

台灣 (Taiwan, ROC)

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**Exploring the Relationships Among Confucian
Work Ethics, Western Innovative Values, and
Corporate Ethics and Social Responsibility Practices**

Study Documentation

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Exploring the Relationships Among Confucian Work Ethics, Western Innovative Values, and Corporate Ethics and Social Responsibility Practices

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Overview	
Identification	E10705
Version	Production Date: 2021-08-01
Abstract	
<p>Chinese society rooted in Confucianism, showing a traditional philosophy of propriety and hard work without complaint, good for creation of a harmonious, non-self-centered society. However, perhaps due to the greater emphasis of technological outcomes, most prior Confucian ethics studies pertain to the general ideas. Seldom empirically investigate the social influence of integrating old Chinese values with new Western styles.</p> <p>This paper makes such a contribution co-exists with Western innovative cultures and coaching style of management in Chinese-managed firms to facilitate employees learning about work ethics and social responsibilities(WESRs). The model is extended to relate WESR with human resource benefit in work performance efficacy. Through various PLS analysis procedures, the results provide an insight to explore the procedure for how managers can work with organizations to foster a solid ethice system by which employees can learn about ethical values and socially responsible behavior more than simply the required job skills. The empirical results supported our proposed model and hypotheses. The results imply mainly that managers as a direct organization-involved supervisor can be more effective than organizational cultures in helping employees understand the significance of business ethics and being scioally responsible.</p>	
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage	
Time Period(s)	2018-2019
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
台灣地區	
Universe	
業界人士(金融, 製造, 電力事業, 服務業)	

Producers & Sponsors	
Primary Investigator(s)	Quey-Jen Yeh
Other Producer(s)	National Cheng Kung University, Department of Business Administration
Funding Agency/ies	Ministry of Science and Technology

Data Collection	
Data Collection Dates	start 2018-05-10 end 2019-06-10
Time Period(s)	start 2018-08-01

	end 2019-10-15
Data Collection Mode	網路調查

Data Processing & Appraisal

Data Editing

The Center for Survey Research (CSR), Research Center for Humanities and Social Sciences Academia Sinica, has checked wild codes and out-of-range values, to validate and clean data.

Accessibility

Contact(s)	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心), https://srda.sinica.edu.tw , srda@gate.sinica.edu.tw
Distributor(s)	學術調查研究資料庫(Survey Research Data Archive)
Depositor(s)	National Cheng Kung University, Department of Business Administration

Access Conditions

標準版(一般會員、院內會員申請下載)

Files Description

Dataset contains 1 file(s)

data	
# Cases	219
# Variable(s)	81

Variables Group(s)

Dataset contains 7 group(s)

Group I. Management Style							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	m1	1. Value the systems and regulations.	discrete	numeric-2.0	219	0	-
2	m2	2. Focus on time management of work.	discrete	numeric-2.0	219	0	-
3	m3	3. Give staff clear work instructions.	discrete	numeric-2.0	219	0	-
4	m4	4. Is willing to discuss work with the staff.	discrete	numeric-2.0	219	0	-
5	m5	5. Give employees necessary support at work.	discrete	numeric-2.0	219	0	-
6	m6	6. Do not accept subordinates to perform their work in a vague manner.	discrete	numeric-2.0	219	0	-
7	m7	7. Will consult the relevant staff before making decisions.	discrete	numeric-2.0	219	0	-
8	m8	8. Often make decisions by themselves.	discrete	numeric-2.0	219	0	-
9	m9	9. Seldom authorize to subordinates.	discrete	numeric-2.0	219	0	-
10	m10	10. Emphasize hierarchy in management.	discrete	numeric-2.0	219	0	-
11	m11	11. Emphasize the top-down, power style management.	discrete	numeric-2.0	219	0	-
12	m12	12. Often keep distance with the employees.	discrete	numeric-2.0	219	0	-
13	m13	13. Seldom interact with subordinates.	discrete	numeric-2.0	219	0	-
14	m14	14. Seldom talk in the meeting, and employees don't talk much either.	discrete	numeric-2.0	219	0	-

