been a cost-effective method for improving their performance

86. I am able to get the employees I supervise the training that they need to perform their jobs well

SECTION III: ALL EMPLOYEES

87. How many years have you been a Federal Government employee (excluding military service)?
- | | |
|---|---|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 16 through 20 years |
| <input type="radio"/> 1 through 5 years | <input type="radio"/> 21 through 25 years |
| <input type="radio"/> 6 through 10 years | <input type="radio"/> 26 through 30 years |
| <input type="radio"/> 11 through 15 years | <input type="radio"/> 31 years or more |

88. How many years have you been in your current job?
- | | |
|--|--|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 4 to 10 years |
| <input type="radio"/> 1 to 3 years | <input type="radio"/> More than 10 years |

89. Are you:
- Male Female

90. What is your age?
- | | | |
|--------------------------------|-----------------------------|-----------------------------------|
| <input type="radio"/> Under 20 | <input type="radio"/> 40-49 | <input type="radio"/> 60-64 |
| <input type="radio"/> 20-29 | <input type="radio"/> 50-54 | <input type="radio"/> 65 or older |
| <input type="radio"/> 30-39 | <input type="radio"/> 55-59 | |

91. What is your highest education level? (Mark ONE only)
- Less than high school diploma
 - High school diploma or GED
 - High school diploma or GED plus some college or technical school
 - 2-year college degree (AA,AS)
 - 4-year college degree (BA, BS, or other bachelor's degree)
 - Some graduate or professional school
 - Graduate or professional degree

92. What is your pay category?
- General schedule (GS) or similar
 - GM or similar
 - Wage grade nonsupervisor
 - Wage grade supervisor
 - Executive, SES or equivalent
 - Other

93. What is your current pay grade?
- | | | | |
|-------------------------|--------------------------|--------------------------|--|
| <input type="radio"/> 1 | <input type="radio"/> 6 | <input type="radio"/> 11 | <input type="radio"/> ES1-ES6 (SES pay grades) |
| <input type="radio"/> 2 | <input type="radio"/> 7 | <input type="radio"/> 12 | <input type="radio"/> Other |
| <input type="radio"/> 3 | <input type="radio"/> 8 | <input type="radio"/> 13 | |
| <input type="radio"/> 4 | <input type="radio"/> 9 | <input type="radio"/> 14 | |
| <input type="radio"/> 5 | <input type="radio"/> 10 | <input type="radio"/> 15 | |

94. Which of the following best describes the kind of work you do? (Please mark the category which corresponds to your work and not the work of your organization or unit.)
- Clerical or secretarial
 - Manual, trade or craft
 - Technician
 - Administration/professional work in
 - General administration
 - Computer or information systems
 - Sciences
 - Accounting, economics
 - Medical or health
 - Engineering
 - Legal
 - Law enforcement
 - Other administration/professional work
 - Other

95. Is your immediate supervisor:
- General schedule (GS or GM)
 - Wage grade (WS)
 - Military
 - SES
 - Other

96. Are you:
- American Indian or Alaskan Native
 - Asian American or Pacific Islander American
 - Black, not of Hispanic origin
 - Hispanic
 - White, not of Hispanic origin
 - Other

APPENDIX 2

**1992 MERIT PRINCIPLES SURVEY
MAGNETIC DATA TAPE LAYOUT**

<u>Card #</u>	<u>Survey question #</u>	<u># Chars.</u>	<u>Starting</u>	<u>Ending</u>
1	1	1	22	22
1	2	1	23	23
1	3	1	24	24
1	4	1	25	25
1	5	1	26	26
1	6	1	27	27
1	7	1	28	28
1	8	1	29	29
1	9	1	30	30
1	10	1	31	31
1	11	1	32	32
1	12	1	33	33
1	13	1	34	34
1	14	1	35	35
1	15	1	36	36
1	16	1	37	37
1	17	1	38	38
1	18	1	39	39
1	19	1	40	40
1	20	1	41	41
1	21	1	42	42
1	22	1	43	43
1	23	1	44	44
1	24	1	45	45
1	25	1	46	46
1	26	1	47	47
1	27	1	48	48
1	28	1	49	49
1	29	1	50	50
1	30	1	51	51
1	31	1	52	52
1	32	1	53	53
1	33	1	54	54
1	34	1	55	55
1	35	1	56	56
1	36	1	57	57
1	37	1	58	58
1	38	1	59	59
1	39a	1	60	60
1	39b	1	61	61
1	39c	1	62	62
1	39d	1	63	63
1	40	1	64	64
1	41	1	65	65
1	42	1	66	66
1	43a	1	67	67

