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
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Abstract

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.

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 scoially responsible.

Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage						
Time Period(s)	2018-2019					
<u>Countries</u>	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 & Spons	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), <u>https://srda.sinica.edu.tw</u> , <u>srda@gate.sinica.edu.tw</u>					
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)

#	Name	Label	Туре	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

	- I - 8.						
#	Name	Label	Туре	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	Туре	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

		-	•	0			
#	Name	Label	Туре	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	Туре	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

	•	8					
#	Name	Label	Туре	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	Туре	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	еб	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	Туре	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	р3	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	рб	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	Туре	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	Туре	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	Туре	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)

# no: numl	ber				
Information		[Type= discrete] [Format=charac	ter] [Missing=*]		
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label	1	Cases	Percent	tage
1			1	0.5%	0
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%	

no: num	ber		
Value	Label	Cases	Percentage
17		1	0.5%
8		1	0.5%
19		1	0.5%
		1	0.5%
0		1	0.5%
1		1	0.5%
2		1	0.5%
3		1	0.5%
4		1	0.5%
5		1	0.5%
6		1	0.5%
7 8		1	0.5% 0.5%
8 9		1	0.5%
		1	0.5%
0		1	0.5%
1		1	0.5%
2		1	0.5%
3		- 1	0.5%
4		1	0.5%
5		1	0.5%
6		1	0.5%
7		1	0.5%
8		1	0.5%
Ð		1	0.5%
		1	0.5%
0		1	0.5%
1		1	0.5%
2		1	0.5%
3		1	0.5%
4		1	0.5%
5		1	0.5%
6		1	0.5%
7		1	0.5%
8		1	0.5%
9		1	0.5%
		1	0.5%
0		1	0.5%
1		1	0.5%
2		1	0.5%
3		1	0.5%
4		1	0.5%
i		1	0.5%

# no: numl	ber				
Value	Label		Cases	Percenta	ge
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%	
		mber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.	
† m1: 1. Va	alue the syste	ems and regulations.			
Information [Type= discrete] [Forma		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]		
Statistics [NW/W] [Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Percenta	ge
1	totally disa	ngeee	1	0.5%	
2	disagree		2	0.9%	
3	slightly dis	sagree	14	6.4%	
4	neutral		25	11.4%	
5	slightly ag	ree	52		23.7%
6	agree		67		30.69
7	totally agre		58		26.5%
	-	mber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.	
	ocus on time	management of work.			
Information		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]		
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percenta	ge
1	totally disa	ageee	0		
2	disagree		4	1.8%	
3	slightly dis	sagree	11	5.0%	
4	neutral		25	11.4%	
5	slightly ag	ree	42	19.2	%
6	agree		73		33.39
7	totally agre	ee	64		29.2%
	auros indicato the nu	mber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.	

File : da	ata					
# m3: 3. Gi	ive staff clea	r work instructions.				
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases	Percentage		
1	totally disa	igeee	4	1.8%		
2	disagree		9	4.1%		
3	slightly dis	agree	13	5.9%		
4	neutral		42	19.2%		
5	slightly ag	ree	69	31.5%		
6	agree		46	21.0%		
7	totally agre	ee	36	16.4%		
	-	mber of cases found in the data file. They cannot be interpreted as	summary statistics of the po	opulation of interest.		
	willing to di	scuss work with the staff.				
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases	Percentage		
1	totally disa	geee	3	1.4%		
2	disagree		4	1.8%		
3	slightly dis	agree	15	6.8%		
4	neutral		28	12.8%		
5	slightly agree		71	32.4%		
6	agree		51	23.3%		
7 Warning, those fi	totally agre	ee mber of cases found in the data file. They cannot be interpreted as	47	21.5%		
	-	es necessary support at work.	summary summers of the po	oputation of interest.		
Information	ive employee	[Type= discrete] [Format=numeric] [Range= 1-7	[Missing=*]			
Statistics [NV	w/ w1	[Valid=219 /-] [Invalid=0 /-]	[[wiissing=*]			
-	_	[vand=217/-][invand=0/-]	~	2		
Value	Label		Cases	Percentage		
1	totally disa	igeee	3	1.4%		
2	disagree		8	3.7%		
3	slightly dis	agree	17	7.8%		
4	neutral		28	12.8%		
5	slightly ag	ree	68	31.1%		
6 7	agree	-	55 40	25.1%		
	totally agree	ee mber of cases found in the data file. They cannot be interpreted as				
	-	subordinates to perform their work in				
Information	-	[Type= discrete] [Format=numeric] [Range= 1-7				
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label	I	Cases	Percentage		
1	totally disa	geee	0	-		
2	disagree		6	2.7%		
3		agree	10	4.6%		
	slightly disagree		32	14.6%		

# m6: 6. D	o not accept s	subordinates to perform their	work in a vague manner.	
Value	Label		Cases	Percentage
5	slightly agr	ee	56	25.6%
5	agree		62	28
7	totally agre	e	53	24.2%
Varning: these fi	gures indicate the nun	aber of cases found in the data file. They cannot be	interpreted as summary statistics of the populat	ion of interest.
m7: 7. W	ill consult th	e relevant staff before making	decisions.	
nformation		[Type= discrete] [Format=numeric] [F	Range= 1-7] [Missing=*]	
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disag	geee	15	6.8%
2	disagree		32	14.6%
3	slightly disa	igree	34	15.5%
4	neutral		44	20
5	slightly agr	ee	38	17.4%
6	agree		37	16.9%
7	totally agre	e	19	8.7%
Varning: these fi	igures indicate the num	aber of cases found in the data file. They cannot be	interpreted as summary statistics of the populat	ion of interest.
[#] m8: 8. O	ften make de	cisions by themselves.		
Information		[Type= discrete] [Format=numeric] [F	Range= 1-7] [Missing=*]	
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	zeee	13	5.9%
2	disagree		24	11.0%
3	slightly disa	igree	44	20.1%
4	neutral		50	22.89
4				
	slightly agr	ee	53	24
5	slightly agr agree	ee	53 23	24
5 6				
5 6 7	agree totally agre		23 12	10.5%
5 6 7 Varning: these fi	agree totally agre igures indicate the num	e	23 12	10.5%
	agree totally agre igures indicate the num	e bber of cases found in the data file. They cannot be	23 12 interpreted as summary statistics of the populat	10.5%
5 6 7 Varning: these fi † m9: 9. So Information	agree totally agre igures indicate the num	e iber of cases found in the data file. They cannot be ize to subordinates.	23 12 interpreted as summary statistics of the populat	10.5%
5 6 7 Varning: these fi # m9: 9. Se Information Statistics [N	agree totally agre igures indicate the num	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F	23 12 interpreted as summary statistics of the populat	10.5%
5 6 7 Varning: these fi m9: 9. Se nformation Statistics [N ¹ Value	agree totally agre igures indicate the num eldom author W/ W]	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	23 12 interpreted as summary statistics of the populat Range= 1-7] [Missing=*]	10.5% 5.5% ion of interest.
5 6 7 Varning: these fi f m9: 9. Se information Statistics [N] Value 1	agree totally agre igures indicate the num eldom author W/W] Label	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	23 12 interpreted as summary statistics of the populat Range= 1-7] [Missing=*] Cases	10.5% 5.5% ion of interest. Percentage
5 6 7 Varning: these fi m9: 9. So nformation Statistics [NV Value 1 2	agree totally agre igures indicate the num eldom author W/W] Label totally disag	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee	23 12 interpreted as summary statistics of the populat Range= 1-7] [Missing=*] Cases 20	10.5% 5.5% ion of interest. Percentage 9.1%
5 6 7 Varning: these fi m9: 9. Se nformation Statistics [N ¹ Value 1 2 3	agree totally agree igures indicate the num eldom author W/W] Label totally disagree	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee	23 12 interpreted as summary statistics of the populat Range= 1-7] [Missing=*] Cases 20 34	10.5% 5.5% ion of interest. Percentage 9.1% 15.5%
5 6 7 Warning: these fi m9: 9. Se nformation Statistics [N] Value 1 2 3 4	agree totally agree igures indicate the num eldom author W/W] Label totally disagree slightly disa	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee agree	23 12 interpreted as summary statistics of the populat Range= 1-7] [Missing=*] Cases 20 34 50	10.5% 5.5% ion of interest. Percentage 9.1% 15.5% 22
5 6 7 Warning: these fi # m9: 9. Se	agree totally agre igures indicate the num eldom author W/W] Label totally disagree slightly disa neutral	e ther of cases found in the data file. They cannot be ize to subordinates. [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee agree	23 12 interpreted as summary statistics of the populat Range= 1-7] [Missing=*] Cases 20 34 50 47	10.5% 5.5% ion of interest. Percentage 9.1% 15.5% 22 21.5%

