```
GET FILE='CAT.SYS'.
The SPSS/PC+ system file is read from
     file CAT.SYS
The file was created on  3/3/92  at  6:28:11
and is titled COMMUNICATION ARTS TECHNOLOGY COMMAND FILE
The SPSS/PC+ system file contains
     40 cases, each consisting of
     95 variables (including system variables).
     95 variables will be used in this session.
```

```
This procedure was completed at  6:51:04
SELECT IF (ID GT 00).
SELECT IF (ID LT 41).
FREQUENCIES VARIABLES=ALL.
The raw data or transformation pass is proceeding
     40 cases are written to the compressed active file.

***** Memory allows a total of    9021 Values, accumulated across all Variables.
      There also may be up to    1127 Value Labels for each Variable.
```

ID   Respondents identification number

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	1	1	2.5	2.5	2.5
	2	1	2.5	2.5	5.0
	3	1	2.5	2.5	7.5
	4	1	2.5	2.5	10.0
	5	1	2.5	2.5	12.5
	6	1	2.5	2.5	15.0
	7	1	2.5	2.5	17.5
	8	1	2.5	2.5	20.0
	9	1	2.5	2.5	22.5
	10	1	2.5	2.5	25.0
	11	1	2.5	2.5	27.5
	12	1	2.5	2.5	30.0
	13	1	2.5	2.5	32.5
	14	1	2.5	2.5	35.0
	15	1	2.5	2.5	37.5
	16	1	2.5	2.5	40.0
	17	1	2.5	2.5	42.5
	18	1	2.5	2.5	45.0
	19	1	2.5	2.5	47.5
	20	1	2.5	2.5	50.0
	21	1	2.5	2.5	52.5
	22	1	2.5	2.5	55.0
	23	1	2.5	2.5	57.5
	24	1	2.5	2.5	60.0
	25	1	2.5	2.5	62.5
	26	1	2.5	2.5	65.0
	27	1	2.5	2.5	67.5
	28	1	2.5	2.5	70.0

29	1	2.5	2.5	72.5
30	1	2.5	2.5	75.0
31	1	2.5	2.5	77.5
32	1	2.5	2.5	80.0
33	1	2.5	2.5	82.5
34	1	2.5	2.5	85.0
35	1	2.5	2.5	87.5
36	1	2.5	2.5	90.0
37	1	2.5	2.5	92.5
38	1	2.5	2.5	95.0
39	1	2.5	2.5	97.5
40	1	2.5	2.5	100.0
Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

TYPE   Type of employer

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Cable TV	1	5	12.5	12.5	12.5
Advertising	2	5	12.5	12.5	25.0
Video Producers	3	7	17.5	17.5	42.5
Producers	4	6	15.0	15.0	57.5
Radio/TV Stations	5	10	25.0	25.0	82.5
General Communicatio	6	7	17.5	17.5	100.0
Total		40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

JOB1   Position #1 within firm

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Programmer (TV)	1	1	2.5	2.5	2.5
Sales Assistant (Adv	2	5	12.5	12.5	15.0
Traffic/Account Coor	3	1	2.5	2.5	17.5
Account Executive	4	6	15.0	15.0	32.5
Video Journalist	5	2	5.0	5.0	37.5
Production Assistant	6	10	25.0	25.0	62.5
Assistant Editor	7	5	12.5	12.5	75.0
Video Technician	8	1	2.5	2.5	77.5
Duplication Technici	9	2	5.0	5.0	82.5
Audio Engineer	10	1	2.5	2.5	85.0
Camera Operator	11	3	7.5	7.5	92.5
Lighting Technician	12	1	2.5	2.5	95.0
Animator	14	1	2.5	2.5	97.5
Promotions Assistant	16	1	2.5	2.5	100.0

```
                         Total        40      100.0    100.0
```

Valid cases   40   Missing cases   0

JOB2   Position #2 within firm

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Sales Assistant (Adv	2	2	5.0	8.7	8.7
Traffic/Account Coor	3	4	10.0	17.4	26.1
Account Executive	4	1	2.5	4.3	30.4
Production Assistant	6	4	10.0	17.4	47.8
Assistant Editor	7	4	10.0	17.4	65.2
Video Technician	8	3	7.5	13.0	78.3
Camera Operator	11	1	2.5	4.3	82.6
Copywriter	15	4	10.0	17.4	100.0
Does not apply	88	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

JOB3   Position #3 within firm

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Sales Assistant (Adv	2	1	2.5	16.7	16.7
Video Technician	8	1	2.5	16.7	33.3
Duplication Technici	9	2	5.0	33.3	66.7
Lighting Technician	12	1	2.5	16.7	83.3
Promotions Assistant	16	1	2.5	16.7	100.0
Does not apply	88	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

JOB4   Position #4 within firm

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Audio Engineer	10	1	2.5	50.0	50.0
Colorist	13	1	2.5	50.0	100.0
Does not apply	88	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

- -

JOB5   Position #5 within firm

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Duplication Technici	9	1	2.5	100.0	100.0
Does not apply	88	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

SALARY1   Average salary for #1 position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	10500	1	2.5	3.3	3.3
	11000	2	5.0	6.7	10.0
	12000	1	2.5	3.3	13.3
	12400	1	2.5	3.3	16.7
	13000	1	2.5	3.3	20.0
	13500	2	5.0	6.7	26.7
	14000	1	2.5	3.3	30.0
	15000	3	7.5	10.0	40.0
	15600	2	5.0	6.7	46.7
	17000	2	5.0	6.7	53.3
	17500	1	2.5	3.3	56.7
	18000	2	5.0	6.7	63.3
	18500	1	2.5	3.3	66.7
	19000	2	5.0	6.7	73.3
	20000	4	10.0	13.3	86.7
	20500	1	2.5	3.3	90.0
	22000	1	2.5	3.3	93.3
	22880	1	2.5	3.3	96.7
	30000	1	2.5	3.3	100.0
No response	99999	10	25.0	Missing	
	Total	40	100.0	100.0	

Valid cases   30   Missing cases   10

SALARY2   Average salary for #2 position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	11000	2	5.0	13.3	13.3

	13500	1	2.5	6.7	20.0
	14000	1	2.5	6.7	26.7
	15000	1	2.5	6.7	33.3
	15600	1	2.5	6.7	40.0
	16640	1	2.5	6.7	46.7
	17000	2	5.0	13.3	60.0
	18000	1	2.5	6.7	66.7
	18500	1	2.5	6.7	73.3
	20000	2	5.0	13.3	86.7
	22880	1	2.5	6.7	93.3
	24000	1	2.5	6.7	100.0
No response	99999	25	62.5	Missing	
	Total	40	100.0	100.0	

Valid cases   15   Missing cases   25

- -

SALARY3   Average salary for #3 position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	11000	1	2.5	33.3	33.3
	13520	1	2.5	33.3	66.7
	20000	1	2.5	33.3	100.0
No response	99999	37	92.5	Missing	
	Total	40	100.0	100.0	

Valid cases   3   Missing cases   37

SALARY4   Average salary for #4 position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	11000	1	2.5	100.0	100.0
No response	99999	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SALARY5   Average salary for #5 position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	11000	1	2.5	100.0	100.0

No response   99999   39   97.5   Missing
                                     ------- ------- -------
                             Total   40   100.0   100.0

Valid cases   1   Missing cases   39

- -

HIRING   Currently hiring?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes	1	7	17.5	17.5	17.5
No	5	33	82.5	82.5	100.0
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

EXPECT   How many do you expect to hire in next f

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	1	1	2.5	6.7	6.7
	2	5	12.5	33.3	40.0
	3	3	7.5	20.0	60.0
	4	2	5.0	13.3	73.3
	7	1	2.5	6.7	80.0
	9	1	2.5	6.7	86.7
	10	2	5.0	13.3	100.0
No response	99	25	62.5	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   15   Missing cases   25

- -

EXPAND   Reason: expansion of company

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes	1	21	52.5	58.3	58.3
No	5	15	37.5	41.7	100.0
No response	9	4	10.0	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   36   Missing cases   4

```
- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

TURNOVER    Reason: employee turnover


                                                         Valid      Cum
Value Label                    Value  Frequency  Percent  Percent   Percent

Yes                              1        25       62.5     69.4      69.4
No                               5        11       27.5     30.6     100.0
No response                      9         4       10.0   Missing
                                        -------   -------  -------
                             Total        40      100.0    100.0

Valid cases     36      Missing cases       4
- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -
```

```
OTHERA      Reason: Other


                                                         Valid      Cum
Value Label                    Value  Frequency  Percent  Percent   Percent

Yes                              1         2        5.0      5.6       5.6
No                               5        34       85.0     94.4     100.0
No response                      9         4       10.0   Missing
                                        -------   -------  -------
                             Total        40      100.0    100.0

Valid cases     36      Missing cases       4



- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

RATE        Rate communication industry field to ent


                                                         Valid      Cum
Value Label                    Value  Frequency  Percent  Percent   Percent

Excellent                        A         6       15.0     15.0      15.0
Good                             B        16       40.0     40.0      55.0
Average                          C        10       25.0     25.0      80.0
Fair                             D         6       15.0     15.0      95.0
Poor                             E         2        5.0      5.0     100.0
                                        -------   -------  -------
                             Total        40      100.0    100.0

Valid cases     40      Missing cases       0



- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

FIND        Experience difficulty in finding entry 1


                                                         Valid      Cum
Value Label                    Value  Frequency  Percent  Percent   Percent
```