Group II. Organizational Cultures							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	c1	1. Failure is tolerated if it is not due to purposeful mistakes or indolence.	discrete	numeric-2.0	219	0	-
2	c2	2. This firm values the hard work of employees rather than simply the outcomes.	discrete	numeric-2.0	219	0	-
3	c3	3. This firm recognizes the work philosophy: "Failure is the mother of success."	discrete	numeric-2.0	219	0	-
4	c4	4. Leadership here likes to publicly encourage innovative employees.	discrete	numeric-2.0	219	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
5	c5	5. This firm allows employees to try new or different ways of work.	discrete	numeric-2.0	219	0	-
6	c6	6. This firm is willing to try new ideas proposed by employees.	discrete	numeric-2.0	219	0	-
7	c7	7. This firm gives employees the highest extent of work autonomy.	discrete	numeric-2.0	219	0	-
8	c8	8. This firm allows employees to determine solutions to problems to a certain extent.	discrete	numeric-2.0	219	0	-
9	c9	9. This firm allows employees to adjust their work schedules without delaying others.	discrete	numeric-2.0	219	0	-
10	c10	10. Despite conflicts, employees here respect the opinions of others.	discrete	numeric-2.0	219	0	-
11	c11	11. Employees here are willing to talk in meetings, even when they disagree with others.	discrete	numeric-2.0	219	0	-
12	c12	12. Employees here communicate and compromise when there are conflicts at work.	discrete	numeric-2.0	219	0	-
13	c13	13. This firm recognizes the imperative of professional competence before seniority.	discrete	numeric-2.0	219	0	-
14	c14	14. This firm values employees more by their performances than by their personal relationships.	discrete	numeric-2.0	219	0	-
15	c15	15. The promotion system here considers first work performance, then seniority.	discrete	numeric-2.0	219	0	-

Group III. Corporate Social Responsibility Learning

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	1. Treats employees fairly.	discrete	numeric-2.0	219	0	-
2	d2	2. Respects human rights of those employed in foreign countries.	discrete	numeric-2.0	219	0	-
3	d3	3. Respects human rights of foreign labors.	discrete	numeric-2.0	219	0	-
4	d4	4. Competes fairly with its competitors.	discrete	numeric-2.0	219	0	-
5	d5	5. Is honest and up front about telling the truth when something goes wrong.	discrete	numeric-2.0	219	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
6	d6	6. Be responsible to environments for all activities.	discrete	numeric-2.0	219	0	-
7	d7	7. Be honest when things happen.	discrete	numeric-2.0	219	0	-
8	d8	8. Contributes resources to the art and cultural programs in the community.	discrete	numeric-2.0	219	0	-
9	d9	9. Contributes resources to raise social awareness of issues in hunger and violence.	discrete	numeric-2.0	219	0	-
10	d10	10. Contributes resources to student issues such as scholarships and internships.	discrete	numeric-2.0	219	0	-
11	d11	11. Supports children and family issues such as adoption and foster cares.	discrete	numeric-2.0	219	0	-
12	d12	12. Supports public health program such as fight against AIDS, cancer, and other diseases.	discrete	numeric-2.0	219	0	-
13	d13	13. Builds long-term relations with its consumers.	discrete	numeric-2.0	219	0	-
14	d14	14. Is willing to listen to the voices of communities.	discrete	numeric-2.0	219	0	-
15	d15	15. Is willing to listen to consumer voices and invest resources on innovative products.	discrete	numeric-2.0	219	0	-
16	d16	16. Is willing to listen to the voices of government and flow rules to do work.	discrete	numeric-2.0	219	0	-
17	d17	17. Is willing to listen to the voices of newspaper and media.	discrete	numeric-2.0	219	0	-
18	d18	18. Is willing to listen to the opinions of industrial and business associations.	discrete	numeric-2.0	219	0	-
19	d19	19. Open to the criticisms about its business practices.	discrete	numeric-2.0	219	0	-
20	d20	20. Overall, do you understanding the meaning of corporate social responsibility?	discrete	numeric-2.0	219	0	-

Group IV. Work Ethic Learning

#	Name	Label	Type	Format	Valid	Invalid	Question
1	e1	1. What is best for the other persons should be the major concern.	discrete	numeric-2.0	219	0	-
2	e2	2. The interest of customer and public should be the first priority.	discrete	numeric-2.0	219	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
3	e3	3. Whether it violates morals should be the major concern in doing work.	discrete	numeric-2.0	219	0	-
4	e4	4. Social interest should be prioritized before personal when there is conflict.	discrete	numeric-2.0	219	0	-
5	e5	5. Company rule should be prioritized when there is conflict between company rule and personal standard.	discrete	numeric-2.0	219	0	-
6	e6	6. People should reflect their company's unethical behavior.	discrete	numeric-2.0	219	0	-
7	e7	7. People should be guided by their own personal ethics, not affected by the company.	discrete	numeric-2.0	219	0	-
8	e8	8. People should be guided by their own personal ethics, not affected by the company.	discrete	numeric-2.0	219	0	-
9	e9	9. Should not talk to friends outside the company about company's confidential issues.	discrete	numeric-2.0	219	0	-
10	e10	10. Employees who apply immoral behavior to increase company's interests should be punished.	discrete	numeric-2.0	219	0	-
11	e11	11. Employees should not copy company's confidential data without company's authorization.	discrete	numeric-2.0	219	0	-
12	e12	12. People should beware immoral things even there is no rules in the company.	discrete	numeric-2.0	219	0	-