File : da	ata					
# m10: 10.	Emphasize l	nierarchy in management.				
Information		[Type= discrete] [Format=numeric] [Ran	ge= 1-7] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label	1	Cases	Percentage		
1	totally disa	geee	20	9.1%		
2	disagree	-	23	10.5%		
3	slightly dis	agree	32	14.6%		
4	neutral		43	19.6%		
5	slightly ag	ree	43	19.6%		
6	agree		36	16.4%		
7	totally agre	e	22	10.0%		
Warning: these fi _t	gures indicate the nur	nber of cases found in the data file. They cannot be inter	rpreted as summary statistics of the population of	f interest.		
# m11: 11.	Emphasize t	he top-down, power style manag	ement.			
Information		[Type= discrete] [Format=numeric] [Rang	ge= 1-7] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label	<u>`</u>	Cases	Percentage		
1	totally disa	geee	23	10.5%		
2	disagree		28	12.8%		
3	slightly dis	agree	29	13.2%		
4	neutral		42	19.2%		
5	slightly ag	ree	39	17.8%		
6	agree		35	16.0%		
7	totally agre	e	23	10.5%		
Warning: these fig	gures indicate the nur	nber of cases found in the data file. They cannot be inter	rpreted as summary statistics of the population of	f interest.		
# m12: 12.	Often keep o	listance with the employees.				
Information		[Type= discrete] [Format=numeric] [Rang	ge= 1-7] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases	Percentage		
1	totally disa	geee	29	13.2%		
2	disagree		39	17.8%		
3	slightly dis	agree	48	21.9%		
4	neutral		36	16.4%		
5	slightly ag	ree	39	17.8%		
6	agree		22	10.0%		
7	totally agre			7%		
	-	nber of cases found in the data file. They cannot be inter	rpreted as summary statistics of the population of	f interest.		
# m13: 13.	Seldom inte	ract with subordinates.				
Information		[Type= discrete] [Format=numeric] [Ran	ge= 1-7] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases	Percentage		
1	totally disa	geee	50	22.8%		
2	disagree		43	19.6%		
3	slightly dis	auree	54	24.7%		

File : da	ata			
[#] m13: 13.	Seldom inte	act with subordinates.		
Value	Label		Cases	Percentage
4	neutral		29	13.2%
5	slightly agree		24	11.0%
6	agree		12	5.5%
7	totally agre	e	7	3.2%
	-	nber of cases found in the data file. They cannot be interpr		lation of interest.
	Seldom talk	in the meeting, and employees do		
Information		[Type= discrete] [Format=numeric] [Range	= 1-7] [Missing=*]	
Statistics [NV	W/W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	32	14.6%
2	disagree		49	22.4%
3	slightly dis	agree	53	24.2
4	neutral		38	17.4%
5	slightly ag	ee	27	12.3%
6	agree		14	6.4%
7	totally agre	e	6	2.7%
Varning: these fi _t	gures indicate the nur	nber of cases found in the data file. They cannot be interp	reted as summary statistics of the popu	elation of interest.
[#] c1: 1. Fai	llure is tolera	ted if it is not due to purposeful n	nistakes or indolence.	
Information		[Type= discrete] [Format=numeric] [Range	= 1-7] [Missing=*]	
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	4	1.8%
2	disagree		14	6.4%
3	slightly dis	agree	14	6.4%
4	neutral		33	15.1%
5	slightly ag	ee	64	29.2
6	agree		55	25.1%
7	totally agre	e	35	16.0%
		nber of cases found in the data file. They cannot be interpo		
t c2: 2. Th	is firm value	s the hard work of employees rath	er than simply the out	tcomes.
Information		[Type= discrete] [Format=numeric] [Range	= 1-7] [Missing=*]	
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label	I	Cases	Percentage
	totally disa	geee	17	7.8%
1	disagree		26	11.9%
		agree	40	18.3%
2	slightly dis			
2 3	slightly dis		46	21.0
2 3 4		ee	46 44	21.0 20.1%
1 2 3 4 5 6	neutral	ee		

File : data

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

Information		[Type= discrete] [Format=numeric] [Range= 1-7] [M	issing=*]				
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value Label		Cas		Percentage			
1	totally disa	totally disageee		8.7%			
2	disagree	disagree		14.6%			
3	slightly disa	agree	48	21.9%			
4	neutral		60	27.4%			
5	slightly agr	slightly agree		13.7%			
6	agree	agree		10.0%			
7	totally agre	e	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] [Missi	ng=*]	
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	18	8.2%
2	disagree		20	9.1%
3	slightly dis	agree	27	12.3%
4	neutral		50	22.8%
5	slightly agr	ee	50	22.8%
6	agree		35	16.0%
7	totally agre	e	19	8.7%
Warning: these fi	igures indicate the nun	nber of cases found in the data file. They cannot be interpreted as summary	statistics of the p	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] [Missin	ng=*]			
Statistics [NW/	W]	[Valid=219 /-] [Invalid=0 /-]				
Value Label		Cases		Percentage		
1	totally disa	totally disageee		5.5%		
2	disagree	disagree		10.5%		
3	slightly dis	agree	35	16.0%		
4	neutral		36	16.4%		
5	slightly agr	ee	65	2	29.7%	
6	agree		32	14.6%		
7	7 totally agree			7.3%		
Warning: these figure	s indicate the nun	nber 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	Label		Percentage		
1	totally disa	geee	7	3.2%		
2	disagree	disagree		13.7%		
3	slightly dis	agree	26	11.9%		

# c6: 6. Th	is firm is will	ling to try new ideas proposed	by employees.		
Value	Label		Cases		Percentage
4	neutral		45		20.5%
5	slightly ag	ee	61		27
6	agree		37		16.9%
7	totally agre	e	13	5.9%	
Varning: these fi		- nber of cases found in the data file. They cannot be			
c7: 7. Th	is firm gives	employees the highest extent o	of work autonomy.		
nformation		[Type= discrete] [Format=numeric] [F	ange= 1-7] [Missing=*]		
Statistics [N	W/W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label	I	Cases		Percentage
1	totally disa	oree	7	3.2%	
2	disagree	0	20	9.1%	
3	slightly dis	agree	26		.9%
4	neutral		35	11	16.0%
5	slightly ag	200	68		31
6	agree	cc	45		20.5%
7	totally agree		18	8.2%	20.370
		∞ nber of cases found in the data file. They cannot be			
t c8: 8. Th	is firm allow	s employees to determine solu	tions to problems to a ce	rtain extent.	
Information		[Type= discrete] [Format=numeric] [F			
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
	Label		Casas		Demonstrage
Value			Cases		Percentage
	totally disa				
1		geee	4	1.8%	
	disagree	-	12	5.5%	
3	disagree slightly dis	-	12 17		
3	disagree slightly dis neutral	agree	12 17 32	5.5%	14.6%
3 4 5	disagree slightly dis	agree	12 17	5.5%	32
3 4 5	disagree slightly dis neutral	agree	12 17 32	5.5%	
3 4 5 6 7	disagree slightly dis neutral slightly agr agree totally agree	agree ee	12 17 32 71 63 20	5.5% 7.8% 9.1%	32
3 4 5 6 7 Varning: these fi	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur	agree ree re nber of cases found in the data file. They cannot be	12 17 32 71 63 20 interpreted as summary statistics of the point	5.5% 7.8% 9.1% opulation of interest.	32
3 4 5 6 7 <i>Varning: these fi</i> ‡ c9: 9. Th	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur	agree ree nber of cases found in the data file. They cannot be s employees to adjust their wo	12 17 32 71 63 20 interpreted as summary statistics of the po rk schedules without de	5.5% 7.8% 9.1% opulation of interest.	32
# c9: 9. Th	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur is firm allow	agree ee hee s employees to adjust their wo [Type= discrete] [Format=numeric] [F	12 17 32 71 63 20 interpreted as summary statistics of the po rk schedules without de	5.5% 7.8% 9.1% opulation of interest.	32
3 4 5 6 7 Varning: these fi ‡ c9: 9. Th	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur is firm allow	agree ree nber of cases found in the data file. They cannot be s employees to adjust their wo	12 17 32 71 63 20 interpreted as summary statistics of the po rk schedules without de	5.5% 7.8% 9.1% opulation of interest.	32
3 4 5 6 7 7 8 8 8 9 9 9 7 9 7 9 7 7 9 7 7 7 7 7	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur is firm allow	agree ee hee s employees to adjust their wo [Type= discrete] [Format=numeric] [F	12 17 32 71 63 20 interpreted as summary statistics of the po rk schedules without de	5.5% 7.8% 9.1% opulation of interest.	32
3 4 5 6 7 <i>Varning: these fi</i> c C9: 9. Th nformation <i>itatistics</i> [NV Value	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur is firm allow	agree ree mber of cases found in the data file. They cannot be s employees to adjust their wo [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	12 17 32 71 63 20 interpreted as summary statistics of the point of t	5.5% 7.8% 9.1% opulation of interest.	32 28.8%
3 4 5 7 <i>carning: these fi</i> c9: 9. Th nformation <i>itatistics</i> [NV Value	disagree slightly dis neutral slightly agr agree totally agree gures indicate the nur is firm allow	agree ree mber of cases found in the data file. They cannot be s employees to adjust their wo [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	12 17 32 71 63 20 interpreted as summary statistics of the per rk schedules without del Range= 1-7] [Missing=*] Cases	5.5% 7.8% 9.1% opulation of interest. laying others.	32 28.8%
3 4 5 6 7 <i>Varning: these fi</i> t c9: 9. Th nformation itatistics [NV Value 1 2	disagree slightly dis neutral slightly agr agree totally agree totally agree sindicate the nur is firm allow	agree we se se se se se agree [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee	12 17 32 71 63 20 interpreted as summary statistics of the per rk schedules without del Range= 1-7] [Missing=*] Cases 4	5.5% 7.8% 9.1% opulation of interest. laying others.	32 28.8%
3 4 5 6 7 Varning: these fit nformation Statistics [N] Value 1 2 3	disagree dis	agree we se se se se se agree [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee	12 17 32 71 63 20 interpreted as summary statistics of the point delements rk schedules without delements Range= 1-7] [Missing=*] Cases 4 6	5.5% 7.8% 9.1% opulation of interest. laying others. 1.8% 2.7%	32 28.8%
3 4 5 6 7 <i>Varning: these fi</i> t c9: 9. Th nformation Statistics [NV Value 1 2 3 4	disagree slightly dis neutral slightly agr agree totally agree totally agree totally agree sures indicate the num is firm allow W/W U	agree ree ree semployees to adjust their wo [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] geee agree	12 17 32 71 63 20 interpreted as summary statistics of the point of t	5.5% 7.8% 9.1% opulation of interest. laying others. 1.8% 2.7%	32 28.8% Percentage
3 4 5 6 7 Varning: these fi t c9: 9. Th information	disagree slightly dis neutral slightly agr agree totally agree indicate the nur sis firm allow W/WJ Label totally disa disagree slightly dis neutral	agree ree ree ree ree ree ree ree ree ree	12 17 32 71 63 20 interpreted as summary statistics of the persistics of the persistic statistics of the persistic statistics of the persistic statistics of the persistic statistic statistics of the persistic statistic statistic statistics of the persistic statistic statistatistic statistic statistic statistic statistic statistic statis	5.5% 7.8% 9.1% opulation of interest. laying others. 1.8% 2.7%	32 28.8% Percentage 18.3%