<u>Card #</u>	<u>Survey question #</u>	<u># Chars.</u>	<u>Starting</u>	<u>Ending</u>
1	43b	1	68	68
1	43c	1	69	69
1	44a	1	70	70
1	44b	1	71	71
1	44c	1	72	72
1	45a	1	73	73
1	45b	1	74	74
1	45c	1	75	75
1	46a	1	76	76
1	46b	1	77	77
1	46c	1	78	78
1	46d	1	79	79
1	46e	1	80	80

<u>Card #</u>	<u>Survey question #</u>	<u># Chars.</u>	<u>Starting</u>	<u>Ending</u>
2	46f	1	1	1
2	46g	1	2	2
2	46h	1	3	3
2	47a	1	4	4
2	47b	1	5	5
2	48a	1	6	6
2	48b	1	7	7
2	48c	1	8	8
2	48d	1	9	9
2	49a	1	10	10
2	49b	1	11	11
2	49c	1	12	12
2	49d	1	13	13
2	50	1	14	14
2	51	2	15	16
2	52 (1-5)	5	17	21
2	53	1	22	22
2	54	1	23	23
2	55 (1-15)	15	24	38
2	56 (1-13)	13	39	51
2	57	1	52	52
2	58 (1-8)	8	53	60
2	59	1	61	61
2	60a (threat)	1	62	62
2	60a (done)	1	63	63
2	60b (threat)	1	64	64
2	60b (done)	1	65	65
2	60c (threat)	1	66	66
2	60c (done)	1	67	67
2	60d (threat)	1	68	68
2	60d (done)	1	69	69
2	60e (threat)	1	70	70
2	60e (done)	1	71	71
2	60f (threat)	1	72	72
2	60f (done)	1	73	73
2	60g (threat)	1	74	74
2	60g (done)	1	75	75
2	60h (threat)	1	76	76
2	60h (done)	1	77	77
2	60i (threat)	1	78	78
2	60i (done)	1	79	79
2	60j (threat)	1	80	80

<u>Card #</u>	<u>Survey question #</u>	<u># Chars.</u>	<u>Starting</u>	<u>Ending</u>
3	60j (done)	1	1	1
3	60k (threat)	1	2	2
3	60k (done)	1	3	3
3	60l (threat)	1	4	4
3	60l (done)	1	5	5
3	60m (threat)	1	6	6
3	60m (done)	1	7	7
3	60n (threat)	1	8	8
3	60n (done)	1	9	9
3	61 (1-10)	10	10	19
3	62 (1-6)	6	20	25
3	63a	1	26	26
3	63b	1	27	27
3	63c	1	28	28
3	63d	1	29	29
3	63e	1	30	30
3	63f	1	31	31
3	63g	1	32	32
3	63h	1	33	33
3	63i	1	34	34
3	63j	1	35	35
3	64a	1	36	36
3	64b	1	37	37
3	64c	1	38	38
3	64d	1	39	39
3	64e	1	40	40
3	64f	1	41	41
3	65	1	42	42
3	66	1	43	43
3	67	1	44	44
3	68	1	45	45
3	69	2	46	47
3	70	1	48	48
3	71 (1-13)	13	49	61
3	72	1	62	62
3	73	1	63	63
3	74	1	64	64
3	75	1	65	65
3	76	1	66	66
3	77Aa	1	67	67
3	77Ab	1	68	68
3	77Ac	1	69	69
3	77Ad	1	70	70
3	77Ae	1	71	71
3	77Af	1	72	72
3	77Ag	1	73	73
3	77Ba	1	74	74
3	77Bb	1	75	75
3	77Bc	1	76	76
3	77Bd	1	77	77
3	77Be	1	78	78
3	77Bf	1	79	79
3	77Bg	1	80	80