Group V. Work Performance Efficacy

#	Name	Label	Type	Format	Valid	Invalid	Question
1	p1	1. Can find core of the problem.	discrete	numeric-2.0	219	0	-
2	p2	2. Can use time effectively.	discrete	numeric-2.0	219	0	-
3	p3	3. Can suggest possible solutions.	discrete	numeric-2.0	219	0	-
4	p4	4. Would not simply give problems without offering ideas.	discrete	numeric-2.0	219	0	-
5	p5	5. Can relate ends and means clearly.	discrete	numeric-2.0	219	0	-
6	p6	6. Be enthusiastic about work and need no motivating.	discrete	numeric-2.0	219	0	-
7	p7	7. Can use time effectively.	discrete	numeric-2.0	219	0	-
8	p8	8. Can develop a plan and follow it.	discrete	numeric-2.0	219	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
9	p9	9. Can always perform better than the others.	discrete	numeric-2.0	219	0	-
10	p10	10. Can maintain good performance in the company.	discrete	numeric-2.0	219	0	-

Group VI. Company Basic Information

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ci1	1. company basic information: industry	discrete	numeric-1.0	219	0	-
2	ci2	2. company basic information: attributes	discrete	numeric-1.0	219	0	-

Group VII. Personal Basic Information

#	Name	Label	Type	Format	Valid	Invalid	Question
1	no	number	discrete	character-2	219	0	-
2	bi1	1. gender	discrete	numeric-1.0	219	0	-
3	bi2	2. age	discrete	numeric-1.0	219	0	-
4	bi3	3. education	discrete	numeric-1.0	219	0	-
5	bi4	4. current position	discrete	numeric-1.0	219	0	-
6	bi5	5. if supervisor:	discrete	numeric-1.0	219	0	-
7	bi6	6. working years(including former)	discrete	numeric-1.0	219	0	-
8	bi7	7. years of current position	discrete	numeric-1.0	219	0	-

Variables Description

Dataset contains 81 variable(s)

File : data

no: number

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		1	0.5%
10		11	5.0%
11		11	5.0%
12		11	5.0%
13		11	5.0%
14		11	5.0%
15		11	5.0%
16		11	5.0%
17		11	5.0%
18		11	5.0%
19		11	5.0%
2		1	0.5%
20		11	5.0%
21		11	5.0%
22		1	0.5%
23		1	0.5%
24		1	0.5%
25		1	0.5%
26		1	0.5%
27		1	0.5%
28		1	0.5%
29		1	0.5%
3		1	0.5%
30		1	0.5%
31		1	0.5%
32		1	0.5%
33		1	0.5%
34		1	0.5%
35		1	0.5%
36		1	0.5%
37		1	0.5%
38		1	0.5%
39		1	0.5%
4		1	0.5%
40		1	0.5%
41		1	0.5%
42		1	0.5%
43		1	0.5%
44		1	0.5%
45		1	0.5%
46		1	0.5%

File : data

no: number

Value	Label	Cases	Percentage
47		1	0.5%
48		1	0.5%
49		1	0.5%
5		1	0.5%
50		1	0.5%
51		1	0.5%
52		1	0.5%
53		1	0.5%
54		1	0.5%
55		1	0.5%
56		1	0.5%
57		1	0.5%
58		1	0.5%
59		1	0.5%
6		1	0.5%
60		1	0.5%
61		1	0.5%
62		1	0.5%
63		1	0.5%
64		1	0.5%
65		1	0.5%
66		1	0.5%
67		1	0.5%
68		1	0.5%
69		1	0.5%
7		1	0.5%
70		1	0.5%
71		1	0.5%
72		1	0.5%
73		1	0.5%
74		1	0.5%
75		1	0.5%
76		1	0.5%
77		1	0.5%
78		1	0.5%
79		1	0.5%
8		1	0.5%
80		1	0.5%
81		1	0.5%
82		1	0.5%
83		1	0.5%
84		1	0.5%
85		1	0.5%

File : data

no: number

Value	Label	Cases	Percentage
86		1	0.5%
87		1	0.5%
88		1	0.5%
89		1	0.5%
9		1	0.5%
90		1	0.5%
91		1	0.5%
92		1	0.5%
93		1	0.5%
94		1	0.5%
95		1	0.5%
96		1	0.5%
97		1	0.5%
98		1	0.5%
99		1	0.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m1: 1. Value the systems and regulations.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disageee	1	0.5%
2	disagree	2	0.9%
3	slightly disagree	14	6.4%
4	neutral	25	11.4%
5	slightly agree	52	23.7%
6	agree	67	30.6%
7	totally agree	58	26.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m2: 2. Focus on time management of work.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disageee	0	
2	disagree	4	1.8%
3	slightly disagree	11	5.0%
4	neutral	25	11.4%
5	slightly agree	42	19.2%
6	agree	73	33.3%
7	totally agree	64	29.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m3: 3. Give staff clear work instructions.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

File : data

m3: 3. Give staff clear work instructions.