File : data # c10: 10. Despite conflicts, employees here respect the opinions of others. [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*] Information Statistics [NW/W] [Valid=219 /-] [Invalid=0 /-] Value Label Cases Percentage 1 3 1.4% totally disageee 2 disagree 5 2.3% slightly disagree 3 15 6.8% 4 18.7% neutral 41 5 slightly agree 67 30.6% 6 agree 58 26.5% 7 13.7% totally agree 30 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 disageee 10 4.6% 2 disagree 20 9.1% 3 15.1% slightly disagree 33 19.2% 4 neutral 42 5 slightly agree 55 25.1% agree 6 35 16.0% 11.0% 7 totally agree 24 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 disageee 4 1.8% 2 3.7% disagree 8 3 slightly disagree 14 6.4% 4 neutral 34 15.5% 5 35.6% slightly agree 78 24.2% 6 agree 53 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 disageee 23 10.5% 2 disagree 27 12.3% 3 slightly disagree 19 8.7%

# c13: 13. '	This firm rec	ognizes the imperative of profes	sional competence bef	fore seniority.
Value	Label		Cases	Percentage
4	neutral		37	16.9%
5	slightly ag	ee	34	15.5%
6	agree		44	20.1
7	totally agre	e	35	16.0%
	-	nber of cases found in the data file. They cannot be interested and the second s		
# c14: 14. '	This firm val	ues employees more by their per	formances than by th	eir personal relationships.
Information		[Type= discrete] [Format=numeric] [Rar	ge= 1-7] [Missing=*]	
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	11	5.0%
2	disagree		23	10.5%
3	slightly dis	agree	29	13.2%
4	neutral		45	20.5%
5	slightly ag	ee	51	23.3
6	agree		33	15.1%
7	totally agre		27	12.3%
	-	nber of cases found in the data file. They cannot be into		
# c15: 15. '	The promotio	on system here considers first wo	ork performance, then	n seniority.
Information		[Type= discrete] [Format=numeric] [Rar	ge= 1-7] [Missing=*]	
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	19	8.7%
2	disagree		29	13.2%
3	slightly dis	agree	20	9.1%
4	neutral		37	16.9%
5	slightly agr	ee	38	17.4%
6	agree		50	22.8
7	totally agre		26	11.9%
		nber of cases found in the data file. They cannot be into	rpreted as summary statistics of the p	population of interest.
. 14 4 70	eats employe	-		
		[Type= discrete] [Format=numeric] [Rar	ge= 1-7] [Missing=*]	
Information	X7/ XX71			
Information Statistics [N ¹	-	[Valid=219 /-] [Invalid=0 /-]		
Information	Label		Cases	Percentage
Information Statistics [N Value 1	-		1	0.5%
Information Statistics [N Value 1 2	Label totally not not importa	important	1 4	0.5%
Information Statistics [N Value 1	Label totally not	important	1 4 10	0.5% 1.8% 4.6%
Information Statistics [N Value 1 2 3 4	Label totally not not importa	important	1 4 10 12	0.5% 1.8% 4.6% 5.5%
Information Statistics [N Value 1 2	Label totally not not importa slightly not neutral slightly im	important int important	1 4 10	0.5% 1.8% 4.6%
1 2 3 4	Label totally not not importa slightly not neutral	important int important	1 4 10 12	0.5% 1.8% 4.6% 5.5%

# d2: 2. Re	spects huma	n rights of those employed in f	oreign countries.				
Information		[Type= discrete] [Format=numeric] [F	Range= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]	=219 /-] [Invalid=0 /-]				
Value	Label		Cases	Percentage			
1	totally not	important	0				
2	not import	-	0				
3	slightly no	t important	6	2.7%			
4	neutral		31	14.2%			
5	slightly im	portant	33	15.1%			
6	important		67		30.6%		
7	totally imp	oortant	82		37.4%		
Varning: these fi	gures indicate the nu	mber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.			
[#] d3: 3. Re	spects huma	n rights of foreign labors.					
Information		[Type= discrete] [Format=numeric] [F	ange= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Percentage			
1	totally not	important	0				
2	not import		2	0.9%			
3		t important	7	3.2%			
4	neutral	f	39	17.8%			
5	slightly im	portant	45	20.5%	ó		
6	important	I	49	22.			
7	totally imp	oortant	77		35.2%		
Warning: these fi	• •	mber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.			
# d4: 4. Co	mpetes fairl	y with its competitors.					
Information		[Type= discrete] [Format=numeric] [F	Cange= 1-7] [Missing=*]				
Statistics [N	W/W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label	1	Cases	Percentage			
1	totally not	important	4	1.8%			
2	not import	*	2	0.9%			
3		t important	9	4.1%			
4	neutral	1 I	26	11.9%			
5	slightly im	portant	50		22.8%		
6	important	-	64		29.2%		
7	totally imp	oortant	64		29.2%		
Varning: these fi	gures indicate the nu	mber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.			
[#] d5: 5. Is	honest and u	p front about telling the truth	when something goes v	vrong.			
nformation		[Type= discrete] [Format=numeric] [F	Range= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Percentage			
		important	2	0.9%			
1 2	not import	*	3	1.4%			