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes	1	4	10.0	10.0	10.0
No	5	36	90.0	90.0	100.0
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

PREPARED   Are new entry level personnel prepared f

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Adequately prepared	A	13	32.5	36.1	36.1
Sometimes prepared	B	17	42.5	47.2	83.3
Usually not prepared	C	6	15.0	16.7	100.0
No response	9	4	10.0	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   36   Missing cases   4

- -

REQUIRE1   Experience/credentials required: positio

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
No prior work experi	A	1	2.5	2.5	2.5
Prior related workex	B	9	22.5	22.5	25.0
Prior work experienc	C	7	17.5	17.5	42.5
Associate degree in	D	8	20.0	20.0	62.5
Bachelors degree in	E	15	37.5	37.5	100.0
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

REQUIRE2   Experience/credentials required: positio

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Prior related workex	B	2	5.0	8.7	8.7
Prior work experienc	C	8	20.0	34.8	43.5
Associate degree in	D	3	7.5	13.0	56.5
Bachelors degree in	E	10	25.0	43.5	100.0
No response	9	17	42.5	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

REQUIRE3   Experience/credentials required: positio

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Prior related workex	B	3	7.5	50.0	50.0
Prior work experienc	C	2	5.0	33.3	83.3
Bachelors degree in	E	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

REQUIRE4   Experience/credentials required: positio

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Prior related workex	B	1	2.5	50.0	50.0
Prior work experienc	C	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

- -

REQUIRE5   Experience/credentials required: positio

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Prior related workex	B	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

SKILLA1   Strong writing skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	23	57.5	57.5	57.5
Important	2	9	22.5	22.5	80.0
Useful	3	6	15.0	15.0	95.0
Not important	4	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLB1   Good speaking skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	25	62.5	62.5	62.5
Important	2	14	35.0	35.0	97.5
Useful	3	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLC1   Problem solving skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	27	67.5	67.5	67.5
Important	2	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

SKILLD1   Interpersonal skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	27	67.5	67.5	67.5
Important	2	12	30.0	30.0	97.5
Useful	3	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLE1   Ability to work as team member: position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	27	67.5	67.5	67.5
Important	2	12	30.0	30.0	97.5
Useful	3	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLF1   Interviewing skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	4	10.0	10.0	10.0
Important	2	11	27.5	27.5	37.5
Useful	3	19	47.5	47.5	85.0
Not important	4	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

SKILLG1   Ability to use individual imitative: pos

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	24	60.0	60.0	60.0
Important	2	14	35.0	35.0	95.0
Useful	3	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLH1   Organizational skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	24	60.0	60.0	60.0

				Valid	Cum
	Important	2	14	35.0	35.0	95.0
Useful	3	2	5.0	5.0	100.0

	Total	40	100.0	100.0

Valid cases   40   Missing cases   0

- -

SKILLI1   Knowledge of software; position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	8	20.0	20.0	20.0
Important	2	16	40.0	40.0	60.0
Useful	3	12	30.0	30.0	90.0
Not important	4	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

SKILLJ1   Knowledge of hardware: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	2.5	2.5
Important	2	4	10.0	10.0	12.5
Useful	3	21	52.5	52.5	65.0
Not important	4	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLK1   Ability to operate broadcast equipment:

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	16	40.0	40.0	40.0
Important	2	7	17.5	17.5	57.5
Useful	3	4	10.0	10.0	67.5
Not important	4	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLL1   Knowledge of sales techniques: positions

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	3	7.5	7.5	7.5
Important	2	16	40.0	40.0	47.5
Useful	3	18	45.0	45.0	92.5
Not important	4	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

SKILLM1   Research skills: position #1

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	7	17.5	17.5	17.5
Important	2	10	25.0	25.0	42.5
Useful	3	16	40.0	40.0	82.5
Not important	4	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

Valid cases   40   Missing cases   0

- -

SKILLA2   Strong writing skills: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	12	30.0	52.2	52.2
Important	2	8	20.0	34.8	87.0
Useful	3	3	7.5	13.0	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLB2   Good speaking skills: position #2

				Valid	Cum

Value Label	Value	Frequency	Percent	Percent	Percent
Very important	1	12	30.0	52.2	52.2
Important	2	10	25.0	43.5	95.7
Useful	3	1	2.5	4.3	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

SKILLC2   Problem solving skills: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	16	40.0	69.6	69.6
Important	2	7	17.5	30.4	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLD2   Interpersonal skills: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	14	35.0	60.9	60.9
Important	2	9	22.5	39.1	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLE2   Ability to work as team member: position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	12	30.0	52.2	52.2
Important	2	10	25.0	43.5	95.7
Useful	3	1	2.5	4.3	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

SKILLF2   Interviewing skills: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	2	5.0	8.7	8.7
Important	2	4	10.0	17.4	26.1
Useful	3	15	37.5	65.2	91.3
Not important	4	2	5.0	8.7	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLG2   Ability to use individual imitative: pos

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	13	32.5	56.5	56.5
Important	2	9	22.5	39.1	95.7
Useful	3	1	2.5	4.3	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLH2   Organizational skills: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	10	25.0	43.5	43.5
Important	2	12	30.0	52.2	95.7
Useful	3	1	2.5	4.3	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

SKILLI2   Knowledge of software; position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	6	15.0	26.1	26.1
Important	2	7	17.5	30.4	56.5
Useful	3	8	20.0	34.8	91.3
Not important	4	2	5.0	8.7	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLJ2   Knowledge of hardware: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	4.3	4.3
Important	2	2	5.0	8.7	13.0
Useful	3	12	30.0	52.2	65.2
Not important	4	8	20.0	34.8	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLK2   Ability to operate broadcast equipment:

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	10	25.0	43.5	43.5
Important	2	7	17.5	30.4	73.9
Useful	3	2	5.0	8.7	82.6
Not important	4	4	10.0	17.4	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

SKILLL2   Knowledge of sales techniques: positions

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	2	5.0	8.7	8.7
Important	2	9	22.5	39.1	47.8
Useful	3	10	25.0	43.5	91.3
Not important	4	2	5.0	8.7	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLM2   Research skills: position #2

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Important	2	6	15.0	26.1	26.1
Useful	3	11	27.5	47.8	73.9
Not important	4	6	15.0	26.1	100.0
No response	9	17	42.5	Missing	
	Total	40	100.0	100.0	

Valid cases   23   Missing cases   17

- -

SKILLA3   Strong writing skills: position #3

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	3	7.5	50.0	50.0
Important	2	1	2.5	16.7	66.7
Useful	3	2	5.0	33.3	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

SKILLB3   Good speaking skills: position #3

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	3	7.5	50.0	50.0
Important	2	2	5.0	33.3	83.3
Useful	3	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLC3   Problem solving skills: position #3

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	5	12.5	83.3	83.3
Important	2	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLD3   Interpersonal skills: position #3

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	4	10.0	66.7	66.7
Important	2	2	5.0	33.3	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

SKILLE3   Ability to work as team member: position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	2	5.0	33.3	33.3
Important	2	4	10.0	66.7	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLF3   Interviewing skills: position #3

				Valid	Cum

Value Label	Value	Frequency	Percent	Percent	Percent
Useful	3	5	12.5	83.3	83.3
Not important	4	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLG3   Ability to use individual imitative: pos

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	5	12.5	83.3	83.3
Important	2	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

SKILLH3   Organizational skills: position #3

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	2	5.0	33.3	33.3
Important	2	4	10.0	66.7	100.0
No response	9	34	85.0	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLI3   Knowledge of software; position #3

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	16.7	16.7
Important	2	4	10.0	66.7	83.3
Useful	3	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
		-------	-------	-------	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

SKILLJ3   Knowledge of hardware: position #3

				Valid	Cum
Value Label	Value	Frequency	Percent	Percent	Percent
Very important	1	1	2.5	16.7	16.7
Important	2	1	2.5	16.7	33.3
Useful	3	1	2.5	16.7	50.0
Not important	4	3	7.5	50.0	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

SKILLK3   Ability to operate broadcast equipment:

				Valid	Cum
Value Label	Value	Frequency	Percent	Percent	Percent
Very important	1	5	12.5	83.3	83.3
Useful	3	1	2.5	16.7	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLL3   Knowledge of sales techniques: positions

				Valid	Cum
Value Label	Value	Frequency	Percent	Percent	Percent
Important	2	3	7.5	50.0	50.0
Useful	3	3	7.5	50.0	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

- -

SKILLM3   Research skills: position #3

                                                    Valid   Cum

Value Label	Value	Frequency	Percent	Percent	Percent
Important	2	1	2.5	16.7	16.7
Useful	3	3	7.5	50.0	66.7
Not important	4	2	5.0	33.3	100.0
No response	9	34	85.0	Missing	
	Total	40	100.0	100.0	

Valid cases   6   Missing cases   34

SKILLA4   Strong writing skills: position #4

				Valid	Cum
Value Label	Value	Frequency	Percent	Percent	Percent
Very important	1	1	2.5	50.0	50.0
Useful	3	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

- -

SKILLB4   Good speaking skills: position #4

				Valid	Cum
Value Label	Value	Frequency	Percent	Percent	Percent
Very important	1	1	2.5	50.0	50.0
Useful	3	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

- -

SKILLC4   Problem solving skills: position #4

				Valid	Cum
Value Label	Value	Frequency	Percent	Percent	Percent
Very important	1	1	2.5	50.0	50.0
Important	2	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

SKILLD4   Interpersonal skills: position #4

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	2	5.0	100.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