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	9	4.1%
3	slightly disagree	13	5.9%
4	neutral	42	19.2%
5	slightly agree	69	31.5%
6	agree	46	21.0%
7	totally agree	36	16.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m4: 4. Is willing to discuss work with the staff.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	4	1.8%
3	slightly disagree	15	6.8%
4	neutral	28	12.8%
5	slightly agree	71	32.4%
6	agree	51	23.3%
7	totally agree	47	21.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m5: 5. Give employees necessary support at work.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	8	3.7%
3	slightly disagree	17	7.8%
4	neutral	28	12.8%
5	slightly agree	68	31.1%
6	agree	55	25.1%
7	totally agree	40	18.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m6: 6. Do not accept subordinates to perform their work in a vague manner.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	0	
2	disagree	6	2.7%
3	slightly disagree	10	4.6%
4	neutral	32	14.6%

File : data

m6: 6. Do not accept subordinates to perform their work in a vague manner.

Value	Label	Cases	Percentage
5	slightly agree	56	25.6%
6	agree	62	28.3%
7	totally agree	53	24.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m7: 7. Will consult the relevant staff before making decisions.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	15	6.8%
2	disagree	32	14.6%
3	slightly disagree	34	15.5%
4	neutral	44	20.1%
5	slightly agree	38	17.4%
6	agree	37	16.9%
7	totally agree	19	8.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m8: 8. Often make decisions by themselves.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	13	5.9%
2	disagree	24	11.0%
3	slightly disagree	44	20.1%
4	neutral	50	22.8%
5	slightly agree	53	24.2%
6	agree	23	10.5%
7	totally agree	12	5.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m9: 9. Seldom authorize to subordinates.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	20	9.1%
2	disagree	34	15.5%
3	slightly disagree	50	22.8%
4	neutral	47	21.5%
5	slightly agree	37	16.9%
6	agree	23	10.5%
7	totally agree	8	3.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

m10: 10. Emphasize hierarchy in management.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	20	9.1%
2	disagree	23	10.5%
3	slightly disagree	32	14.6%
4	neutral	43	19.6%
5	slightly agree	43	19.6%
6	agree	36	16.4%
7	totally agree	22	10.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m11: 11. Emphasize the top-down, power style management.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	23	10.5%
2	disagree	28	12.8%
3	slightly disagree	29	13.2%
4	neutral	42	19.2%
5	slightly agree	39	17.8%
6	agree	35	16.0%
7	totally agree	23	10.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m12: 12. Often keep distance with the employees.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	29	13.2%
2	disagree	39	17.8%
3	slightly disagree	48	21.9%
4	neutral	36	16.4%
5	slightly agree	39	17.8%
6	agree	22	10.0%
7	totally agree	6	2.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m13: 13. Seldom interact with subordinates.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	50	22.8%
2	disagree	43	19.6%
3	slightly disagree	54	24.7%

File : data

m13: 13. Seldom interact with subordinates.

Value	Label	Cases	Percentage
4	neutral	29	13.2%
5	slightly agree	24	11.0%
6	agree	12	5.5%
7	totally agree	7	3.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

m14: 14. Seldom talk in the meeting, and employees don't talk much either.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	32	14.6%
2	disagree	49	22.4%
3	slightly disagree	53	24.2%
4	neutral	38	17.4%
5	slightly agree	27	12.3%
6	agree	14	6.4%
7	totally agree	6	2.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c1: 1. Failure is tolerated if it is not due to purposeful mistakes or indolence.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	14	6.4%
3	slightly disagree	14	6.4%
4	neutral	33	15.1%
5	slightly agree	64	29.2%
6	agree	55	25.1%
7	totally agree	35	16.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c2: 2. This firm values the hard work of employees rather than simply the outcomes.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	17	7.8%
2	disagree	26	11.9%
3	slightly disagree	40	18.3%
4	neutral	46	21.0%
5	slightly agree	44	20.1%
6	agree	24	11.0%
7	totally agree	22	10.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

c3: 3. This firm recognizes the work philosophy: "Failure is the mother of success."