# d5: 5. Is	honest and u	p front about telling the truth	when something goes w	rong.			
Value	Label		Cases	Percentage			
4	neutral		20	9.1%			
5	slightly imp	portant	45	20.5%			
6	important		43	19.6%			
7	totally imp	ortant	102		46.6%		
	-	nber of cases found in the data file. They cannot be		oopulation of interest.			
	responsible	to environments for all activiti					
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]					
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Percentage			
1	totally not	important	1	0.5%			
2	not importa	int	1	0.5%			
3	slightly not	important	7	3.2%			
4	neutral		26	11.9%			
5	slightly imp	portant	32	14.6%			
6	important		58	26.5%			
7	totally imp	ortant	94		42.9%		
Warning: these fi	igures indicate the num	nber of cases found in the data file. They cannot be	interpreted as summary statistics of the p	population of interest.			
# d7: 7.Be	honest when	things happen.					
Information		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]				
tatistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]			8 9 9				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
-	W/ W] Label	[Valid=219 /-] [Invalid=0 /-]	Cases	Percentage			
Value	_			Percentage			
Value 1	Label	important	Cases	Percentage			
Value 1 2	Label totally not	important int	Cases 0	-			
Value 1 2 3	Label totally not importa	important int	Cases 0 4	1.8%			
Value 1 2 3 4 5	Label totally not not importa slightly not	important int important	Cases 0 4 7	1.8% 3.2%			
Value 1 2 3 4 5	Label totally not not importa slightly not neutral	important int important	Cases 0 4 7 17	1.8% 3.2% 7.8%			
Value 1 2 3 4 5 6	Label totally not not importa slightly not neutral slightly imp	important unt important portant	Cases 0 4 7 17 34	1.8% 3.2% 7.8% 15.5%			
Value 1 2 3 4 5 6 7	Label totally not not importa slightly not neutral slightly imp important totally imp	important unt important portant	Cases 0 4 7 17 34 64 93	1.8% 3.2% 7.8% 15.5% 29.2%	42.59		
Value 1 2 3 4 5 6 7 Warning: these fit	Label totally not not importa slightly not neutral slightly imp important totally imp	important int important portant portant inber of cases found in the data file. They cannot be sources to the art and cultural	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the commu	1.8% 3.2% 7.8% 15.5% 29.2%			
Value 1 2 3 4 5 6 7 Warning: these fi # d8: 8. Co	Label totally not not importa slightly not neutral slightly imp important totally imp igures indicate the num	important unt important portant portant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the commu	1.8% 3.2% 7.8% 15.5% 29.2%			
Value 1 2 3 4 5 6 7 Varning: these fi # d8: 8. Ccc	Label totally not not importa slightly not neutral slightly imp important totally imp igures indicate the num	important int important portant portant inber of cases found in the data file. They cannot be sources to the art and cultural	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the commu	1.8% 3.2% 7.8% 15.5% 29.2%			
Value 1 2 3 4 5 6 7 Varning: these fi # d8: 8. Ccc Information Statistics [N]	Label totally not not importa slightly not neutral slightly imp important totally imp igures indicate the num	important unt important portant portant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the commu	1.8% 3.2% 7.8% 15.5% 29.2%			
Value 1 2 3 4 5 6 7 Varning: these fi t d8: 8. Ccc information Statistics [NV Value fi	Label totally not not importa slightly not neutral slightly imp important totally imp igures indicate the num ontributes ress	important int important portant portant ortant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-]	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the communication cange= 1-7] [Missing=*]	1.8% 3.2% 7.8% 29.2% population of interest. mity.			
Value 1 2 3 4 5 6 7 Varning: these fi # d8: 8. Co Information Statistics [N] Value 1	Label totally not not importat slightly not neutral slightly imp important totally imp important	important int important portant ortant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-]	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the communicance = 1-7] [Missing=*] Cases	1.8% 3.2% 7.8% 29.2% opulation of interest. amity. Percentage			
Value 1 2 3 4 5 6 7 Varning: these fi # d8: 8. CC Information Statistics [N] Value 1 2	Label totally not not importa slightly not neutral slightly imp important totally imp igures indicate the num ohtW/W Label totally not totally imp important totally imp idurate the num totally imp idurate the num b totally imp idurate the num b totally imp idurate the num b b b totally inp idurate the num b b b b c idurate the num b c c c c c c c c c c c c c <tr< td=""><td>important int important portant portant portant cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-] important unt</td><td>Cases 0 0 4 7 17 34 64 93 64 93 117 attribute 117 attrit 1100000000000000000000000000000000000</td><td>1.8% 3.2% 7.8% 29.2% population of interest. amity. Percentage 1.4%</td><td></td></tr<>	important int important portant portant portant cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-] important unt	Cases 0 0 4 7 17 34 64 93 64 93 117 attribute 117 attrit 1100000000000000000000000000000000000	1.8% 3.2% 7.8% 29.2% population of interest. amity. Percentage 1.4%			
Value 1 2 3 4 5 6 7 Varning: these fi t d8: 8. Cc information Statistics [NV Value 1 2 3	Label totally not inportation slightly not inportation slightly important totally important totally important important totally important	important int important portant portant portant cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-] important unt	Cases 0 0 4 7 17 34 64 93 93 interpreted as summary statistics of the p programs in the communation in	1.8% 3.2% 7.8% 29.2% population of interest. mity. Percentage 1.4%			
Value 1 2 3 4 5 6 7 Warning: these fi # d8: 8. Co Information Statistics [NN Value 1 2 3 4	Label totally not in portal not importal slightly not important totally imp intributes ress W/W Label intimportant intimportant intimportant intimportant intimportant intimportant intimportant	important int important portant portant ortant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-] important int important	Cases 0 0 4 7 17 17 34 64 93 interpreted as summary statistics of the p programs in the communation of the p iange= 1-7] [Missing=*] Cases 3 4 13	1.8% 3.2% 7.8% 29.2% opulation of interest. amity. Percentage 1.4% 1.8% 5.9%	42.59		
Value 1 2 3 4 5 6 7 Warning: these fi # d8: 8. CC Information Statistics [N] Value	Label totally not in portal not importal slightly not neutral slightly imp important totally imp important important <td>important int important portant portant ortant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-] important int important</td> <td>Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the communication tange= 1-7] [Missing=*] Cases 3 4 13 37</td> <td>1.8% 3.2% 7.8% 29.2% population of interest. mity. Percentage 1.4% 1.8% 5.9% 16.9% 21.09</td> <td>42.59</td>	important int important portant portant ortant nber of cases found in the data file. They cannot be cources to the art and cultural [Type= discrete] [Format=numeric] [R [Valid=219 /-] [Invalid=0 /-] important int important	Cases 0 4 7 17 34 64 93 interpreted as summary statistics of the p programs in the communication tange= 1-7] [Missing=*] Cases 3 4 13 37	1.8% 3.2% 7.8% 29.2% population of interest. mity. Percentage 1.4% 1.8% 5.9% 16.9% 21.09	42.59		

File : data

	a						
# d9 • 9	. Contributes	resources to	raise social	awareness	of issues in	hunger and	violence
·· u/. /	· Contributes	resources to	i ande boerar	a mai chebb	or issues in	i munger und	violence.

			e				
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]					
Statistics [NW	W/ W]] [Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Pe	rcentage		
1	totally not	important	3	1.4%			
2	not importa	ant	9	4.1%			
3	slightly not	t important	11	5.0%			
4	neutral		42		19.2%		
5	slightly imp	slightly important			20.1%		
6	important	important			26.5%		
7	totally imp	ortant	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] [Miss	ing=*]		
Statistics [NW/W] [Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Percentage	
1	totally not i	important	3	1.4%	
2	not importa	unt	5	2.3%	
3	slightly not	important	6	2.7%	
4	neutral		35	16.0%	
5	slightly imp	portant	49	22.4%	
6	important		62	28.3%	
7	totally imp	ortant	59	26.9%	
Warning: these fi	igures indicate the nun	nber 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.

# d11: 11.	Supports chi	ldren and family issues such as ado	option and foster ca	res.		
Information	l	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases		Percentage	
1	totally not	important	9	4.1%		
2	not importa	ant	9	4.1%		
3	slightly not	important	9	4.1%		
4	neutral		54			24.7%
5	slightly im	slightly important				25.1%
6	important		47		21.	5%
7	totally imp	ortant	36		16.4%	
Warning, these f	Source indicate the nur	when of eases found in the data file. They earned he interpre	tad as summary statistics of the	consulation of interest		

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] [Missin	ng=*]	
Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases	Percentage
1	totally not	important	6	2.7%
2	not importa	int	9	4.1%
3	slightly not	important	11	5.0%