SKILLE4   Ability to work as team member: position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	50.0	50.0
Important	2	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

SKILLF4   Interviewing skills: position #4

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Useful	3	2	5.0	100.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

SKILLG4   Ability to use individual imitative: pos

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	2	5.0	100.0	100.0
No response	9	38	95.0	Missing	

```
                           Total        40    100.0    100.0

Valid cases       2      Missing cases      38


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SKILLH4    Organizational skills: position #4

                                                   Valid     Cum
Value Label                Value  Frequency  Percent  Percent   Percent

Very important               1        1       2.5     50.0     50.0
Important                    2        1       2.5     50.0    100.0
No response                  9       38      95.0   Missing
                                   -------  -------  -------
                           Total        40    100.0    100.0

Valid cases       2      Missing cases      38


- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

SKILLI4    Knowledge of software; position #4

                                                   Valid     Cum
Value Label                Value  Frequency  Percent  Percent   Percent

Very important               1        1       2.5     50.0     50.0
Important                    2        1       2.5     50.0    100.0
No response                  9       38      95.0   Missing
                                   -------  -------  -------
                           Total        40    100.0    100.0

Valid cases       2      Missing cases      38
```

```
SKILLJ4    Knowledge of hardware: position #4

                                                   Valid     Cum
Value Label                Value  Frequency  Percent  Percent   Percent

Very important               1        1       2.5     50.0     50.0
Important                    2        1       2.5     50.0    100.0
No response                  9       38      95.0   Missing
                                   -------  -------  -------
                           Total        40    100.0    100.0

Valid cases       2      Missing cases      38


- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

SKILLK4    Ability to operate broadcast equipment:
```

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	50.0	50.0
Useful	3	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

- -

SKILLL4   Knowledge of sales techniques: positions

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Important	2	1	2.5	50.0	50.0
Useful	3	1	2.5	50.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

SKILLM4   Research skills: position #4

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Useful	3	2	5.0	100.0	100.0
No response	9	38	95.0	Missing	
	Total	40	100.0	100.0	

Valid cases   2   Missing cases   38

- -

SKILLA5   Strong writing skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Useful	3	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLB5   Good speaking skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Useful	3	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

SKILLC5   Problem solving skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Important	2	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLD5   Interpersonal skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLE5   Ability to work as team member: position

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

SKILLF5   Interviewing skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Useful	3	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLG5   Ability to use individual imitative: pos

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLH5   Organizational skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Important	2	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

SKILLI5   Knowledge of software; position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Important	2	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	

	Total	40	100.0	100.0

Valid cases   1   Missing cases   39

- -

SKILLJ5   Knowledge of hardware: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Important	2	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLK5   Ability to operate broadcast equipment:

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very important	1	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

SKILLL5   Knowledge of sales techniques: positions

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Useful	3	1	2.5	100.0	100.0
No response	9	39	97.5	Missing	
	Total	40	100.0	100.0	

Valid cases   1   Missing cases   39

- -

SKILLM5   Research skills: position #5

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent

```
Important                           2          1      2.5    100.0   100.0
No response                         9         39     97.5   Missing
                                            -------  -------  -------
                              Total          40    100.0    100.0

Valid cases          1     Missing cases      39


- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

SEND      Consider sending employees to OCC for tr


                                                        Valid      Cum
Value Label                Value   Frequency  Percent  Percent   Percent

Yes                          1        14       35.0     35.9      35.9
No                           5        25       62.5     64.1     100.0
No response                  9         1        2.5    Missing
                                    -------  -------  -------
                     Total           40      100.0    100.0

Valid cases         39     Missing cases       1
```

```
INTERN    Firm willing to have OCC intern?


                                                        Valid      Cum
Value Label                Value   Frequency  Percent  Percent   Percent

Yes                          1        27       67.5     67.5      67.5
No                           5         6       15.0     15.0      82.5
Uncertain                    7         7       17.5     17.5     100.0
                                    -------  -------  -------
                     Total           40      100.0    100.0

Valid cases         40     Missing cases       0
```

This procedure was completed at 6:51:43
FINISH.

End of Include file.

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OFFICE OF INSTITUTIONAL RESEARCH
COMMUNICATIONS ARTS & TECHNOLOGY NEEDS ASSESSMENT SURVEY
CODE BOOK

Variable	Column	Description/Codes

Record #1

| ID | 1-2 | Respondents identification number. |

TYPE	3	Type of employer
		1=Cable TV
		2=Advertising
		3=Video Producers
		4=Producers
		5=Radio/TV Stations
		6=General Communications

JOB1	4-5	1.a Which position in your company are held by employees with backgrounds or qualifications in communications?
		01=Programmer (TV)
		02=Sales Assistant (Advertising)
		03=Traffic/Account Coordinator
		04=Account Executive
		05=Video Journalist
		06=Production Assistant
		07=Assistant Editor
		08=Video Technician
		09=Duplication Technician
		10=Audio Engineer
		11=Camera Operator
		12=Lighting Technician
		13=Colorist
		14=Animator
		15=Copywriter
		16=Promotions Assistant
		88=Does not apply

| JOB2 | 6-7 | 1b. Same question as 1a. Same as 1a. |

| JOB3 | 8-9 | 1c. Same as question 1a. Same as 1a. |

| JOB4 | 10-11 | 1d. Same as question 1a. Same as 1a. |

| JOB5 | 12-13 | 1e. Same as question 1a. Same as 1a. |

SALARY1   14-18   1.1a What is the salary range (average) for these positions?
     Range averaged (actual amount)
     88888=Does not apply
     99999=No response

SALARY2   19-23   1.1b What is the salary range (average) for these positions?
     Range averaged (actual amount)
     88888=Does not apply
     99999=No response

SALARY3   24-28   1.1c What is the salary range (average) for these positions?
     Range averaged (actual amount)
     88888=Does not apply
     99999=No response

SALARY4   29-33   1.1d What is the salary range (average) for these positions?
     Range averaged (actual amount)
     88888=Does not apply
     99999=No response

SALARY5   34-38   1.1e What is the salary range (average) for these positions?
     Range averaged (actual amount)
     88888=Does not apply
     99999=No response

HIRING   39   2. Are you currently hiring in these ares?
     1=Yes
     5=No
     9=No response

EXPECT   40-41   3. How many employees do you expect to hire in the next five years?
     Actual number
     77=Unknown number of new hires
     99=No response

     4. What is the most likely reason for hiring employees in the next five years?

EXPAND   42   A. Expansion of company
     1=Yes
     5=No
     8=Does not apply
     9=No response

TURNOVER   43   B. Employee turnover.
     (same as 4a.)

SKILLD3	6	9d. Interpersonal skills (same as 9a)
SKILLE3	7	9e. Ability to work as team member (same as 9a)
SKILLF3	8	9f. Interviewing skills (same as 9a)
SKILLG3	9	9g. Ability to use individual imitative. (same as 9a)
SKILLH3	10	9h. Organizational skills (same as 9a)
SKILLI3	11	9i. Knowledge of software (same as 9a)
SKILLJ3	12	9j. Knowledge of hardware (same as 9a)
SKILLK3	13	9k. Ability to operate broadcast equipment. (same as 9a)
SKILLL3	14	9l. Knowledge of sales techniques (same as 9a)
SKILLM3	15	9m. Research skills (same as 9a)
SKILLA4	16	9a. Strong writing skills (same as 9a)
SKILLB4	17	9b. Good speaking skills (same as 9a)
SKILLC4	18	9c. Problem solving skills (same as 9a)
SKILLD4	19	9d. Interpersonal skills (same as 9a)
SKILLE4	20	9e. Ability to work as team member (same as 9a)
SKILLF4	21	9f. Interviewing skills (same as 9a)

SKILLG4	22	9g. Ability to use individual initiative. (same as 9a)
SKILLH4	23	9h. Organizational skills (same as 9a)
SKILLI4	24	9i. Knowledge of software (same as 9a)
SKILLJ4	25	9j. Knowledge of hardware (same as 9a)
SKILLK4	26	9k. Ability to operate broadcast equipment. (same as 9a)
SKILLL4	27	9l. Knowledge of sales techniques (same as 9a)
SKILLM4	28	9m. Research skills (same as 9a)
SKILLA5	29	9a. Strong writing skills (same as 9a)
SKILLB5	30	9b. Good speaking skills (same as 9a)
SKILLC5	31	9c. Problem solving skills (same as 9a)
SKILLD5	32	9d. Interpersonal skills (same as 9a)
SKILLE5	33	9e. Ability to work as team member (same as 9a)
SKILLF5	34	9f. Interviewing skills (same as 9a)
SKILLG5	35	9g. Ability to use individual initiative. (same as 9a)
SKILLH5	36	9h. Organizational skills (same as 9a)
SKILLI5	37	9i. Knowledge of software (same as 9a)

```
SKILLJ5      38        9j. Knowledge of hardware
                           (same as 9a)


SKILLK5      39        9k. Ability to operate broadcast equipment.
                           (same as 9a)


SKILLL5      40        9l. Knowledge of sales techniques
                           (same as 9a)


SKILLM5      41        9m. Research skills
                           (same as 9a)


SEND         42        12. Would you consider sending your employees to OCC for
                           further training?
                               1=Yes
                               5=No
                               9=No response


INTERN       43        13. Would your firm be willing to have an OCC student
                           work as an intern during academic training?
                               1=Yes
                               5=No
                               7=Uncertain
                               9=No response
```

```
OTHERA        44        C. Other reason.
                              (same as 4a.)


RATE          45        5. How would you rate the communication industry as a
                           field to enter currently?
                                  A=Excellent
                                  B=Good
                                  C=Average
                                  D=Fair
                                  E=Poor
                                  9=No response


FIND          46        6. Do you experience any difficulty in finding entry
                           level employees?
                                  1=Yes
                                  5=No
                                  9=No response


PREPARED      47        7. Do you feel that new entry level personnel you hire
                           are prepared for jobs in the communications field?
                                  A=Adequately prepared
                                  B=Sometimes prepared
                                  C=Usually not prepared
                                  9=No response

                        8. What are the minimum qualifications required by your
                           company for employees in the communications field?


REQUIRE1      48        8a. (For position #1)
                                  A=No prior work experience
                                  B=Prior related work experience
                                  C=Prior work experience in communications
                                  D=Associate degree in communications
                                  E=Bachelors degree in communications
                                  F=Other
                                  8=Does not apply
                                  9=No response


REQUIRE2      49        8b. (For second position)
                                  (same as 8a)


REQUIRE3      50        8c. (For third position)
                                  (same as 8a)


REQUIRE4      51        8d. (For fourth position)
                                  (same as 8a)


REQUIRE5      52        8e. (For fifth position)
                                  (same as 8a)
```