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	19	8.7%
2	disagree	32	14.6%
3	slightly disagree	48	21.9%
4	neutral	60	27.4%
5	slightly agree	30	13.7%
6	agree	22	10.0%
7	totally agree	8	3.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c4: 4. Leadership here likes to publicly encourage innovative employees.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	18	8.2%
2	disagree	20	9.1%
3	slightly disagree	27	12.3%
4	neutral	50	22.8%
5	slightly agree	50	22.8%
6	agree	35	16.0%
7	totally agree	19	8.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c5: 5. This firm allows employees to try new or different ways of work.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	12	5.5%
2	disagree	23	10.5%
3	slightly disagree	35	16.0%
4	neutral	36	16.4%
5	slightly agree	65	29.7%
6	agree	32	14.6%
7	totally agree	16	7.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c6: 6. This firm is willing to try new ideas proposed by employees.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	7	3.2%
2	disagree	30	13.7%
3	slightly disagree	26	11.9%

File : data

c6: 6. This firm is willing to try new ideas proposed by employees.

Value	Label	Cases	Percentage
4	neutral	45	20.5%
5	slightly agree	61	27.9%
6	agree	37	16.9%
7	totally agree	13	5.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c7: 7. This firm gives employees the highest extent of work autonomy.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	7	3.2%
2	disagree	20	9.1%
3	slightly disagree	26	11.9%
4	neutral	35	16.0%
5	slightly agree	68	31.1%
6	agree	45	20.5%
7	totally agree	18	8.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c8: 8. This firm allows employees to determine solutions to problems to a certain extent.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	12	5.5%
3	slightly disagree	17	7.8%
4	neutral	32	14.6%
5	slightly agree	71	32.4%
6	agree	63	28.8%
7	totally agree	20	9.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c9: 9. This firm allows employees to adjust their work schedules without delaying others.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	6	2.7%
3	slightly disagree	12	5.5%
4	neutral	40	18.3%
5	slightly agree	71	32.4%
6	agree	61	27.9%
7	totally agree	25	11.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

c10: 10. Despite conflicts, employees here respect the opinions of others.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	5	2.3%
3	slightly disagree	15	6.8%
4	neutral	41	18.7%
5	slightly agree	67	30.6%
6	agree	58	26.5%
7	totally agree	30	13.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c11: 11. Employees here are willing to talk in meetings, even when they disagree with others.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	10	4.6%
2	disagree	20	9.1%
3	slightly disagree	33	15.1%
4	neutral	42	19.2%
5	slightly agree	55	25.1%
6	agree	35	16.0%
7	totally agree	24	11.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c12: 12. Employees here communicate and compromise when there are conflicts at work.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	8	3.7%
3	slightly disagree	14	6.4%
4	neutral	34	15.5%
5	slightly agree	78	35.6%
6	agree	53	24.2%
7	totally agree	28	12.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c13: 13. This firm recognizes the imperative of professional competence before seniority.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	23	10.5%
2	disagree	27	12.3%
3	slightly disagree	19	8.7%

File : data

c13: 13. This firm recognizes the imperative of professional competence before seniority.

Value	Label	Cases	Percentage
4	neutral	37	16.9%
5	slightly agree	34	15.5%
6	agree	44	20.1%
7	totally agree	35	16.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c14: 14. This firm values employees more by their performances than by their personal relationships.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	11	5.0%
2	disagree	23	10.5%
3	slightly disagree	29	13.2%
4	neutral	45	20.5%
5	slightly agree	51	23.3%
6	agree	33	15.1%
7	totally agree	27	12.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c15: 15. The promotion system here considers first work performance, then seniority.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	19	8.7%
2	disagree	29	13.2%
3	slightly disagree	20	9.1%
4	neutral	37	16.9%
5	slightly agree	38	17.4%
6	agree	50	22.8%
7	totally agree	26	11.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d1: 1. Treats employees fairly.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	1	0.5%
2	not important	4	1.8%
3	slightly not important	10	4.6%
4	neutral	12	5.5%
5	slightly important	40	18.3%
6	important	53	24.2%
7	totally important	99	45.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

d2: 2. Respects human rights of those employed in foreign countries.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	0	
2	not important	0	
3	slightly not important	6	2.7%
4	neutral	31	14.2%
5	slightly important	33	15.1%
6	important	67	30.6%
7	totally important	82	37.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d3: 3. Respects human rights of foreign labors.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	0	
2	not important	2	0.9%
3	slightly not important	7	3.2%
4	neutral	39	17.8%
5	slightly important	45	20.5%
6	important	49	22.4%
7	totally important	77	35.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d4: 4. Competes fairly with its competitors.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	4	1.8%
2	not important	2	0.9%
3	slightly not important	9	4.1%
4	neutral	26	11.9%
5	slightly important	50	22.8%
6	important	64	29.2%
7	totally important	64	29.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d5: 5. Is honest and up front about telling the truth when something goes wrong.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	2	0.9%
2	not important	3	1.4%
3	slightly not important	4	1.8%

File : data

d5: 5. Is honest and up front about telling the truth when something goes wrong.