<u>Card #</u>	<u>Survey question #</u>	<u># Chars.</u>	<u>Starting</u>	<u>Ending</u>
4	78a	1	1	1
4	78b	1	2	2
4	78c	1	3	3
4	78d	1	4	4
4	78e	1	5	5
4	78f	1	6	6
4	78g	1	7	7
4	78h	1	8	8
4	78i	1	9	9
4	78j	1	10	10
4	79	1	11	11
4	80A1	1	12	12
4	80A2	1	13	13
4	80A3	1	14	14
4	80A4	1	15	15
4	80A5	1	16	16
4	80A6	1	17	17
4	80A7	1	18	18
4	80A8	1	19	19
4	80A9	1	20	20
4	80B1	1	21	21
4	80B2	1	22	22
4	80B3	1	23	23
4	80B4	1	24	24
4	80B5	1	25	25
4	80B6	1	26	26
4	80B7	1	27	27
4	80B8	1	28	28
4	80B9	1	29	29
4	80C1	1	30	30
4	80C2	1	31	31
4	80C3	1	32	32
4	80C4	1	33	33
4	80C5	1	34	34
4	80C6	1	35	35
4	80C7	1	36	36
4	80C8	1	37	37
4	80C9	1	38	38
4	80D1	1	39	39
4	80D2	1	40	40
4	80D3	1	41	41
4	80D4	1	42	42
4	80D5	1	43	43
4	80D6	1	44	44
4	80D7	1	45	45
4	80D8	1	46	46
4	80D9	1	47	47
4	81	1	48	48
4	82 (1-9)	9	49	57
4	83	1	58	58
4	84	1	59	59

<u>Card #</u>	<u>Survey question #</u>	<u># Chars.</u>	<u>Starting</u>	<u>Ending</u>
4	85	1	60	60
4	86	1	61	61
4	87	1	62	62
4	88	1	63	63
4	89	1	64	64
4	90	1	65	65
4	91	1	66	66
4	92	1	67	67
4	93	2	68	69
4	94	2	70	71
4	95	1	72	72
4	96	1	73	73
4	97	1	74	74
4	98	2	75	76

TABLE 1. STRATIFICATION MATRIX USED IN SAMPLING FOR
1992 MERIT PRINCIPLES SURVEY

AGENCY	GS 1-15		NONMINORITY		MINORITY		SES	WS	WG/WL
	SUPERVISOR	NONSUPERVISOR	NONMINORITY	MINORITY					
Agriculture	1		24	47	70	93	116		
Commerce	2		25	48	71	94	117		
Air Force	3		26	49	72	95	118		
Army	4		27	50	73	96	119		
Navy	5		28	51	74	97	120		
Other DoD	6		29	52	75	98	121		
Education	7		30	53	76	99	122		
Energy	8		31	54	77	100	123		
EPA	9		32	55	78	101	124		
GSA	10		33	56	79	102	125		
HHS	11		34	57	80	103	126		
HUD	12		35	58	81	104	127		
Interior	13		36	59	82	105	128		
Justice	14		37	60	83	106	129		
Labor	15		38	61	84	107	130		
NASA	16		39	62	85	108	131		
OPM	17		40	63	86	109	132		
SBA	18		41	64	87	110	133		
State	19		42	65	88	111	134		
Transportation	20		43	66	89	112	135		
Treasury	21		44	67	90	113	136		
VA	22		45	68	91	114	137		
Other	23		46	69	92	115	138		