# d12: 12.	Supports pub	olic health program such as figh	t against AIDS, cance	er, and other diseases	·
Value	Label		Cases	Perc	entage
4	neutral		49		22.4%
5	slightly important		55		25.19
6	important		48		21.9%
7	totally impo	ortant	41		18.7%
Warning: these fi	igures indicate the num	nber of cases found in the data file. They cannot be int	erpreted as summary statistics of the	population of interest.	
[#] d13: 13.	Builds long-to	erm relations with its consumer	·S.		
Information		[Type= discrete] [Format=numeric] [Rar	nge= 1-7] [Missing=*]		
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Perc	entage
1	totally not i	mportant	1	0.5%	
2	not importa	int	2	0.9%	
3	slightly not	important	5	2.3%	
4	neutral		17	7.8%	
5	slightly imp	portant	30	13.7%	
6	important		63		28.8%
7	totally impo	ortant	101		46.19
Warning: these fi	igures indicate the nun	figures indicate the number of cases found in the data file. They cannot be inter		population of interest.	
t d14: 14.		isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar	es.		
# d14: 14.	W/ W]	isten to the voices of communiti	es. nge= 1-7] [Missing=*]		
# d14: 14. Information Statistics [NV Value	W/W] Label	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases	Perc	rentage
t d14: 14. Information Statistics [N Value 1	W/W] Label totally not i	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases 3	Perc	rentage
# d14: 14. 1 Information Statistics [NV Value 1 2	W/W] Label totally not i not importa	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int	es. nge= 1-7] [Missing=*] Cases 3 5	Perc 1.4% 2.3%	entage
# d14: 14. Information Statistics [N Value 1 2 3	W/W] Label totally not i not importa slightly not	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases 3 5 11	Perc 1.4% 2.3% 5.0%	-
# d14: 14. Information Statistics [NV Value 1 2 3 4	W/W] Label totally not i not importa slightly not neutral	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases 3 5 11 28	Perc 1.4% 2.3%	6
# d14: 14. Information Statistics [N Value 1 2 3 4 5	W/W] Label totally not i not importa slightly not neutral slightly imp	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50	Perc 1.4% 2.3% 5.0%	6 22.8%
# d14: 14. 1 Information Statistics [N Value 1 2 3 4 5 6	W/WJ Label totally not i not importa slightly not neutral slightly imp important	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important unt important portant	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58	Perc 1.4% 2.3% 5.0%	6 22.8% 26.5%
# d14: 14. Information Statistics [N Value 1 2 3 4 5 6 7	W/W] Label totally not i not importa slightly not neutral slightly imp important totally impo	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important unt important portant	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64	Perc	6 22.8%
# d14: 14. Information Statistics [NV Value 1 2 3 4 5 6 7 Warning: these fi	W/W] Label totally not i not importa slightly not important totally important totally important totally important	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int important portant	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the	Perc 1.4% 2.3% 5.0% 12.89 population of interest.	6 22.8% 26.5%
# d14: 14. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these fi	W/W] Label totally not i not importa slightly not slightly imp important totally impo igures indicate the nun Is willing to li	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important important portant portant retart there of cases found in the data file. They cannot be int	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on inno	Perc 1.4% 2.3% 5.0% 12.89 population of interest.	6 22.8% 26.5%
# d14: 14. Information Statistics [N] Value 1 2 3 4 5 6 7 Varning: these fi # d15: 15. Information	W/W] Label totally not i not importa slightly not neutral slightly imp important totally impo igures indicate the num Is willing to li	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int important portant ortant isten to consumer voices and inv	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on inno	Perc 1.4% 2.3% 5.0% 12.89 population of interest.	6 22.8% 26.5%
# d14: 14. Information Statistics [N Value 1 2 3 4 5 6 7 7 Warning: these fi # d15: 15. Information	W/W] Label totally not i not importa slightly not neutral slightly imp important totally impo igures indicate the num Is willing to li	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important important portant portant isten to consumer voices and inv [Type= discrete] [Format=numeric] [Rar	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on inno	Perc	6 22.8% 26.5%
# d14: 14. Information Statistics [N] Value 1 2 3 4 5 6 7 Varning: these fill # d15: 15. Information Statistics [N] Value	W/W] Label totally not i not importa slightly not neutral slightly imp important totally important Is willing to li W/W]	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important important portant portant isten to consumer voices and inv [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on inno nge= 1-7] [Missing=*]	Perc	6 22.8% 26.5% 29.2'
# d14: 14. Information Statistics [N] Value 1 2 3 4 5 6 7 Warning: these fill # d15: 15. Information Statistics [N] Value 1 Yalue 1	W/WJ Label totally not i not importat slightly not important itotally impo igures indicate the num Is willing to li W/WJ Label	isten to the voices of communiti [Type= discrete] [Format=numeric] [Ran [Valid=219 /-] [Invalid=0 /-] important important portant isten to consumer voices and inva- [Type= discrete] [Format=numeric] [Ran [Valid=219 /-] [Invalid=0 /-]	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on inno nge= 1-7] [Missing=*]	Perc	6 22.8% 26.5% 29.2
# d14: 14. 1 Information Statistics [N] Value 1 2 3 4 5 6 7 Warning: these fit # d15: 15. Information Statistics [N] Value 1 2	W/W] Label totally not i not importa slightly not neutral slightly imp important totally import iswilling to li W/W] Label totally not i	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int important portant int isten to consumer voices and inv [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on innor nge= 1-7] [Missing=*] Cases 1	Perc	6 22.8% 26.5% 29.2
# d14: 14. Information Statistics [NV Value 1 2 3 4 5 6 7 Warning: these fi # d15: 15. Statistics [NV Value 1 2 3	W/WJ Label totally not i not importa slightly not important totally imp important totally imp igures indicate the num Is willing to li W/W Label totally not i not importa	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int important portant int isten to consumer voices and inv [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on innomination of the second statistic second statistics of the second statistic second statistics of the second statis at second statis at second statis at seco	Perc 1.4% 2.3% 5.0% 12.89 population of interest. Povative products. Perc 0.5% 2.3%	6 22.8% 26.5% 29.2
# d14: 14. Information Statistics [N] Value 1 2 3 4 5 6 7 Warning: these fi # d15: 15. Information Statistics [N] Value 1 2 3 4 4	W/WJ Label totally not i not importat slightly imp important totally imp important totally imp important totally imp totally	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important important portant aber of cases found in the data file. They cannot be int isten to consumer voices and inv [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int important	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on inno nge= 1-7] [Missing=*] Cases 1 5 6	Perc 1.4% 2.3% 5.0% 12.89 population of interest. population of interest. population of interest. Perc 0.5% 2.3% 2.7%	6 22.8% 26.5% 29.2
# d14: 14. Information Statistics [N] Value 1 2 3 4 5 6 7 Warning: these fi # d15: 15. Information Statistics [N] Value	W/WJ Label totally not i not importa slightly not important totally impo important totally impo igures indicate the num Is willing to li W/W Label totally not i not importa slightly not into importa slightly not s	isten to the voices of communiti [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important important portant aber of cases found in the data file. They cannot be int isten to consumer voices and inv [Type= discrete] [Format=numeric] [Rar [Valid=219 /-] [Invalid=0 /-] important int important	es. nge= 1-7] [Missing=*] Cases 3 5 11 28 50 58 64 erpreted as summary statistics of the vest resources on innot nge= 1-7] [Missing=*] Cases 1 5 6 29	Perc 1.4% 2.3% 5.0% 12.89 population of interest. population of interest. population of interest. Perc 0.5% 2.3% 2.7%	6 22.8% 26.5% 29.2 xentage

# a10: 10.	Is willing to	listen to the voices of governme	nt and flow rules to do	work.	
Information	L	[Type= discrete] [Format=numeric] [Ra	nge= 1-7] [Missing=*]		
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percentage	
1	totally not	t important	1	0.5%	
2	not impor	*	6	2.7%	
3		ot important	0		
4	neutral	-	14	6.4%	
5	slightly in	nportant	36	16.4%	
6	important		56	25.6%	
7	totally im		106		48.4%
Warning: these f	igures indicate the nu	umber of cases found in the data file. They cannot be in	terpreted as summary statistics of the po	opulation of interest.	
# d17: 17.	Is willing to	listen to the voices of newspaper	r and media.		
Information	L	[Type= discrete] [Format=numeric] [Ra	nge= 1-7] [Missing=*]		
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percentage	
1	totally not	t important	7	3.2%	
2	not impor	tant	5	2.3%	
3	slightly no	ot important	11	5.0%	
4	neutral		32	14.6%	
5	slightly in	nportant	64		29.2%
6	important		56	25	.6%
7	totally imp	portant	44	20.1%	
	• •	portant umber of cases found in the data file. They cannot be in			
Warning: these f	figures indicate the nu	•	terpreted as summary statistics of the po	opulation of interest.	
Warning: these f # d18: 18.	figures indicate the nu Is willing to	umber of cases found in the data file. They cannot be in	terpreted as summary statistics of the po al and business associa	opulation of interest.	
Warning: these f # d18: 18. Information	figures indicate the nut Is willing to	umber of cases found in the data file. They cannot be in listen to the opinions of industri	terpreted as summary statistics of the po al and business associa	opulation of interest.	
Warning: these f # d18: 18. Information	figures indicate the nut Is willing to	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra	terpreted as summary statistics of the po al and business associa	opulation of interest.	
Warning: these f # d18: 18. Information Statistics [N	igures indicate the nut Is willing to W/W] Label	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra	terpreted as summary statistics of the particular statistics of the partic	opulation of interest.	
Warning: these f # d18: 18. Information Statistics [N Value	igures indicate the nut Is willing to W/W] Label	t important	terpreted as summary statistics of the po al and business associa inge= 1-7] [Missing=*] Cases	opulation of interest. tions. Percentage	
Warning: these f # d18: 18. Information Statistics [N Value 1	igures indicate the number of	t important	terpreted as summary statistics of the partial and business associa inge= 1-7] [Missing=*] Cases 3	opulation of interest. tions. Percentage 1.4%	
Warning: these f # d18: 18. Information Statistics [N Value 1 2	igures indicate the number of	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant	terpreted as summary statistics of the point	opulation of interest. tions. Percentage 1.4% 1.8%	
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3	igures indicate the nut Is willing to W/W] Label totally not not impor slightly not	imber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important	terpreted as summary statistics of the period al and business associa inge= 1-7] [Missing=*] Cases 3 4 7	opulation of interest. tions. Percentage 1.4% 1.8% 3.2%	26.5%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4	Label totally not not impor slightly not neutral	Index of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important nportant	terpreted as summary statistics of the particular statistics of the partite statistics of the particular statistics of the particula	opulation of interest. tions. Percentage 1.4% 1.8% 3.2%	
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7	Label Is willing to W/W] Label totally not not impor slightly not neutral slightly in important totally important	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important portant	terpreted as summary statistics of the providence of the providenc	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7%	26.5% 27.4% 26.0%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these f	igures indicate the number of	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important unber of cases found in the data file. They cannot be in	terpreted as summary statistics of the particular statistics of the partic	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7%	27.4%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these f # d19: 19.	Is willing to Is willing to W/W] Label totally not not impor slightly no neutral slightly in important totally im important Totally im important neutral slightly in important totally im important totally totally <thtotally< th=""> <thtotall< td=""><td>umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important portant portant unber of cases found in the data file. They cannot be in criticisms about its business pra</td><td>terpreted as summary statistics of the participation of the participatio</td><td>opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7%</td><td>27.4%</td></thtotall<></thtotally<>	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important portant portant unber of cases found in the data file. They cannot be in criticisms about its business pra	terpreted as summary statistics of the participation of the participatio	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7%	27.4%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these f # d19: 19. Information	Is willing to Is willing to W/W] Label totally not not impor slightly not neutral slightly in important totally important Gures indicate the not Open to the	Index of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important portant unber of cases found in the data file. They cannot be in criticisms about its business pra [Type= discrete] [Format=numeric] [Ra	terpreted as summary statistics of the participation of the participatio	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7%	27.4%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these f # d19: 19. Information	Is willing to Is willing to W/W] Label totally not not impor slightly not neutral slightly in important totally imp	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important portant portant unber of cases found in the data file. They cannot be in criticisms about its business pra	terpreted as summary statistics of the participation of the participatio	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7%	27.4%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these f # d19: 19. Information	igures indicate the number of the number o	umber of cases found in the data file. They cannot be in listen to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important portant unber of cases found in the data file. They cannot be in criticisms about its business pra [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	terpreted as summary statistics of the participation of the participatio	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7% opulation of interest. Percentage	27.4%
Warning: these f # d18: 18. Information Statistics [N Value 1 2 3 4 5 6 7 Warning: these f # d19: 19. Information	igures indicate the number of the number o	Index of cases found in the data file. They cannot be in Isten to the opinions of industri [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important tant ot important unber of cases found in the data file. They cannot be in criticisms about its business pra [Type= discrete] [Format=numeric] [Ra unber of cases found in the data file. They cannot be in criticisms about its business pra [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] t important	therpreted as summary statistics of the parameter of the	opulation of interest. tions. Percentage 1.4% 1.8% 3.2% 13.7% opulation of interest.	27.4%