Value	Label	Cases	Percentage
4	neutral	20	9.1%
5	slightly important	45	20.5%
6	important	43	19.6%
7	totally important	102	46.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d6: 6. Be responsible to environments for all activities.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	1	0.5%
2	not important	1	0.5%
3	slightly not important	7	3.2%
4	neutral	26	11.9%
5	slightly important	32	14.6%
6	important	58	26.5%
7	totally important	94	42.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d7: 7. Be honest when things happen.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	0	
2	not important	4	1.8%
3	slightly not important	7	3.2%
4	neutral	17	7.8%
5	slightly important	34	15.5%
6	important	64	29.2%
7	totally important	93	42.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d8: 8. Contributes resources to the art and cultural programs in the community.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	3	1.4%
2	not important	4	1.8%
3	slightly not important	13	5.9%
4	neutral	37	16.9%
5	slightly important	46	21.0%
6	important	51	23.3%
7	totally important	65	29.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

d9: 9. Contributes resources to raise social awareness of issues in hunger and violence.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	3	1.4%
2	not important	9	4.1%
3	slightly not important	11	5.0%
4	neutral	42	19.2%
5	slightly important	44	20.1%
6	important	58	26.5%
7	totally important	52	23.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d10: 10. Contributes resources to student issues such as scholarships and internships.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	3	1.4%
2	not important	5	2.3%
3	slightly not important	6	2.7%
4	neutral	35	16.0%
5	slightly important	49	22.4%
6	important	62	28.3%
7	totally important	59	26.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d11: 11. Supports children and family issues such as adoption and foster cares.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	9	4.1%
2	not important	9	4.1%
3	slightly not important	9	4.1%
4	neutral	54	24.7%
5	slightly important	55	25.1%
6	important	47	21.5%
7	totally important	36	16.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d12: 12. Supports public health program such as fight against AIDS, cancer, and other diseases.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	6	2.7%
2	not important	9	4.1%
3	slightly not important	11	5.0%

File : data

d12: 12. Supports public health program such as fight against AIDS, cancer, and other diseases.

Value	Label	Cases	Percentage
4	neutral	49	22.4%
5	slightly important	55	25.1%
6	important	48	21.9%
7	totally important	41	18.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d13: 13. Builds long-term relations with its consumers.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	1	0.5%
2	not important	2	0.9%
3	slightly not important	5	2.3%
4	neutral	17	7.8%
5	slightly important	30	13.7%
6	important	63	28.8%
7	totally important	101	46.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d14: 14. Is willing to listen to the voices of communities.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	3	1.4%
2	not important	5	2.3%
3	slightly not important	11	5.0%
4	neutral	28	12.8%
5	slightly important	50	22.8%
6	important	58	26.5%
7	totally important	64	29.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d15: 15. Is willing to listen to consumer voices and invest resources on innovative products.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	1	0.5%
2	not important	5	2.3%
3	slightly not important	6	2.7%
4	neutral	29	13.2%
5	slightly important	46	21.0%
6	important	61	27.9%
7	totally important	71	32.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

d16: 16. Is willing to listen to the voices of government and flow rules to do work.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	1	0.5%
2	not important	6	2.7%
3	slightly not important	0	
4	neutral	14	6.4%
5	slightly important	36	16.4%
6	important	56	25.6%
7	totally important	106	48.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d17: 17. Is willing to listen to the voices of newspaper and media.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	7	3.2%
2	not important	5	2.3%
3	slightly not important	11	5.0%
4	neutral	32	14.6%
5	slightly important	64	29.2%
6	important	56	25.6%
7	totally important	44	20.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d18: 18. Is willing to listen to the opinions of industrial and business associations.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	3	1.4%
2	not important	4	1.8%
3	slightly not important	7	3.2%
4	neutral	30	13.7%
5	slightly important	58	26.5%
6	important	60	27.4%
7	totally important	57	26.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d19: 19. Open to the criticisms about its business practices.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally not important	1	0.5%
2	not important	3	1.4%
3	slightly not important	7	3.2%

File : data

d19: 19. Open to the criticisms about its business practices.

Value	Label	Cases	Percentage
4	neutral	22	10.0%
5	slightly important	45	20.5%
6	important	68	31.1%
7	totally important	73	33.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d20: 20. Overall, do you understanding the meaning of corporate social responsibility?