9. Please rate the following skills for employees.

SKILLA1   53   9a. Strong writing skills
                          1=Very important
                          2=Important
                          3=Useful
                          4=Not important
                          8=Does not apply
                          9=No response

SKILLB1   54   9b. Good speaking skills
                          (same as 9a)

SKILLC1   55   9c. Problem solving skills
                          (same as 9a)

SKILLD1   56   9d. Interpersonal skills
                          (same as 9a)

SKILLE1   57   9e. Ability to work as team member
                          (same as 9a)

SKILLF1   58   9f. Interviewing skills
                          (same as 9a)

SKILLG1   59   9g. Ability to use individual imitative.
                          (same as 9a)

SKILLH1   60   9h. Organizational skills
                          (same as 9a)

SKILLI1   61   9i. Knowledge of software
                          (same as 9a)

SKILLJ1   62   9j. Knowledge of hardware
                          (same as 9a)

SKILLK1   63   9k. Ability to operate broadcast equipment.
                          (same as 9a)

SKILLL1   64   9l. Knowledge of sales techniques
                          (same as 9a)

SKILLM1   65   9m. Research skills
                          (same as 9a)

SKILLA2   66   9a. Strong writing skills
                          (same as 9a)

```
SKILLB2     . 67          9b. Good speaking skills
                              (same as 9a)


SKILLC2       68          9c. Problem solving skills
                              (same as 9a)


SKILLD2       69          9d. Interpersonal skills
                              (same as 9a)


SKILLE2       70          9e. Ability to work as team member
                              (same as 9a)


SKILLF2       71          9f. Interviewing skills
                              (same as 9a)


SKILLG2       72          9g. Ability to use individual initiative.
                              (same as 9a)


SKILLH2       73          9h. Organizational skills
                              (same as 9a)


SKILLI2       74          9i. Knowledge of software
                              (same as 9a)


SKILLJ2       75          9j. Knowledge of hardware
                              (same as 9a)


SKILLK2       76          9k. Ability to operate broadcast equipment.
                              (same as 9a)


SKILLL2       77          91. Knowledge of sales techniques
                              (same as 9a)


SKILLM2       78          9m. Research skills
                              (same as 9a)


Record #2


ID            1-2         Respondents identification number.


SKILLA3       3           9a. Strong writing skills
                              (same as 9a)


SKILLB3       4           9b. Good speaking skills
                              (same as 9a)


SKILLC3       5           9c. Problem solving skills
                              (same as 9a)
```

```
GET FILE='CAT.SYS'.
The SPSS/PC+ system file is read from
    file CAT.SYS
The file was created on  3/3/92  at  6:28:11
and is titled COMMUNICATION ARTS TECHNOLOGY COMMAND FILE
The SPSS/PC+ system file contains
    40 cases, each consisting of
    95 variables (including system variables).
    95 variables will be used in this session.
```

```
This procedure was completed at  5:26:25
SELECT IF (ID GT 00).
SELECT IF (ID LT 41).
CROSSTABS TABLES=TYPE BY JOB1 TO JOB5/CELLS.
The raw data or transformation pass is proceeding
    40 cases are written to the compressed active file.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.
```

TYPE   Type of employer by   JOB1   Position #1 within firm

Page 1 of 3

Count Row Pct Col Pct Tot Pct	JOB1 Programm er (TV) 1	Sales As sistant 2	Traffic/ Account 3	Account Executiv 4	Video Jo urnalist 5	Row Total
TYPE						
1 Cable TV	1 20.0 100.0 2.5	3 60.0 60.0 7.5			1 20.0 50.0 2.5	5 12.5
2 Advertising			1 20.0 100.0 2.5	3 60.0 50.0 7.5		5 12.5
3 Video Producers						7 17.5
4 Producers						6 15.0
5 Radio/TV Station		1 10.0 20.0 2.5		2 20.0 33.3 5.0	1 10.0 50.0 2.5	10 25.0
6 `l Communic		1 14.3 20.0		1 14.3 16.7		7 17.5

	1	2	3	4	Row Total
Advertising 2					5 12.5
Video Producers 3		1 14.3 100.0 2.5			7 17.5
Producers 4	3 50.0 100.0 7.5		1 16.7 100.0 2.5		6 15.0
Radio/TV Station 5				1 10.0 100.0 2.5	10 25.0
General Communic 6					7 17.5
Column Total	3 7.5	1 2.5	1 2.5	1 2.5	40 100.0

Number of Missing Observations: 0

TYPE   Type of employer   by   JOB2   Position #2 within firm

Page 1 of 2

Count Row Pct Col Pct Tot Pct	JOB2 Sales As sistant 2	Traffic/ Account 3	Account Executiv 4	Producti on Assis 6	Assistan t Editor 7	Row Total
TYPE						
Cable TV 1		1 100.0 25.0 4.3				1 4.3
Advertising 2		1 33.3 25.0 4.3		1 33.3 25.0 4.3		3 13.0
Video Producers 3					2 33.3 50.0 8.7	6 26.1
Producers 4	1 25.0			1 25.0	2 50.0	4 17.4

		2.5		2.5		
Column	1	5	1	6	2	40
(Continued) Total	2.5	12.5	2.5	15.0	5.0	100.0

TYPE   Type of employer   by   JOB1   Position #1 within firm

	Count Row Pct Col Pct Tot Pct	JOB1 Producti on Assis 6	Assistan t Editor 7	Video Te chnician 8	Duplicat ion Tech 9	Audio En gineer 10	Row Total
TYPE							
Cable TV	1						5 12.5
Advertising	2	1 20.0 10.0 2.5					5 12.5
Video Producers	3		3 42.9 60.0 7.5	1 14.3 100.0 2.5	2 28.6 100.0 5.0		7 17.5
Producers	4	2 33.3 20.0 5.0					6 15.0
Radio/TV Station	5	4 40.0 40.0 10.0				1 10.0 100.0 2.5	10 25.0
General Communic	6	3 42.9 30.0 7.5	2 28.6 40.0 5.0				7 17.5
Column (Continued) Total		10 25.0	5 12.5	1 2.5	2 5.0	1 2.5	40 100.0

TYPE   Type of employer   by   JOB1   Position #1 within firm

	Count Row Pct Col Pct Tot Pct	JOB1 Camera O perator 11	Lighting Technic 12	Animator 14	Promotio ns Assis 16	Row Total
TYPE						
Cable TV	1					5 12.5

	50.0 4.3			25.0 4.3	50.0 8.7	
5 Radio/TV Station	1 14.3 50.0 4.3	1 14.3 25.0 4.3	1 14.3 100.0 4.3	2 28.6 50.0 8.7		7 30.4
6 General Communic		1 50.0 25.0 4.3				2 8.7
Column (Continued) Total	2 8.7	4 17.4	1 4.3	4 17.4	4 17.4	23 100.0

TYPE   Type of employer   by   JOB2   Position #2 within firm

	JOB2			Page 2 of 2
Count Row Pct Col Pct Tot Pct	Video Te chnician 8	Camera O perator 11	Copywrit er 15	Row Total
TYPE				
1 Cable TV				1 4.3
2 Advertising			1 33.3 25.0 4.3	3 13.0
3 Video Producers	3 50.0 100.0 13.0	1 16.7 100.0 4.3		6 26.1
4 Producers				4 17.4
5 Radio/TV Station			2 28.6 50.0 8.7	7 30.4
6 General Communic			1 50.0 25.0 4.3	2 8.7
Column Total	3 13.0	1 4.3	4 17.4	23 100.0

Number of Missing Observations: 17

TYPE   Type of employer   by   JOB3   Position #3 within firm

JOB3   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Sales As sistant 2	Video Te chnician 8	Duplicat ion Tech 9	Lighting Technic 12	Promotio ns Assis 16	Row Total
TYPE						
Video Producers 3	1 25.0 100.0 16.7	1 25.0 100.0 16.7	2 50.0 100.0 33.3			4 66.7
Producers 4				1 100.0 100.0 16.7		1 16.7
General Communic 6					1 100.0 100.0 16.7	1 16.7
Column Total	1 16.7	1 16.7	2 33.3	1 16.7	1 16.7	6 100.0

Number of Missing Observations: 34

TYPE   Type of employer   by   JOB4   Position #4 within firm

JOB4   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Audio En gineer 10	Colorist 13	Row Total
TYPE			
Video Producers 3	1 50.0 100.0 50.0	1 50.0 100.0 50.0	2 100.0
Column Total	1 50.0	1 50.0	2 100.0

Number of Missing Observations: 38

TYPE Type of employer   by   JOB5   Position #5 within firm

JOB5   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Duplicat ion Tech 9	Row Total

```
TYPE
                    ┌──────────┬───────────┐
              3      │    1     │      1
  Video Producers    │ 100.0    │   100.0
                     │ 100.0    │
                     │ 100.0    │
                     └──────────┘

          Column        1          1
          Total     100.0      100.0
```

Number of Missing Observations: 39

This procedure was completed at 5:26:34
MEANS TABLES=SALARY1 BY JOB1.