TABLE 2. 1992 MERIT PRINCIPLES SURVEY
POPULATION AND RESPONDENT COUNTS BY STRATUM

<u>STRATUM #</u>	<u>TOTAL RESPONDENTS</u>	<u>TOTAL POPULATION</u>
0 ¹	661	--
1	200	12609
2	106	3609
3	111	18045
4	114	31452
5	118	25318
6	111	11480
7	74	609
8	111	2693
9	96	2451
10	112	2719
11	98	14588
12	103	1854
13	170	8552
14	102	7953
15	112	2656
16	96	3156
17	99	738
18	122	705
19	121	924
20	126	10059
21	98	16546
22	99	16442
23	60	7471
24	267	63719
25	246	14886
26	309	82857
27	310	139938
28	278	116324
29	260	51693
30	242	1924
31	325	10827
32	312	9661
33	284	7756
34	277	55848
35	340	6594
36	308	32416
37	234	31430
38	316	8811
39	255	16438
40	335	2910
41	324	2007
42	140	3900
43	308	43321

¹ Respondents who failed to answer any one of the 4 survey questions used for strata identification (i.e., ques. # 74, 92, 93, or 98) could not be assigned to a stratum and have been designated stratum=0.

<u>STRATUM #</u>	<u>TOTAL RESPONDENTS</u>	<u>TOTAL POPULATION</u>
44	337	77425
45	280	74608
46	131	24191
47	97	13753
48	74	5933
49	124	23743
50	102	44014
51	105	39083
52	78	17723
53	88	1900
54	88	3237
55	93	3768
56	121	4327
57	104	35229
58	117	4854
59	83	9693
60	93	15983
61	113	4629
62	88	3633
63	113	1689
64	115	1122
65	72	2210
66	111	9542
67	114	36459
68	79	42286
69	44	13488
70	20	369
71	15	433
72	11	177
73	15	341
74	20	427
75	23	504
76	2	88
77	25	532
78	4	276
79	6	117
80	21	632
81	4	115
82	12	276
83	11	354
84	10	165
85	28	573
86	1	64
87	3	55
88	24	484
89	24	410
90	27	520
91	23	323
92	39	1574
93	2	184
94	5	176
95	166	8956

<u>STRATUM #</u>	<u>TOTAL RESPONDENTS</u>	<u>TOTAL POPULATION</u>
96	112	6812
97	127	9045
98	58	1751
99	0	1
100	6	158
101	1	1
102	11	486
103	4	324
104	0	3
105	17	960
106	11	2938
107	1	4
108	1	32
109	1	4
110	2	0
111	3	9
112	6	316
113	12	394
114	47	3218
115	1	238
116	6	1704
117	6	814
118	138	59410
119	135	60588
120	152	79719
121	48	16185
122	3	10
123	4	1372
124	1	42
125	11	4139
126	9	2773
127	4	22
128	8	5850
129	28	398
130	2	40
131	1	722
132	1	54
133	0	8
134	4	87
135	9	2895
136	5	3146
137	38	26572
138	3	1696

APPENDIX 3

**LIST OF VARIABLE NAMES AND
CORRESPONDING 1992 MERIT PRINCIPLES SURVEY QUESTIONS**

<u>Variable name</u>	<u>Survey question</u>
Q1	1
Q2	2
Q3	3
Q4	4
Q5	5
Q6	6
Q7	7
Q8	8
Q9	9
Q10	10
Q11	11
Q12	12
Q13	13
Q14	14
Q15	15
Q16	16
Q17	17
Q18	18
Q19	19
Q20	20
Q21	21
Q22	22
Q23	23
Q24	24
Q25	25
Q26	26
Q27	27
Q28	28
Q29	29
Q30	30
Q31	31
Q32	32
Q33	33
Q34	34
Q35	35
Q36	36
Q37	37
Q38	38
Q3901	39a
Q3902	39b
Q3903	39c
Q3904	39d
Q40	40
Q41	41
Q42	42
Q4301	43a
Q4302	43b
Q4303	43c
Q4401	44a