File : d	ata				
# d19: 19.	Open to the o	criticisms about its business pr	actices.		
Value	Label	Cases Percentage			entage
4	neutral		22	10.0%	
5	slightly im	portant	45		20.5%
6	important		68		31.1%
7	totally imp	ortant	73		33.3%
Warning: these j	figures indicate the nur	nber of cases found in the data file. They cannot be i	nterpreted as summary statistics of the p	population of interest.	
# d20: 20.	Overall, do y	ou understanding the meaning	g of corporate social res	ponsibility?	
Information	l	[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]		
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Perce	entage
1	totally don	t understand	0		
2	don't under	stand	1	0.5%	
	slightly don't understand		5	2.3%	
3	neutral			0.10/	
3 4	neutral		20	9.1%	
4	neutral slightly une	lerstand	20 61	9.1%	27.9%
-		derstand		9.1%	27.9%

Information		[Type= discrete] [Format=numeric] [Ran	nge= 1-7] [Missing=*]		
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label	1	Cases	Percentage	
1	totally disa	ageee	7	3.2%	
2	disagree	-	5	2.3%	
3	slightly dis	sagree	13	5.9%	
Ļ	neutral		47	21.5%	
i	slightly ag	ree	64		29.2%
5	agree		46	21.0%	
7	totally agre	ee	37	16.9%	
arning: these fig	gures indicate the nu	mber of cases found in the data file. They cannot be int	erpreted as summary statistics of the	population of interest.	
e2: 2. Th	e interest of	customer and public should be t	he first priority.		
nformation		[Type= discrete] [Format=numeric] [Ran	nge= 1-7] [Missing=*]		
tatistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percentage	
l	totally disa	igeee	3	1.4%	
2	disagree		4	1.8%	
3	slightly dis	sagree	8	3.7%	
Ļ	neutral		26	11.9%	
5	slightly ag	ree	67		30.6%
5	agree		65		29.7%
7	totally agre	ee	46	21.0%	
		mber of cases found in the data file. They cannot be int			
e3: 3. Wł	nether it viol	ates morals should be the major	concern in doing wor	·k.	
nformation		[Type= discrete] [Format=numeric] [Ran	nge= 1-7] [Missing=*]		
tatistics [NV	W/W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percentage	
	totally disa	igeee	7	3.2%	
2	disagree		3	1.4%	
;	slightly dis	sagree	10	4.6%	
ţ	neutral		22	10.0%	
5	slightly ag	ree	32	14.6%	
5	agree		66	30.1%)
7	totally agre		79		36.1%
		mber of cases found in the data file. They cannot be int should be prioritized before pers			
nformation	tial interest s	[Type= discrete] [Format=numeric] [Ran		mncı.	
tatistics [NV	W/ W1	[Valid=219 /-] [Invalid=0 /-]	150- 1-1] [WIISSIIIg="]		
Value	Label	[Cases	Percentage	
1	totally disa	igeee	4	1.8%	
2	disagree		4	1.8%	
3	slightly dis	sagree	9	4.1%	
	neutral		36		

Value	Label		Cases	Percentage
5	slightly ag	ree	66	30.1%
6	agree		60	27.4%
7	totally agre	e	40	18.3%
Varning: these fi		nber of cases found in the data file. They cannot be i	nterpreted as summary statistics of the p	population of interest.
# e5: 5. Co	mpany rule s	should be prioritized when the	re is conflict between co	ompany rule and personal standard.
Information [Type= discrete] [Format=numeric] [Range			ange= 1-7] [Missing=*]	
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	2	0.9%
2	disagree		2	0.9%
3	slightly dis	agree	9	4.1%
4	neutral		30	13.7%
5	slightly ag	ree	56	25.6%
6	agree		62	28.3%
7	totally agre	e	58	26.5%
Varning: these fi	gures indicate the nur	nber of cases found in the data file. They cannot be i	nterpreted as summary statistics of the p	population of interest.
e6: 6. Pe	ople should r	eflect their company's unethic	al behavior.	
nformation		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]	
Statistics [N	W/W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	4	1.8%
2	disagree		9	4.1%
3	slightly dis	agree	10	4.6%
4	neutral		35	16.0%
5	slightly ag	ree	39	17.8%
6	agree		69	31.5%
7	totally agre	e	53	24.2%
		nber of cases found in the data file. They cannot be i		
* e7: 7. Pe	ople should b	e guided by their own persona	l ethics, not affected by	the company.
nformation		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]	
Statistics [N	W/W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
1	totally disa	geee	3	1.4%
2	disagree		4	1.8%
3	slightly dis	agree	11	5.0%
4	neutral		23	10.5%
5	slightly ag	ree	55	25.1%
5	agree		60	27.4%
7	totally agre	e	63	28.8%
Varning: these fi	gures indicate the nur	nber of cases found in the data file. They cannot be i	interpreted as summary statistics of the p	population of interest.
e8: 8. Pe	ople should b	e guided by their own persona	l ethics, not affected by	the company.
nformation		[Type= discrete] [Format=numeric] [R	ango 1 7] [Missing_*]	