***** Given WORKSPACE allows for 6422 Cells with 1 Dimensions for MEANS.

Summaries of   SALARY1   Average salary for #1 position
By levels of   JOB1   Position #1 within firm

Variable	Value	Label	Mean	Std Dev	Cases
For Entire Population			16882.6667	4213.0396	30
JOB1	2	Sales Assistant (Adv	19800.0000	1483.2397	5
JOB1	3	Traffic/Account Coor	20500.0000	.0000	1
JOB1	4	Account Executive	21000.0000	5196.1524	5
JOB1	5	Video Journalist	16750.0000	2474.8737	2
JOB1	6	Production Assistant	13825.0000	2063.8037	8
JOB1	7	Assistant Editor	15500.0000	2715.3882	4
JOB1	9	Duplication Technici	22880.0000	.0000	1
JOB1	10	Audio Engineer	11000.0000	.0000	1
JOB1	12	Lighting Technician	11000.0000	.0000	1
JOB1	14	Animator	17500.0000	.0000	1
JOB1	16	Promotions Assistant	13500.0000	.0000	1

   Total Cases =   40
 Missing Cases =   10 OR 25.0 PCT.

This procedure was completed at 5:26:35
MEANS TABLES=SALARY2 BY JOB2.

***** Given WORKSPACE allows for 6422 Cells with 1 Dimensions for MEANS.

Summaries of   SALARY2   Average salary for #2 position
By levels of   JOB2   Position #2 within firm

Variable	Value	Label	Mean	Std Dev	Cases

```
For Entire Population                          16941.3333   3818.3053        15

JOB2          2   Sales Assistant (Adv  16640.0000       .0000         1
JOB2          3   Traffic/Account Coor  18250.0000   4193.2485         4
JOB2          4   Account Executive     11000.0000       .0000         1
JOB2          6   Production Assistant  17750.0000   1060.6602         2
JOB2          7   Assistant Editor      16940.0000   8400.4286         2
JOB2          8   Video Technician      15600.0000       .0000         1
JOB2         15   Copywriter            17125.0000   3375.7715         4

   Total Cases =        40
Missing Cases =        25 OR   62.5 PCT.
```

This procedure was completed at 5:26:36
MEANS TABLES=SALARY3 BY JOB3.

***** Given WORKSPACE allows for 6422 Cells with 1 Dimensions for MEANS.

Summaries of   SALARY3   Average salary for #3 position
By levels of   JOB3   Position #3 within firm

Variable	Value	Label	Mean	Std Dev	Cases
For Entire Population			14840.0000	4642.9301	3
JOB3	8	Video Technician	11000.0000	.0000	1
JOB3	9	Duplication Technici	13520.0000	.0000	1
JOB3	16	Promotions Assistant	20000.0000	.0000	1

```
   Total Cases =        40
Missing Cases =        37 OR   92.5 PCT.
```

This procedure was completed at 5:26:37
MEANS TABLES=SALARY4 BY JOB4.

***** Given WORKSPACE allows for 6422 Cells with 1 Dimensions for MEANS.

Summaries of   SALARY4   Average salary for #4 position
By levels of   JOB4   Position #4 within firm

Variable	Value	Label	Mean	Std Dev	Cases
For Entire Population			11000.0000	.0000	1
JOB4	10	Audio Engineer	11000.0000	.0000	1

```
   Total Cases =        40
Missing Cases =        39 OR   97.5 PCT.
```

This procedure was completed at   5:26:38
MEANS TABLES=SALARY5 BY JOB5.

***** Given WORKSPACE allows for   6422 Cells with   1 Dimensions for MEANS.

Summaries of   SALARY5   Average salary for #5 position
By levels of   JOB5   Position #5 within firm

Variable	Value	Label	Mean	Std Dev	Cases
For Entire Population			11000.0000	.0000	1
JOB5	9	Duplication Technici	11000.0000	.0000	1

   Total Cases =   40
Missing Cases =   39 OR   97.5 PCT.

This procedure was completed at   5:26:38
CROSSTABS TABLES=TYPE BY HIRING TO PREPARED/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

TYPE   Type of employer   by   HIRING   Currently hiring?

	HIRING		Page 1 of 1
Count Row Pct Col Pct Tot Pct	Yes	No	Row Total
TYPE	1	5	
1 Cable TV	1 20.0 14.3 2.5	4 80.0 12.1 10.0	5 12.5
2 Advertising	1 20.0 14.3 2.5	4 80.0 12.1 10.0	5 12.5
3 Video Producers	1 14.3 14.3 2.5	6 85.7 18.2 15.0	7 17.5
4 Producers	1 16.7 14.3 2.5	5 83.3 15.2 12.5	6 15.0

5 Radio/TV Station	2 20.0 28.6 5.0	8 80.0 24.2 20.0	10 25.0
6 General Communic	1 14.3 14.3 2.5	6 85.7 18.2 15.0	7 17.5
Column Total	7 17.5	33 82.5	40 100.0

Number of Missing Observations: 0

TYPE Type of employer by EXPECT How many do you expect to hire in next f

EXPECT   Page 1 of 1

Count Row Pct Col Pct Tot Pct	1	2	3	4	7	9	10	Row Total
TYPE								
1 Cable TV		1 100.0 20.0 6.7						1 6.7
2 Advertising					1 100.0 100.0 6.7			1 6.7
3 Video Producers		1 100.0 20.0 6.7						1 6.7
4 Producers	1 25.0 100.0 6.7	1 25.0 20.0 6.7	1 25.0 33.3 6.7				1 25.0 50.0 6.7	4 26.7
5 Radio/TV Station		2 40.0 40.0 13.3	1 20.0 33.3 6.7	2 40.0 100.0 13.3				5 33.3
6 General Communic			1 33.3 33.3 6.7			1 33.3 100.0 6.7	1 33.3 50.0 6.7	3 20.0
Column Total	1 6.7	5 33.3	3 20.0	2 13.3	1 6.7	1 6.7	2 13.3	15 100.0

Number of Missing Observations: 25

TYPE   Type of employer   by   EXPAND   Reason: expansion of company

EXPAND   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Yes 1	No 5	Row Total
TYPE			
1 Cable TV	4 80.0 19.0 11.1	1 20.0 6.7 2.8	5 13.9
2 Advertising	4 80.0 19.0 11.1	1 20.0 6.7 2.8	5 13.9
3 Video Producers	5 100.0 23.8 13.9		5 13.9
4 Producers	3 75.0 14.3 8.3	1 25.0 6.7 2.8	4 11.1
5 Radio/TV Station	2 20.0 9.5 5.6	8 80.0 53.3 22.2	10 27.8
6 General Communic	3 42.9 14.3 8.3	4 57.1 26.7 11.1	7 19.4
Column Total	21 58.3	15 41.7	36 100.0

Number of Missing Observations: 4

TYPE   Type of employer   by   TURNOVER   Reason: employee turnover

TURNOVER   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Yes 1	No 5	Row Total
TYPE			
1 Cable TV	3 60.0 12.0 8.3	2 40.0 18.2 5.6	5 13.9

	3	2	5
2			
Advertising	60.0	40.0	13.9
	12.0	18.2	
	8.3	5.6	
3	2	3	5
Video Producers	40.0	60.0	13.9
	8.0	27.3	
	5.6	8.3	
4	2	2	4
Producers	50.0	50.0	11.1
	8.0	18.2	
	5.6	5.6	
5	9	1	10
Radio/TV Station	90.0	10.0	27.8
	36.0	9.1	
	25.0	2.8	
6	6	1	7
General Communic	85.7	14.3	19.4
	24.0	9.1	
	16.7	2.8	
Column	25	11	36
Total	69.4	30.6	100.0

Number of Missing Observations: 4

TYPE   Type of employer   by   OTHERA   Reason: Other

Count Row Pct Col Pct Tot Pct	OTHERA Yes 1	Page 1 of 1 No 5	Row Total
TYPE			
1	1	4	5
Cable TV	20.0	80.0	13.9
	50.0	11.8	
	2.8	11.1	
2	1	4	5
Advertising	20.0	80.0	13.9
	50.0	11.8	
	2.8	11.1	
3		5	5
Video Producers		100.0	13.9
		14.7	
		13.9	
4		4	4
Producers		100.0	11.1
		11.8	
		11.1	

5 Radio/TV Station		10 100.0 29.4 27.8	10 27.8
6 General Communic		7 100.0 20.6 19.4	7 19.4
Column Total	2 5.6	34 94.4	36 100.0