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally don't understand	0	
2	don't understand	1	0.5%
3	slightly don't understand	5	2.3%
4	neutral	20	9.1%
5	slightly understand	61	27.9%
6	understand	73	33.3%
7	totally understand	59	26.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

# e1: 1. What is best for the other persons should be the major concern.			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	totally disagree	7	3.2%
2	disagree	5	2.3%
3	slightly disagree	13	5.9%
4	neutral	47	21.5%
5	slightly agree	64	29.2%
6	agree	46	21.0%
7	totally agree	37	16.9%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e2: 2. The interest of customer and public should be the first priority.			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	4	1.8%
3	slightly disagree	8	3.7%
4	neutral	26	11.9%
5	slightly agree	67	30.6%
6	agree	65	29.7%
7	totally agree	46	21.0%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e3: 3. Whether it violates morals should be the major concern in doing work.			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	totally disagree	7	3.2%
2	disagree	3	1.4%
3	slightly disagree	10	4.6%
4	neutral	22	10.0%
5	slightly agree	32	14.6%
6	agree	66	30.1%
7	totally agree	79	36.1%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e4: 4. Social interest should be prioritized before personal when there is conflict.			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	4	1.8%
3	slightly disagree	9	4.1%
4	neutral	36	16.4%

# e4: 4. Social interest should be prioritized before personal when there is conflict.			
Value	Label	Cases	Percentage
5	slightly agree	66	30.1%
6	agree	60	27.4%
7	totally agree	40	18.3%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e5: 5. Company rule should be prioritized when there is conflict between company rule and personal standard.			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	totally disagree	2	0.9%
2	disagree	2	0.9%
3	slightly disagree	9	4.1%
4	neutral	30	13.7%
5	slightly agree	56	25.6%
6	agree	62	28.3%
7	totally agree	58	26.5%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e6: 6. People should reflect their company's unethical behavior.			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	totally disagree	4	1.8%
2	disagree	9	4.1%
3	slightly disagree	10	4.6%
4	neutral	35	16.0%
5	slightly agree	39	17.8%
6	agree	69	31.5%
7	totally agree	53	24.2%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e7: 7. People should be guided by their own personal ethics, not affected by the company.			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	4	1.8%
3	slightly disagree	11	5.0%
4	neutral	23	10.5%
5	slightly agree	55	25.1%
6	agree	60	27.4%
7	totally agree	63	28.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e8: 8. People should be guided by their own personal ethics, not affected by the company.			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		

e8: 8. People should be guided by their own personal ethics, not affected by the company.

Value	Label	Cases	Percentage
1	totally disagree	7	3.2%
2	disagree	5	2.3%
3	slightly disagree	11	5.0%
4	neutral	20	9.1%
5	slightly agree	25	11.4%
6	agree	67	30.6%
7	totally agree	84	38.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

e9: 9. Should not talk to friends outside the company about company's confidential issues.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	1	0.5%
2	disagree	2	0.9%
3	slightly disagree	1	0.5%
4	neutral	11	5.0%
5	slightly agree	28	12.8%
6	agree	50	22.8%
7	totally agree	126	57.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

e10: 10. Employees who apply immoral behavior to increase company's interests should be punished.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	2	0.9%
3	slightly disagree	5	2.3%
4	neutral	20	9.1%
5	slightly agree	36	16.4%
6	agree	62	28.3%
7	totally agree	91	41.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

e11: 11. Employees should not copy company's confidential data without company's authorization.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	1	0.5%
2	disagree	0	
3	slightly disagree	3	1.4%
4	neutral	11	5.0%
5	slightly agree	14	6.4%
6	agree	49	22.4%
7	totally agree	141	64.4%

e11: 11. Employees should not copy company's confidential data without company's authorization.

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

e12: 12. People should beware immoral things even there is no rules in the company.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	2	0.9%
2	disagree	1	0.5%
3	slightly disagree	0	
4	neutral	10	4.6%
5	slightly agree	21	9.6%
6	agree	54	24.7%
7	totally agree	131	59.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p1: 1. Can find core of the problem.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	2	0.9%
2	disagree	0	
3	slightly disagree	4	1.8%
4	neutral	16	7.3%
5	slightly agree	66	30.1%
6	agree	78	35.6%
7	totally agree	53	24.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p2: 2. Can use time effectively.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	1	0.5%
2	disagree	0	
3	slightly disagree	2	0.9%
4	neutral	24	11.0%
5	slightly agree	63	28.8%
6	agree	78	35.6%
7	totally agree	51	23.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p3: 3. Can suggest possible solutions.

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	totally disagree	2	0.9%
2	disagree	0	

p3: 3. Can suggest possible solutions.