Value	Label		Cases	Percen	tage
1	totally disa	ageee	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		38.49
Warning: these fi	igures indicate the nu	umber of cases found in the data file. They cannot be	interpreted as summary statistics of the	population of interest.	
[#] e9: 9. Sh	ould not talk	x to friends outside the compan	y about company's con	fidential issues.	
Information		[Type= discrete] [Format=numeric] [F	ange= 1-7] [Missing=*]		
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label	1	Cases	Percen	tage
1	totally disa	ageee	1	0.5%	
2	disagree		2	0.9%	
3	slightly di	sagree	1	0.5%	
4	neutral		11	5.0%	
5	slightly ag	gree	28	12.8%	
				22.8%	
6	agree		50	22.8%	
	agree totally agr	ee	50 126	22.8%	57.5%
7 Warning: these fi ‡ e10: 10.]	totally agr igures indicate the nu Employees w	ee umber of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F	126 interpreted as summary statistics of the increase company's in	population of interest.	
7 <i>Warning: these fi</i> # e10: 10.] Information	totally agr igures indicate the nu Employees w	umber of cases found in the data file. They cannot be who apply immoral behavior to	126 interpreted as summary statistics of the increase company's in	population of interest.	
7 Warning: these fi # e10: 10.] Information	totally agr igures indicate the nu Employees w	who apply immoral behavior to [Type= discrete] [Format=numeric] [F	126 interpreted as summary statistics of the increase company's in	population of interest.	hed.
7 Varning: these fi # e10: 10.] Information Statistics [NV Value	totally agr igures indicate the nu Employees w W/ W]	umber of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	126 interpreted as summary statistics of the increase company's in sange= 1-7] [Missing=*]	population of interest. terests should be punis	hed.
7 Varning: these fit # e10: 10.] information Statistics [NV Value 1	totally agr igures indicate the nu Employees w W/W] Label	umber of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	126 interpreted as summary statistics of the increase company's in ange= 1-7] [Missing=*] Cases	population of interest. terests should be punis Percen	hed.
7 Varning: these fi # e10: 10.] Information Statistics [NV Value 1 2	totally agr igures indicate the nu Employees w W/W] Label totally disa	who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3	population of interest. terests should be punis. Percen 1.4%	hed.
7 Varning: these fi # e10: 10.] Information Statistics [NV Value 1 2 3	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree	who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3 2	population of interest. terests should be punis Percen 1.4% 0.9%	hed.
7 Warning: these fit # e10: 10.] Information Statistics [NV Value 1 2 3 4	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di	who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3 2 5	population of interest. terests should be punis Percen 1.4% 0.9% 2.3%	hed.
7 Varning: these fit # e10: 10. 1 Information Statistics [NV Value 1 2 3 4 5	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di neutral	who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3 2 5 20	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1%	hed.
7 Varning: these fi information Statistics [NV Value 1 2 3 4 5 6	totally agr igures indicate the nu Employees w W/W U U U U U U U U U U U U U U U U U	under of cases found in the data file. They cannot be vho apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree gree	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3 2 5 20 36	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1%	tage
7 Varning: these fit # e10: 10. I Information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fit	totally agr igures indicate the nu Employees w W/W U U U U U U U U U U U U U U U U U U	imber of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree gree gree umber of cases found in the data file. They cannot be	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3 2 5 20 36 62 91 interpreted as summary statistics of the	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest.	hed. tage 28.3% 41.69
7 Varning: these fi information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi # e11: 11.]	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di neutral slightly agr agree totally agr igures indicate the nu Employees sl	Imper of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree gree model the data file. They cannot be hould not copy company's company	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the idential data without company	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest.	hed. tage 28.3% 41.69
7 Warning: these fi # e10: 10.] Information Statistics [NV Value 1 2 3 4 5 6 7 Warning: these fi # e11: 11.]	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di neutral slightly agr igures indicate the nu Employees sl	ageee sagree gree ageee inthe data file. They cannot be prove inthe data file. They cannot be inthe data file. They cannot be </td <td>126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the idential data without company</td> <td>population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest.</td> <td>hed. tage 28.3% 41.69</td>	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the idential data without company	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest.	hed. tage 28.3% 41.69
7 Varning: these fi information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi information	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di neutral slightly agr igures indicate the nu Employees sl	Imper of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree gree model the data file. They cannot be hould not copy company's company	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the idential data without company	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest.	hed. tage 28.3% 41.69
7 Varning: these fi # e10: 10.] Information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi Information Statistics [NV	totally agr igures indicate the num Employees w W/WJ Label totally disa disagree slightly di neutral slightly agr igures indicate the num Employees sl W/WJ Label	imber of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree gree more of cases found in the data file. They cannot be hould not copy company's conf [Type= discrete] [Format=numeric] [F [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the Cases 36 62 91 interpreted as summary statistics of the Cidential data without c tange= 1-7] [Missing=*]	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorizatio Percen	hed. tage 28.3% 41.69 n.
7 Varning: these fi information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi i e11: 11.] information Statistics [NV Value 1	totally agr igures indicate the nu Employees w W/W/ U U U U U U U U U U U U U U U U U	imber of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree gree more of cases found in the data file. They cannot be hould not copy company's conf [Type= discrete] [Format=numeric] [F [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-]	126 interpreted as summary statistics of the increase company's in tange= 1-7] [Missing=*] Cases 3 2 5 20 36 62 91 interpreted as summary statistics of the idential data without c tange= 1-7] [Missing=*]	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorizatio	hed. tage 28.3% 41.69 n.
7 Varning: these fi information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi i e11: 11.] information Statistics [NV Value 1	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di neutral slightly agr totally agr igures indicate the nu Employees sl W/W] Label totally disa disagree	ageee sageee sageee thould not copy company's cont [Type= discrete] [Format=numeric] [F	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 2 3 2 5 20 36 62 91 interpreted as summary statistics of the fidential data without c iange= 1-7] [Missing=*] Cases 1 0	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorizatio Percen 0.5%	hed. tage 28.3% 41.69 n.
7 Varning: these fi information Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi information Statistics [NV Value 1 2 2 2	totally agr igures indicate the nu Employees w W/W/ U U U U U U U U U U U U U U U U U	ageee sageee sageee thould not copy company's cont [Type= discrete] [Format=numeric] [F	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the Gases 36 62 91 interpreted as summary statistics of the Gases interpreted as summary statistics of the Cases iange= 1-7] [Missing=*] Cases 1 0 3 3	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorizatio Percen 0.5% 1.4%	hed. tage 28.3% 41.69 n.
7 Varning: these fi nformation Statistics [NV Value 1 2 3 4 5 6 7 Varning: these fi + e11: 11.] nformation Statistics [NV Value 1 2 3	totally agr igures indicate the nu Employees w W/W] Label totally disa disagree slightly di neutral slightly agr totally agr igures indicate the nu Employees sl W/W] Label totally disa disagree	ageee sageee sageee thould not copy company's cont [Type= discrete] [Format=numeric] [F	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 2 3 2 5 20 36 62 91 interpreted as summary statistics of the fidential data without c iange= 1-7] [Missing=*] Cases 1 0	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorizatio Percen 0.5%	hed. tage 28.3% 41.69 n.
# e10: 10. I Information Statistics [NV Value 1 2 3 4 5 6 7 Warning: these fi	totally agr igures indicate the num Employees w W/W] Label totally disa disagree disagree disagree totally agr totally agr totally agr disagree totally agr totally agr disagree disagr	ageee inter of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee ageee thould not copy company's contained and the file. They cannot be hould not copy company's contained and the file. They cannot be [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree	126 interpreted as summary statistics of the increase company's in iange= 1-7] [Missing=*] Cases 3 20 36 62 91 interpreted as summary statistics of the Gases 36 62 91 interpreted as summary statistics of the Gases interpreted as summary statistics of the Cases iange= 1-7] [Missing=*] Cases 1 0 3 3	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorization 0.5% 1.4% 5.0% 6.4%	hed. tage 28.3% 41.69 n.
7 Warning: these fi # e10: 10. 1 Information Statistics [N] Value 1 2 3 4 5 6 7 Warning: these fi # e11: 11. 1 Information Statistics [N] Value 1 2 3 4	totally agr igures indicate the num Employees with W/W/ U/ Construction Constructio	ageee inter of cases found in the data file. They cannot be who apply immoral behavior to [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee ageee thould not copy company's contained and the file. They cannot be hould not copy company's contained and the file. They cannot be [Type= discrete] [Format=numeric] [F [Valid=219 /-] [Invalid=0 /-] ageee sagree	126interpreted as summary statistics of theincrease company's incange= 1-7] [Missing=*]Cases32520366291interpreted as summary statistics of thecidential data without cciange= 1-7] [Missing=*]cases10310311	population of interest. terests should be punis Percen 1.4% 0.9% 2.3% 9.1% 16.4% population of interest. ompany's authorizatio Percen 0.5% 1.4% 5.0%	hed. tage 28.3% 41.6 n.

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.

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. P	eople should	i beware minoral timigs even there is no rul	les in the	company.			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]					
Statistics [NW	W/W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label		Cases	Percentage			
1	totally disa	gece	2	0.9%			
2	disagree		1	0.5%			
3	slightly dis	agree	0				
4	neutral		10	4.6%			
5	slightly agr	ree	21	9.6%			
6	agree		54	24.7%			

p1: 1. Can find core of the problem.

totally agree

7

Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missin]	g=*]	
Statistics [NW	/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage

131

59.8%

value	Laber	Cases	rercentage
1	totally disageee	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] [Missi	ng=*]	
Statistics [NV	V/ W]	[Valid=219 /-] [Invalid=0 /-]		
Value Label			Cases	Percentage
1	totally disa	geee	1	0.5%
2	disagree		0	
3	slightly dis	agree	2	0.9%
4	neutral		24	11.0%
5	slightly agr	ee	63	28.8%
6	agree		78	35.6%
7 totally agree		e	51	23.3%
Warning: these fig	ures indicate the nun	aber of cases found in the data file. They cannot be interpreted as summary	statistics of the	ne population of interest.

p3: 3. Can suggest possible solutions.

Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missir	ng=*]			
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]				
Value Label			Cases	Percentage		
1 totally disa		geee	2	0.9%		
2 disagree			0			

Value	Label		Cases		Percentage	
3	slightly dis	agree	1	0.5%		
Ļ	neutral		19	8.7%		
5	slightly agr	ree	62		28.3%	
6	agree		87			39.7%
7	totally agre	e	48		21.9%	
	-	nber of cases found in the data file. They cannot be in		population of interest.		
p4: 4. W	ould not simj	ply give problems without offer	ing ideas.			
Information		[Type= discrete] [Format=numeric] [Ra	ange= 1-7] [Missing=*]			
tatistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases		Percentage	
l	totally disa	geee	5	2.3%		
2	disagree		6	2.7%		
3	slightly dis	agree	15	6.8%		
4	neutral		27	12	2.3%	
5	slightly age	ree	47		21.5%	
5	agree		69			31.59
7	totally agre	e	50		22.8%	
	-	nber of cases found in the data file. They cannot be in	nterpreted as summary statistics of the	population of interest.		
[#] p5: 5. Ca	n relate ends	s and means clearly.				
nformation		[Type= discrete] [Format=numeric] [Ra	ange= 1-7] [Missing=*]			
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases		Percentage	
1	totally disa	geee	2	0.9%		
			2			
2	disagree	-	0	-		
	disagree slightly dis	agree		2.3%		
3		agree	0	2.3% 9.1%		
3 4	slightly dis		05		22.4%	
3 4 5	slightly dis neutral		0 5 20		22.4%	40.29
3 4 5 6	slightly dis neutral slightly agr	ree	0 5 20 49		22.4% 25.1%	40.29
3 4 5 6 7	slightly dis neutral slightly agr agree totally agree	ree	0 5 20 49 88 55	9.1%		40.29
3 4 5 6 7 Varning: these fi	slightly dis neutral slightly agr agree totally agre	ree	0 5 20 49 88 55 atterpreted as summary statistics of the p	9.1%		40.29
	slightly dis neutral slightly agr agree totally agre	ree ve nber of cases found in the data file. They cannot be in	atting.	9.1%		40.29
3 4 5 6 7 <i>Varning: these fi</i> * p6: 6. Be nformation	slightly dis neutral slightly agr agree totally agree gures indicate the num	ree nber of cases found in the data file. They cannot be in about work and need no motiv	atting.	9.1%		40.29
3 4 5 6 7 Varning: these fi ‡ p6: 6. Be	slightly dis neutral slightly agr agree totally agree gures indicate the num	ree mber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra	atting.	9.1%		40.29
3 4 5 7 p6: 6. Be nformation tatistics [N ¹ Value	slightly dis neutral slightly agr agree totally agree gures indicate the nur enthusiastic	ree nber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	0 5 20 49 88 55 sterpreted as summary statistics of the p rating. ange= 1-7] [Missing=*]	9.1%	25.1%	40.2%
3 4 5 7 7 p6: 6. Be nformation itatistics [N] Value	slightly dis neutral slightly agr agree totally agree gures indicate the nur e enthusiastic	ree nber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	0 5 20 49 88 55 terpreted as summary statistics of the p rating. ange= 1-7] [Missing=*]	9.1%	25.1%	40.25
3 4 5 7 7 9 p6: 6. Be nformation tatistics [N ¹ Value 1 2	slightly dis neutral slightly agr agree totally agree totally agree enthusiastic W/W] Label totally disa	ree mber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] geee	0 5 20 49 88 55 therpreted as summary statistics of the p rating. ange= 1-7] [Missing=*]	9.1% population of interest. 5.5%	25.1%	40.29
3 4 5 7 <i>arning: these fi</i> p6: 6. Be nformation itatistics [N] Value 1 2 3	slightly dis neutral slightly agr totally agree totally agree earti-usiastic W/W Label totally disa disagree	ree mber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] geee	0 5 20 49 88 55 statistics of the participants rating. Cases 12 12	9.1% population of interest. 5.5%	25.1% Percentage	40.25
3 4 5 7 7 p6: 6. Be nformation tatistics [N' Value 1 2 3 4	slightly dis neutral slightly agr totally agree totally agree agree <i>i</i> -dicate the nur eent-Iusiastic W/W W/W Label totally disa disagree slightly dis	ree mber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] geee agree	0 5 20 49 88 55 ange= 1-7] [Missing=*]	9.1% population of interest. 5.5%	25.1% Percentage 11.0%	40.29
3 4 5 6 7 Varning: these fit * p6: 6. Be nformation Statistics [N]	slightly dis neutral slightly agr agree totally agre totally agree totally agree totally agree totally disa totally disa (isagree slightly dis neutral	ree mber of cases found in the data file. They cannot be in about work and need no motiv [Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-] geee agree	0 5 20 49 88 55 ange= 1-7] [Missing=*] Cases 12 12 24 39	9.1% population of interest. 5.5%	25.1% Percentage 11.0% 17.8%	