Number of Missing Observations: 4

TYPE   Type of employer   by   RATE   Rate communication industry field to ent

	RATE					Page 1 of 1
Count Row Pct Col Pct Tot Pct	Excellent A	Good B	Average C	Fair D	Poor E	Row Total
TYPE						
1 Cable TV	2 40.0 33.3 5.0	1 20.0 6.3 2.5		2 40.0 33.3 5.0		5 12.5
2 Advertising		3 60.0 18.8 7.5	1 20.0 10.0 2.5	1 20.0 16.7 2.5		5 12.5
3 Video Producers		2 28.6 12.5 5.0	3 42.9 30.0 7.5	2 28.6 33.3 5.0		7 17.5
4 Producers	2 33.3 33.3 5.0	2 33.3 12.5 5.0	1 16.7 10.0 2.5	1 16.7 16.7 2.5		6 15.0
5 Radio/TV Station	1 10.0 16.7 2.5	3 30.0 18.8 7.5	5 50.0 50.0 12.5		1 10.0 50.0 2.5	10 25.0
6 General Communic	1 14.3 16.7 2.5	5 71.4 31.3 12.5			1 14.3 50.0 2.5	7 17.5
Column Total	6 15.0	16 40.0	10 25.0	6 15.0	2 5.0	40 100.0

Number of Missing Observations: 0

TYPE   Type of employer   by   FIND   Experience difficulty in finding entry l

		FIND		Page 1 of 1
	Count Row Pct Col Pct Tot Pct	Yes 1	No 5	Row Total
TYPE				
Cable TV	1	1 20.0 25.0 2.5	4 80.0 11.1 10.0	5 12.5
Advertising	2		5 100.0 13.9 12.5	5 12.5
Video Producers	3		7 100.0 19.4 17.5	7 17.5
Producers	4		6 100.0 16.7 15.0	6 15.0
Radio/TV Station	5	2 20.0 50.0 5.0	8 80.0 22.2 20.0	10 25.0
General Communic	6	1 14.3 25.0 2.5	6 85.7 16.7 15.0	7 17.5
Column Total		4 10.0	36 90.0	40 100.0

Number of Missing Observations: 0

TYPE   Type of employer   by   PREPARED   Are new entry level personnel prepared f

		PREPARED			Page 1 of 1
	Count Row Pct Col Pct Tot Pct	Adequate ly prepa A	Sometime s prepar B	Usually not prep C	Row Total
TYPE					
Cable TV	1	3 75.0 23.1 8.3	1 25.0 5.9 2.8		4 11.1

	1	3		4
2 Advertising	25.0 7.7 2.8	75.0 17.6 8.3		11.1
3 Video Producers	2 28.6 15.4 5.6	3 42.9 17.6 8.3	2 28.6 33.3 5.6	7 19.4
4 Producers		4 100.0 23.5 11.1		4 11.1
5 Radio/TV Station	4 40.0 30.8 11.1	2 20.0 11.8 5.6	4 40.0 66.7 11.1	10 27.8
6 General Communic	3 42.9 23.1 8.3	4 57.1 23.5 11.1		7 19.4
Column Total	13 36.1	17 47.2	6 16.7	36 100.0

Number of Missing Observations: 4

This procedure was completed at 5:26:50
CROSSTABS TABLES=JOB1 BY REQUIRE1/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB1 Position #1 within firm
by REQUIRE1 Experience/credentials required: positio

		REQUIRE1					Page 1 of 2
	Count Row Pct Col Pct Tot Pct	No prior work ex **A**	Prior re lated wo **B**	Prior wo rk exper **C**	Associat e degree **D**	Bachelor s degree **E**	Row Total
JOB1							
Programmer (TV)	**1**				1 100.0 12.5 2.5		1 2.5
Sales Assistant	**2**		1 20.0 11.1 2.5		2 40.0 25.0 5.0	2 40.0 13.3 5.0	5 12.5
	3					1	1

JOB1	A	B	C	D	E	Row Total
Traffic/Account					100.0 6.7 2.5	2.5
4 Account Executiv			1 16.7 14.3 2.5		5 83.3 33.3 12.5	6 15.0
5 Video Journalist				2 100.0 25.0 5.0		2 5.0
6 Production Assis		3 30.0 33.3 7.5	2 20.0 28.6 5.0	2 20.0 25.0 5.0	3 30.0 20.0 7.5	10 25.0
7 Assistant Editor		2 40.0 22.2 5.0			3 60.0 20.0 7.5	5 12.5
8 Video Technician			1 100.0 14.3 2.5			1 2.5
9 Duplication Tech	1 50.0 100.0 2.5	1 50.0 11.1 2.5				2 5.0
(Continued) Column Total	1 2.5	9 22.5	7 17.5	8 20.0	15 37.5	40 100.0

JOB1 Position #1 within firm
by REQUIRE1 Experience/credentials required: positio

Count Row Pct Col Pct Tot Pct	REQUIRE1 No prior work ex A	Prior re lated wo B	Prior wo rk exper C	Associat e degree D	Bachelor s degree E	Row Total
JOB1						
10 Audio Engineer			1 100.0 14.3 2.5			1 2.5
11 Camera Operator	.	1 33.3 11.1 2.5	1 33.3 14.3 2.5		1 33.3 6.7 2.5	3 7.5
12 Lighting Technic		1 100.0				1 2.5

						Row Total
		11.1 2.5				
14 Animator				1 100.0 12.5 2.5		1 2.5
16 Promotions Assis			1 100.0 14.3 2.5			1 2.5
Column Total	1 2.5	9 22.5	7 17.5	8 20.0	15 37.5	40 100.0

Number of Missing Observations: 0

This procedure was completed at 5:26:53
CROSSTABS TABLES=JOB2 BY REQUIRE2/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB2 Position #2 within firm
by REQUIRE2 Experience/credentials required: positio

Page 1 of 1

Count Row Pct Col Pct Tot Pct	REQUIRE2 Prior re lated wo B	Prior wo rk exper C	Associat e degree D	Bachelor s degree E	Row Total
JOB2					
2 Sales Assistant			1 50.0 33.3 4.3	1 50.0 10.0 4.3	2 8.7
3 Traffic/Account				4 100.0 40.0 17.4	4 17.4
4 Account Executiv		1 100.0 12.5 4.3			1 4.3
6 Production Assis		2 50.0 25.0 8.7	1 25.0 33.3 4.3	1 25.0 10.0 4.3	4 17.4
7 Assistant Editor	1 25.0 50.0 4.3	2 50.0 25.0 8.7		1 25.0 10.0 4.3	4 17.4

8 Video Technician	1 33.3 50.0 4.3	1 33.3 12.5 4.3	1 33.3 33.3 4.3		3 13.0
11 Camera Operator		1 100.0 12.5 4.3			1 4.3
15 Copywriter		1 25.0 12.5 4.3		3 75.0 30.0 13.0	4 17.4
Column Total	2 8.7	8 34.8	3 13.0	10 43.5	23 100.0

Number of Missing Observations: 17

This procedure was completed at 5:26:56
CROSSTABS TABLES=JOB3 BY REQUIRE3/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB3   Position #3 within firm
by   REQUIRE3   Experience/credentials required: positio

	REQUIRE3		Page 1 of 1	
Count Row Pct Col Pct Tot Pct	Prior re lated wo B	Prior wo rk exper C	Bachelor s degree E	Row Total
JOB3				
2 Sales Assistant	1 100.0 33.3 16.7			1 16.7
8 Video Technician	1 100.0 33.3 16.7			1 16.7
9 Duplication Tech		2 100.0 100.0 33.3		2 33.3
12 Lighting Technic	1 100.0 33.3 16.7			1 16.7
16			1	1

Promotions Assis			100.0	16.7
			100.0	
			16.7	

Column	3	2	1	6
Total	50.0	33.3	16.7	100.0

Number of Missing Observations: 34

This procedure was completed at 5:26:57
CROSSTABS TABLES=JOB4 BY REQUIRE4/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB4   Position #4 within firm
by REQUIRE4 Experience/credentials required: positio

	REQUIRE4	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	Prior re lated wo B	Prior wo rk exper C	Row Total
JOB4			
10 Audio Engineer	1 100.0 100.0 50.0		1 50.0
13 Colorist		1 100.0 100.0 50.0	1 50.0

Column	1	1	2
Total	50.0	50.0	100.0

Number of Missing Observations: 38

This procedure was completed at 5:26:58
CROSSTABS TABLES=JOB5 BY REQUIRE5/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB5 Position #5 within firm
by REQUIRE5 Experience/credentials required: positio

	REQUIRE5	Page 1 of 1
Count Row Pct Col Pct Tot Pct	Prior re lated wo B	Row Total
JOB5		

```
            9  │      1         1
Duplication Tech │   100.0     100.0
                 │   100.0
                 │   100.0
                 └─────────────┘

          Column        1         1
           Total      100.0     100.0
```

Number of Missing Observations: 39

This procedure was completed at 5:26:59
CROSSTABS TABLES=JOB1 BY SKILLA1 TO SKILLM1/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB1   Position #1 within firm   by   SKILLA1   Strong writing skills: position #1

SKILLA1   Page 1 of 2

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB1					
1 Programmer (TV)	1 100.0 4.3 2.5				1 2.5
2 Sales Assistant	3 60.0 13.0 7.5	1 20.0 11.1 2.5	1 20.0 16.7 2.5		5 12.5
3 Traffic/Account	1 100.0 4.3 2.5				1 2.5
4 Account Executiv	3 50.0 13.0 7.5	2 33.3 22.2 5.0	1 16.7 16.7 2.5		6 15.0
5 Video Journalist	2 100.0 8.7 5.0				2 5.0
6 Production Assis	7 70.0 30.4 17.5	1 10.0 11.1 2.5	1 10.0 16.7 2.5	1 10.0 50.0 2.5	10 25.0
7 Assistant Editor	2 40.0 8.7	1 20.0 11.1	1 20.0 16.7	1 20.0 50.0	5 12.5