Value	Label	Cases	Percentage
3	slightly disagree	1	0.5%
4	neutral	19	8.7%
5	slightly agree	62	28.3%
6	agree	87	39.7%
7	totally agree	48	21.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p4: 4. Would not simply give problems without offering ideas.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	5	2.3%
2	disagree	6	2.7%
3	slightly disagree	15	6.8%
4	neutral	27	12.3%
5	slightly agree	47	21.5%
6	agree	69	31.5%
7	totally agree	50	22.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p5: 5. Can relate ends and means clearly.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	2	0.9%
2	disagree	0	
3	slightly disagree	5	2.3%
4	neutral	20	9.1%
5	slightly agree	49	22.4%
6	agree	88	40.2%
7	totally agree	55	25.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p6: 6. Be enthusiastic about work and need no motivating.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	12	5.5%
2	disagree	12	5.5%
3	slightly disagree	24	11.0%
4	neutral	39	17.8%
5	slightly agree	53	24.2%
6	agree	47	21.5%
7	totally agree	32	14.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p7: 7. Can use time effectively.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	1	0.5%
2	disagree	2	0.9%
3	slightly disagree	5	2.3%
4	neutral	31	14.2%
5	slightly agree	58	26.5%
6	agree	72	32.9%
7	totally agree	50	22.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p8: 8. Can develop a plan and follow it.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	1	0.5%
2	disagree	1	0.5%
3	slightly disagree	4	1.8%
4	neutral	25	11.4%
5	slightly agree	57	26.0%
6	agree	86	39.3%
7	totally agree	45	20.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p9: 9. Can always perform better than the others.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	2	0.9%
2	disagree	3	1.4%
3	slightly disagree	13	5.9%
4	neutral	39	17.8%
5	slightly agree	69	31.5%
6	agree	67	30.6%
7	totally agree	26	11.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

p10: 10. Can maintain good performance in the company.

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	totally disagree	3	1.4%
2	disagree	1	0.5%
3	slightly disagree	14	6.4%
4	neutral	39	17.8%

# p10: 10. Can maintain good performance in the company.			
Value	Label	Cases	Percentage
5	slightly agree	78	35.6%
6	agree	63	28.8%
7	totally agree	21	9.6%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ci1: 1. company basic information: industry			
Information	[Type= discrete] [Format=numeric] [Range= 0-5] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	power related industry	37	16.9%
1	financial	91	41.6%
2	service industry	15	6.8%
3	manufacturing	71	32.4%
4	technology industry	1	0.5%
5	pharmaceutical industry	4	1.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ci2: 2. company basic information: attributes			
Information	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	state-owned	86	39.3%
1	private	122	55.7%
2	foreign	7	3.2%
3	others	4	1.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# bi1: 1. gender			
Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	male	106	48.4%
1	female	113	51.6%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# bi2: 2. age			
Information	[Type= discrete] [Format=numeric] [Range= 0-9] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	under 25	32	14.6%
1	25-30 years	84	38.4%
2	30-35 years	46	21.0%
3	35-40 years	29	13.2%
4	40-45 years	16	7.3%
5	45-50 years	3	1.4%
6	50-55 years	3	1.4%

# bi2: 2. age			
Value	Label	Cases	Percentage
7	55-60 years	3	1.4%
8	60-65 years	3	1.4%
9	65/older	0	
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# bi3: 3. education			
Information	[Type= discrete] [Format=numeric] [Range= 0-4] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	high school	7	3.2%
1	specialist	3	1.4%
2	university	138	63.0%
3	master	69	31.5%
4	doctor	2	0.9%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# bi4: 4. current position			
Information	[Type= discrete] [Format=numeric] [Range= 0-6] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	supervisor	30	13.7%
1	administration	69	31.5%
2	business people	45	20.5%
3	engineer	33	15.1%
4	technician	10	4.6%
5	consultant	1	0.5%
6	other	31	14.2%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# bi5: 5. if supervisor:			
Information	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	grassroots	124	56.6%
1	intermediate	16	7.3%
2	senior	1	0.5%
3	others	78	35.6%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# bi6: 6. working years(including former)			
Information	[Type= discrete] [Format=numeric] [Range= 0-9] [Missing=*]		
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	within 1 year	19	8.7%
1	1-3 years	50	22.8%
2	1-5 years	44	20.1%

bi6: 6. working years(including former)

Value	Label	Cases	Percentage
3	1-10 years	52	23.7%
4	1-15 years	33	15.1%
5	1-20 years	10	4.6%
6	1-25 years	2	0.9%
7	1-30 years	5	2.3%
8	1-35 years	2	0.9%
9	35 or more	2	0.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

bi7: 7. years of current position

Information	[Type= discrete] [Format=numeric] [Range= 0-9] [Missing=*]
Statistics [NW/ W]	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	within 1 year	57	26.0%
1	1-3 years	78	35.6%
2	1-5 years	32	14.6%
3	1-10 years	28	12.8%
4	1-15 years	13	5.9%
5	1-20 years	5	2.3%
6	1-25 years	2	0.9%
7	1-30 years	3	1.4%
8	1-35 years	0	
9	35 or more	1	0.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.