<u>Variable name</u>	<u>Survey question</u>
Q4402	44b
Q4403	44c
Q4501	45a
Q4502	45b
Q4503	45c
Q4601	46a
Q4602	46b
Q4603	46c
Q4604	46d
Q4605	46e
Q4606	46f
Q4607	46g
Q4608	46h
Q4701	47a
Q4702	47b
Q4801	48a
Q4802	48b
Q4803	48c
Q4804	48d
Q4901	49a
Q4902	49b
Q4903	49c
Q4904	49d
Q50	50
Q51	51
Q5201	
TO Q5205	52
Q53	53
Q54	54
Q5501	
TO Q5515	55
Q5601 TO Q5613	56
Q57	57
Q5801 TO Q5808	58
Q59	59
Q60101	60a (threatened)
Q60102	60a (done)
Q60201	60b (threatened)
Q60202	60b (done)
Q60301	60c (threatened)
Q60302	60c (done)
Q60401	60d (threatened)
Q60402	60d (done)
Q60501	60e (threatened)
Q60502	60e (done)
Q60601	60f (threatened)
Q60602	60f (done)
Q60701	60g (threatened)
Q60702	60g (done)
Q60801	60h (threatened)
Q60802	60h (done)
Q60901	60i (threatened)

<u>Variable name</u>	<u>Survey question</u>
Q60902	60i (done)
Q601001	60j (threatened)
Q601002	60j (done)
Q601101	60k (threatened)
Q601102	60k (done)
Q601201	60l (threatened)
Q601202	60l (done)
Q601301	60m (threatened)
Q601302	60m (done)
Q601401	60n (threatened)
Q601402	60n (done)
Q6101	
TO Q6110	61
Q6201	
TO Q6206	62
Q6301	63a
Q6302	63b
Q6303	63c
Q6304	63d
Q6305	63e
Q6306	63f
Q6307	63g
Q6308	63h
Q6309	63i
Q6310	63j
Q6401	64a
Q6402	64b
Q6403	64c
Q6404	64d
Q6405	64e
Q6406	64f
Q65	65
Q66	66
Q67	67
Q68	68
Q69	69
Q70	70
Q7101	
TO Q7113	71
Q72	72
Q73	73
Q74	74
Q75	75
Q76	76
Q77101	77Aa
Q77102	77Ab
Q77103	77Ac
Q77104	77Ad
Q77105	77Ae
Q77106	77Af
Q77107	77Ag
Q77201	77Ba

<u>Variable name</u>	<u>Survey question</u>
Q77202	77Bb
Q77203	77Bc
Q77204	77Bd
Q77205	77Be
Q77206	77Bf
Q77207	77Bg
Q7801	78a
Q7802	78b
Q7803	78c
Q7804	78d
Q7805	78e
Q7806	78f
Q7807	78g
Q7808	78h
Q7809	78i
Q7810	78j
Q79	79
Q80101	80A1
Q80102	80A2
Q80103	80A3
Q80104	80A4
Q80105	80A5
Q80106	80A6
Q80107	80A7
Q80108	80A8
Q80109	80A9
Q80201	80B1
Q80202	80B2
Q80203	80B3
Q80204	80B4
Q80205	80B5
Q80206	80B6
Q80207	80B7
Q80208	80B8
Q80209	80B9
Q80301	80C1
Q80302	80C2
Q80303	80C3
Q80304	80C4
Q80305	80C5
Q80306	80C6
Q80307	80C7
Q80308	80C8
Q80309	80C9
Q80401	80D1
Q80402	80D2
Q80403	80D3
Q80404	80D4
Q80405	80D5
Q80406	80D6
Q80407	80D7
Q80408	80D8

<u>Variable name</u>	<u>Survey question</u>
Q80409	80D9
Q81	81
Q8201	
TO Q8209	82
Q83	83
Q84	84
Q85	85
Q86	86
Q87	87
Q88	88
Q89	89
Q90	90
Q91	91
Q92	92
Q93	93
Q94	94
Q95	95
Q96	96
Q97	97
Q98	98