	5.0	2.5	2.5	2.5	
8 Video Technician	1 100.0 4.3 2.5				1 2.5
9 Duplication Tech		2 100.0 22.2 5.0			2 5.0
(Continued) Column Total	23 57.5	9 22.5	6 15.0	2 5.0	40 100.0

JOB1 Position #1 within firm by SKILLA1 Strong writing skills: position #1

SKILLA1   Page 2 of 2

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1					
10 Audio Engineer	1 100.0 4.3 2.5				1 2.5
11 Camera Operator	1 33.3 4.3 2.5	2 66.7 22.2 5.0			3 7.5
12 Lighting Technic			1 100.0 16.7 2.5		1 2.5
14 Animator			1 100.0 16.7 2.5		1 2.5
16 Promotions Assis	1 100.0 4.3 2.5				1 2.5
Column Total	23 57.5	9 22.5	6 15.0	2 5.0	40 100.0

Number of Missing Observations: 0

JOB1 Position #1 within firm by SKILLB1 Good speaking skills: position #1

SKILLB1   Page 1 of 2

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				
1 Programmer (TV)	1 100.0 4.0 2.5			1 2.5
2 Sales Assistant	3 60.0 12.0 7.5	2 40.0 14.3 5.0		5 12.5
3 Traffic/Account	1 100.0 4.0 2.5			1 2.5
4 Account Executiv	4 66.7 16.0 10.0	2 33.3 14.3 5.0		6 15.0
5 Video Journalist	1 50.0 4.0 2.5	1 50.0 7.1 2.5		2 5.0
6 Production Assis	7 70.0 28.0 17.5	3 30.0 21.4 7.5		10 25.0
7 Assistant Editor	3 60.0 12.0 7.5	2 40.0 14.3 5.0		5 12.5
8 Video Technician	1 100.0 4.0 2.5			1 2.5
9 Duplication Tech		2 100.0 14.3 5.0		2 5.0
Column (Continued) Total	25 62.5	14 35.0	1 2.5	40 100.0

JOB1   Position #1 within firm   by   SKILLB1   Good speaking skills: position #1

	SKILLB1	Page 2 of 2	
Count Row Pct	Very imp	Importan	Useful

	Col Pct Tot Pct	ortant 1	t 2	3	Row Total
JOB1					
Audio Engineer	10	1 100.0 4.0 2.5			1 2.5
Camera Operator	11	2 66.7 8.0 5.0	1 33.3 7.1 2.5		3 7.5
Lighting Technic	12			1 100.0 100.0 2.5	1 2.5
Animator	14		1 100.0 7.1 2.5		1 2.5
Promotions Assis	16	1 100.0 4.0 2.5			1 2.5
Column Total		25 62.5	14 35.0	1 2.5	40 100.0

Number of Missing Observations: 0

JOB1 Position #1 within firm by SKILLC1 Problem solving skills: position #1

	Count Row Pct Col Pct Tot Pct	SKILLC1 Very imp ortant 1	Page 1 of 2 Importan t 2	Row Total
JOB1				
Programmer (TV)	1	1 100.0 3.7 2.5		1 2.5
Sales Assistant	2	3 60.0 11.1 7.5	2 40.0 15.4 5.0	5 12.5
Traffic/Account	3	1 100.0 3.7 2.5		1 2.5
Account Executiv	4	2 33.3	4 66.7	6 15.0

	Very important 1	Important 2	Row Total
	7.4	30.8	
	5.0	10.0	
5 Video Journalist	2 100.0 7.4 5.0		2 5.0
6 Production Assis	6 60.0 22.2 15.0	4 40.0 30.8 10.0	10 25.0
7 Assistant Editor	4 80.0 14.8 10.0	1 20.0 7.7 2.5	5 12.5
8 Video Technician	1 100.0 3.7 2.5		1 2.5
9 Duplication Tech	2 100.0 7.4 5.0		2 5.0
Column Total	27 67.5	13 32.5	40 100.0

JOB1   Position #1 within firm   by   SKILLC1   Problem solving skills: position #1

Count Row Pct Col Pct Tot Pct	Very importortant 1	Importan t 2	Row Total
JOB1			
10 Audio Engineer	1 100.0 3.7 2.5		1 2.5
11 Camera Operator	3 100.0 11.1 7.5		3 7.5
12 Lighting Technic		1 100.0 7.7 2.5	1 2.5
14 Animator		1 100.0 7.7 2.5	1 2.5

	Very important 1	Important 2	Useful 3
16 Promotions Assis	1 100.0 3.7 2.5		1 2.5
Column Total	27 67.5	13 32.5	40 100.0

Number of Missing Observations: 0

JOB1   Position #1 within firm   by   SKILLD1   Interpersonal skills: position #1

SKILLD1   Page 1 of 2

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Row Total
JOB1				
1 Programmer (TV)	1 100.0 3.7 2.5			1 2.5
2 Sales Assistant	3 60.0 11.1 7.5	2 40.0 16.7 5.0		5 12.5
3 Traffic/Account	1 100.0 3.7 2.5			1 2.5
4 Account Executiv	3 50.0 11.1 7.5	3 50.0 25.0 7.5		6 15.0
5 Video Journalist	1 50.0 3.7 2.5	1 50.0 8.3 2.5		2 5.0
6 Production Assis	7 70.0 25.9 17.5	3 30.0 25.0 7.5		10 25.0
7 Assistant Editor	5 100.0 18.5 12.5			5 12.5
8 Video Technician	1 100.0 3.7 2.5			1 2.5

	9	1	1		2
Duplication Tech		50.0	50.0		5.0
		3.7	8.3		
		2.5	2.5		

	Column	27	12	1	40
(Continued)	Total	67.5	30.0	2.5	100.0

JOB1   Position #1 within firm   by   SKILLD1   Interpersonal skills: position #1

SKILLD1   Page 2 of 2

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				
10 Audio Engineer	1 100.0 3.7 2.5			1 2.5
11 Camera Operator	1 33.3 3.7 2.5	2 66.7 16.7 5.0		3 7.5
12 Lighting Technic	1 100.0 3.7 2.5			1 2.5
14 Animator			1 100.0 100.0 2.5	1 2.5
16 Promotions Assis	1 100.0 3.7 2.5			1 2.5

Column	27	12	1	40
Total	67.5	30.0	2.5	100.0

Number of Missing Observations: 0

JOB1   Position #1 within firm
by   SKILLE1   Ability to work as team member: position

SKILLE1   Page 1 of 2

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				

	1			1
1	1			1
Programmer (TV)	100.0			2.5
	3.7			
	2.5			
2	4	1		5
Sales Assistant	80.0	20.0		12.5
	14.8	8.3		
	10.0	2.5		
3	1			1
Traffic/Account	100.0			2.5
	3.7			
	2.5			
4	4	2		6
Account Executiv	66.7	33.3		15.0
	14.8	16.7		
	10.0	5.0		
5	1		1	2
Video Journalist	50.0		50.0	5.0
	3.7		100.0	
	2.5		2.5	
6	7	3		10
Production Assis	70.0	30.0		25.0
	25.9	25.0		
	17.5	7.5		
7	3	2		5
Assistant Editor	60.0	40.0		12.5
	11.1	16.7		
	7.5	5.0		
8		1		1
Video Technician		100.0		2.5
		8.3		
		2.5		
9	2			2
Duplication Tech	100.0			5.0
	7.4			
	5.0			
Column	27	12	1	40
(Continued) Total	67.5	30.0	2.5	100.0

JOB1   Position #1 within firm
by SKILLE1 Ability to work as team member: position

	SKILLE1		Page 2 of 2	
Count				
Row Pct	Very imp	Importan	Useful	
Col Pct	ortant	t		Row
Tot Pct	1	2	3	Total
JOB1				
10	1			1

	Audio Engineer	100.0 3.7 2.5			2.5	

	11 Camera Operator	2 66.7 7.4 5.0	1 33.3 8.3 2.5		3 7.5	
	12 Lighting Technic	1 100.0 3.7 2.5			1 2.5	
	14 Animator		1 100.0 8.3 2.5		1 2.5	
	16 Promotions Assis		1 100.0 8.3 2.5		1 2.5	
	Column Total	27 67.5	12 30.0	1 2.5	40 100.0	

Number of Missing Observations: 0

JOB1 Position #1 within firm by SKILLF1 Interviewing skills: position #1

	SKILLF1				Page 1 of 2	
Count Row Pct Col Pct Tot Pct	Very important 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total	
JOB1						
1 Programmer (TV)				1 100.0 16.7 2.5	1 2.5	
2 Sales Assistant		2 40.0 18.2 5.0	3 60.0 15.8 7.5		5 12.5	
3 Traffic/Account			1 100.0 5.3 2.5		1 2.5	
4 Account Executiv	1 16.7 25.0 2.5	2 33.3 18.2 5.0	3 50.0 15.8 7.5		6 15.0	
5	1	1			2	

	1	2	3	4	Row Total
Video Journalist	50.0 25.0 2.5	50.0 9.1 2.5			5.0
6 Production Assis		3 30.0 27.3 7.5	5 50.0 26.3 12.5	2 20.0 33.3 5.0	10 25.0
7 Assistant Editor	1 20.0 25.0 2.5	1 20.0 9.1 2.5	1 20.0 5.3 2.5	2 40.0 33.3 5.0	5 12.5
8 Video Technician			1 100.0 5.3 2.5		1 2.5
9 Duplication Tech			1 50.0 5.3 2.5	1 50.0 16.7 2.5	2 5.0
Column (Continued) Total	4 10.0	11 27.5	19 47.5	6 15.0	40 100.0