Information		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label	1	Cases	Percentage			
1	totally disa	geee	1	0.5%	-		
2	disagree	-	2	0.9%			
3	slightly dis	agree	5	2.3%			
4	neutral		31		14.2%		
5	slightly ag	ree	58			26.5%	
6	agree		72			32.9%	
7	totally agree		50		22.8	3%	
Varning: these fi	igures indicate the nu	nber of cases found in the data file. They cannot be i	nterpreted as summary statistics of the	population of interest.			
p8: 8. Ca	n develop a	plan and follow it.					
nformation		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label	,	Cases		Percentage		
1	totally disa	Igeee	1	0.5%	-		
2	disagree		1	0.5%			
3	slightly dis	agree	4	1.8%			
4	neutral		25	1	1.4%		
5	slightly ag	ree	57		26.09	6	
6	agree		86			39.39	
7	totally agre	ee	45		20.5%		
Warning: these fi	gures indicate the nu	nber of cases found in the data file. They cannot be i	nterpreted as summary statistics of the	population of interest.	•		
[#] p9: 9. Ca	an always per	form better than the others.					
Information		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label	1	Cases		Percentage		
1	totally disa	geee	2	0.9%			
2	disagree	-	3	1.4%			
3	slightly dis	agree	13	5.9%			
4	neutral		39		17.8%		
5	slightly ag	ree	69			31.5%	
6	agree		67			30.6%	
7	totally agre	e	26		11.9%		
Varning: these fi	gures indicate the nu	nber of cases found in the data file. They cannot be i	nterpreted as summary statistics of the	population of interest.	•		
[#] p10: 10.	Can maintai	n good performance in the com	ipany.				
Information		[Type= discrete] [Format=numeric] [R	ange= 1-7] [Missing=*]				
Statistics [N	W/ W]	[Valid=219 /-] [Invalid=0 /-]					
Value	Label	,	Cases		Percentage		
1	totally disa	geee	3	1.4%			
2	disagree	-	1	0.5%			
	-						
3	slightly dis	agree	14	6.4%			

Value	Label		Cases	Percentage	
5	slightly ag	ee	78		35.69
6	agree		63		28.8%
7	totally agre	e	21	9.6%	
Varning: these figur	res indicate the nur	nber of cases found in the data file. They cannot be in	nterpreted as summary statistics of the	population of interest.	
ci1: 1. com	ipany basic	information: industry			
nformation		[Type= discrete] [Format=numeric] [Ra	ange=0-5] [Missing=*]		
Statistics [NW/	/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases Percentage		
)	power rela	ed industry	37	7 16.9%	
l	financial		91		
2	service ind	ustry	15	5 6.8%	
3	manufactu	ring	71	3	2.4%
Ļ	technology industry		1	0.5%	
5	pharmaceutical industry		4	1.8%	
arning: these figur	res indicate the nur	nber of cases found in the data file. They cannot be in	nterpreted as summary statistics of the	population of interest.	
ci2: 2. com	ipany basic	information: attributes			
nformation		[Type= discrete] [Format=numeric] [Ra	ange= 0-3] [Missing=*]		
tatistics [NW/	/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percentage	
0	state-owne	d	86	39.3	%
1	private		122		55.79
2	foreign		7	3.2%	
3	others		4	1.8%	
		nber of cases found in the data file. They cannot be in	nterpreted as summary statistics of the	population of interest.	
bi1: 1. gen	der	1			
nformation		[Type= discrete] [Format=numeric] [Ra	ange= 0-1] [Missing=*]		
statistics [NW/	/ W]	[Valid=219 /-] [Invalid=0 /-]			
Value	Label		Cases	Percentage	
)	male		106		48.4%
	female		113		51.69
		nber of cases found in the data file. They cannot be in	aterpreted as summary statistics of the	population of interest.	
Varning: these figur			nerpreteu us summury statistics of the		
Varning: these figur					
Varning: these figur t bi2: 2. age nformation		[Type= discrete] [Format=numeric] [Ra			
Varning: these figur bi2: 2. age nformation					
Varning: these figure bi2: 2. age information tatistics [NW/	/ W] Label	[Type= discrete] [Format=numeric] [Ra	ange= 0-9] [Missing=*] Cases	Percentage	
arning: these figur bi2: 2. age nformation tatistics [NW/ Value	W] Label under 25	[Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	ange= 0-9] [Missing=*] Cases 32	Percentage	
Varning: these figure bi2: 2. age nformation Vatistics [NW/ Value	W] Label under 25 25-30 year	[Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	ange= 0-9] [Missing=*] Cases	14.6%	38.4
<pre>/arning: these figur bi2: 2. age information (tatistics [NW/ Value)</pre>	/ W] Label under 25 25-30 year 30-35 year	[Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	ange= 0-9] [Missing=*] Cases 32 84 46	14.6% 21.0%	38.4
iarning: these figur bi2: 2. age nformation tatistics [NW/ Value) 1 2 3	Label under 25 25-30 year 30-35 year 35-40 year	[Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	Cases 32 84 46 29	14.6% 21.0% 13.2%	38.4
1 Varning: these figure t bi2: 2. age information Statistics [NW/ Value 0 1 2 3 4 5	/ W] Label under 25 25-30 year 30-35 year	[Type= discrete] [Format=numeric] [Ra [Valid=219 /-] [Invalid=0 /-]	ange= 0-9] [Missing=*] Cases 32 84 46	14.6% 21.0%	38.44

# bi2: 2. ag	ge					
Value	Label		Cases		Percentage	
7	55-60 year	'S	3	1.4%		
8	60-65 year	'S	3	1.4%		
9	65/older		0			
Warning: these fig	gures indicate the nu	mber of cases found in the data file. They cannot be inte	erpreted as summary statistics of the	e population of interest.		
# bi3: 3. ed	lucation					
Information		[Type= discrete] [Format=numeric] [Ran	ge=0-4] [Missing=*]			
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases Percentage			
0	high schoo	al	7	7 3.2%		
1	specialist		3	1.4%		
2	university		138			63.0%
3	master		69		31.5%	
4	doctor		2	0.9%		
	these figures indicate the number of cases found in the data file. They cannot b					
# bi4: 4. cu	rrent positio	n				
Information		[Type= discrete] [Format=numeric] [Ran	ge= 0-6] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label	1	Cases		Percentage	
0	supervisor		30		13.7%	
1	administra	tion	69			31.5%
2	business p		45	-	20.5%	
3	engineer	- opic	33	15.1%		
4	technician		10	4.6%		
5	consultant		1	0.5%		
6	other		31	0.370	14.2%	
		mber of cases found in the data file. They cannot be inte		population of interest.	14.270	
# bi5: 5. if	supervisor:					
Information		[Type= discrete] [Format=numeric] [Ran	ge= 0-3] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases		Percentage	
0	grassroots		124			56.6%
1	intermedia	te	16	7.3%		
2	senior		1	0.5%		
3	others		78		35.6%	
		mber of cases found in the data file. They cannot be inte		e population of interest.		
# bi6: 6. we	orking years	(including former)				
Information		[Type= discrete] [Format=numeric] [Ran	ge= 0-9] [Missing=*]			
Statistics [NV	W/ W]	[Valid=219 /-] [Invalid=0 /-]				
Value	Label		Cases		Percentage	
0	within 1 y	ear	19		8.7%	
1	1-3 years		50			22.8%
				2		

Value	Label		Cases	Percentage
3	1-10 years		52	23
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 J	figures indicate the nun	nber of cases found in the data file. They cannot be interpreted	d as summary statistics of the	population of interest.
# bi7: 7. y	ears of currer	nt position		
Information	1	[Type= discrete] [Format=numeric] [Range= 0	0-9] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]		
Value	Label		Cases	Percentage
0	within 1 ye	ar	57	26.0%
1	1-3 years		78	35
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%
	1-30 years		3	1.4%
7	1-35 years		0	
7 8	1-35 years		0	