JOB1   Position #1 within firm   by   SKILLF1   Interviewing skills: position #1

	SKILLF1			Page 2 of 2	
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1					
10 Audio Engineer			1 100.0 5.3 2.5		1 2.5
11 Camera Operator		1 33.3 9.1 2.5	2 66.7 10.5 5.0		3 7.5
12 Lighting Technic			1 100.0 5.3 2.5		1 2.5
14 Animator		1 100.0 9.1 2.5			1 2.5
16 Promotions Assis	1 100.0 25.0				1 2.5

	2.5				
Column	4	11	19	6	40
Total	10.0	27.5	47.5	15.0	100.0

Number of Missing Observations: 0

JOB1 Position #1 within firm
by SKILLG1 Ability to use individual imitative: pos

SKILLG1   Page 1 of 2

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				
1 Programmer (TV)	1 100.0 4.2 2.5			1 2.5
2 Sales Assistant	3 60.0 12.5 7.5	2 40.0 14.3 5.0		5 12.5
3 Traffic/Account	1 100.0 4.2 2.5			1 2.5
4 Account Executiv	3 50.0 12.5 7.5	2 33.3 14.3 5.0	1 16.7 50.0 2.5	6 15.0
5 Video Journalist	1 50.0 4.2 2.5	1 50.0 7.1 2.5		2 5.0
6 Production Assis	4 40.0 16.7 10.0	5 50.0 35.7 12.5	1 10.0 50.0 2.5	10 25.0
7 Assistant Editor	5 100.0 20.8 12.5			5 12.5
8 Video Technician	1 100.0 4.2 2.5			1 2.5
9 Duplication Tech		2 100.0		2 5.0

| | | 14.3 | | | |
| | | 5.0 | | | |

JOB1 Position #1 within firm
by SKILLG1 Ability to use individual imitative: pos

	SKILLG1			Page 2 of 2
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				
10 Audio Engineer	1 100.0 4.2 2.5			1 2.5
11 Camera Operator	2 66.7 8.3 5.0	1 33.3 7.1 2.5		3 7.5
12 Lighting Technic	1 100.0 4.2 2.5			1 2.5
14 Animator		1 100.0 7.1 2.5		1 2.5
16 Promotions Assis	1 100.0 4.2 2.5			1 2.5
Column Total	24 60.0	14 35.0	2 5.0	40 100.0

Number of Missing Observations: 0

JOB1 Position #1 within firm by SKILLH1 Organizational skills: position #1

	SKILLH1			Page 1 of 2
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				
1 Programmer (TV)	1 100.0 4.2			1 2.5

	1	2	3	Row Total
	2.5			
2 Sales Assistant	4 80.0 16.7 10.0	1 20.0 7.1 2.5		5 12.5
3 Traffic/Account	1 100.0 4.2 2.5			1 2.5
4 Account Executiv	3 50.0 12.5 7.5	3 50.0 21.4 7.5		6 15.0
5 Video Journalist		2 100.0 14.3 5.0		2 5.0
6 Production Assis	8 80.0 33.3 20.0	1 10.0 7.1 2.5	1 10.0 50.0 2.5	10 25.0
7 Assistant Editor	3 60.0 12.5 7.5	2 40.0 14.3 5.0		5 12.5
8 Video Technician	1 100.0 4.2 2.5			1 2.5
9 Duplication Tech	1 50.0 4.2 2.5	1 50.0 7.1 2.5		2 5.0
Column (Continued) Total	<mark>24 60.0</mark>	<mark>14 35.0</mark>	<mark>2 5.0</mark>	<mark>40 100.0</mark>

JOB1   Position #1 within firm   by   SKILLH1 Organizational skills: position #1

| | SKILLH1 | | | Page 2 of 2 |
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB1				
10 Audio Engineer	1 100.0 4.2 2.5			1 2.5

JOB1	1	2	3	Row Total
11 Camera Operator		3 100.0 21.4 7.5		3 7.5
12 Lighting Technic		1 100.0 7.1 2.5		1 2.5
14 Animator			1 100.0 50.0 2.5	1 2.5
16 Promotions Assis	1 100.0 4.2 2.5			1 2.5
Column Total	24 60.0	14 35.0	2 5.0	40 100.0

Number of Missing Observations: 0

JOB1   Position #1 within firm   by   SKILLI1   Knowledge of software; position #1

SKILLI1   Page 1 of 2

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB1					
1 Programmer (TV)	1 100.0 12.5 2.5				1 2.5
2 Sales Assistant	2 40.0 25.0 5.0	2 40.0 12.5 5.0		1 20.0 25.0 2.5	5 12.5
3 Traffic/Account		1 100.0 6.3 2.5			1 2.5
4 Account Executiv	1 16.7 12.5 2.5	1 16.7 6.3 2.5	3 50.0 25.0 7.5	1 16.7 25.0 2.5	6 15.0
5 Video Journalist	1 50.0 12.5 2.5	1 50.0 6.3 2.5			2 5.0

	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
6 Production Assis	2 20.0 25.0 5.0	5 50.0 31.3 12.5	2 20.0 16.7 5.0	1 10.0 25.0 2.5	10 25.0
7 Assistant Editor		2 40.0 12.5 5.0	3 60.0 25.0 7.5		5 12.5
8 Video Technician	1 100.0 12.5 2.5				1 2.5
9 Duplication Tech		1 50.0 6.3 2.5	1 50.0 8.3 2.5		2 5.0
Column (Continued) Total	8 20.0	16 40.0	12 30.0	4 10.0	40 100.0

JOB1   Position #1 within firm   by   SKILLI1   Knowledge of software; position #1

SKILLI1   Page 2 of 2

Count Row Pct Col Pct Tot Pct JOB1	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
10 Audio Engineer				1 100.0 25.0 2.5	1 2.5
11 Camera Operator		1 33.3 6.3 2.5	2 66.7 16.7 5.0		3 7.5
12 Lighting Technic		1 100.0 6.3 2.5			1 2.5
14 Animator		1 100.0 6.3 2.5			1 2.5
16 Promotions Assis			1 100.0 8.3 2.5		1 2.5
Column Total	8 20.0	16 40.0	12 30.0	4 10.0	40 100.0

Page   60   DATA ANALYSIS FOR CAT SURVEY   3/16/92

JOB1   Position #1 within firm   by   SKILLJ1   Knowledge of hardware: position #1

Count Row Pct Col Pct Tot Pct	SKILLJ1 Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB1					
1 Programmer (TV)				1 100.0 7.1 2.5	1 2.5
2 Sales Assistant			3 60.0 14.3 7.5	2 40.0 14.3 5.0	5 12.5
3 Traffic/Account				1 100.0 7.1 2.5	1 2.5
4 Account Executiv			4 66.7 19.0 10.0	2 33.3 14.3 5.0	6 15.0
5 Video Journalist		1 50.0 25.0 2.5	1 50.0 4.8 2.5		2 5.0
6 Production Assis			7 70.0 33.3 17.5	3 30.0 21.4 7.5	10 25.0
7 Assistant Editor		1 20.0 25.0 2.5	2 40.0 9.5 5.0	2 40.0 14.3 5.0	5 12.5
8 Video Technician	1 100.0 100.0 2.5				1 2.5
9 Duplication Tech			1 50.0 4.8 2.5	1 50.0 7.1 2.5	2 5.0
Column (Continued) Total	1 2.5	4 10.0	21 52.5	14 35.0	40 100.0

Page 1 of 2

JOB1   Position #1 within firm   by   SKILLJ1   Knowledge of hardware: position #1

SKILLJ1   Page 2 of 2

	Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1						
Audio Engineer	10				1 100.0 7.1 2.5	1 2.5
Camera Operator	11			2 66.7 9.5 5.0	1 33.3 7.1 2.5	3 7.5
Lighting Technic	12		1 100.0 25.0 2.5			1 2.5
Animator	14		1 100.0 25.0 2.5			1 2.5
Promotions Assis	16			1 100.0 4.8 2.5		1 2.5
Column Total		1 2.5	4 10.0	21 52.5	14 35.0	40 100.0

Number of Missing Observations: 0

JOB1   Position #1 within firm
by   SKILLK1   Ability to operate broadcast equipment:

SKILLK1   Page 1 of 2

	Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1						
Programmer (TV)	1				1 100.0 7.7 2.5	1 2.5
Sales Assistant	2		1 20.0 14.3		4 80.0 30.8	5 12.5

JOB1	1	2	3	4	Row Total
		2.5		10.0	
3 Traffic/Account				1 100.0 7.7 2.5	1 2.5
4 Account Executiv		1 16.7 14.3 2.5	2 33.3 50.0 5.0	3 50.0 23.1 7.5	6 15.0
5 Video Journalist	1 50.0 6.3 2.5	1 50.0 14.3 2.5			2 5.0
6 Production Assis	5 50.0 31.3 12.5	3 30.0 42.9 7.5	1 10.0 25.0 2.5	1 10.0 7.7 2.5	10 25.0
7 Assistant Editor	3 60.0 18.8 7.5			2 40.0 15.4 5.0	5 12.5
8 Video Technician	1 100.0 6.3 2.5				1 2.5
9 Duplication Tech	2 100.0 12.5 5.0				2 5.0
Column (Continued) Total	16 40.0	7 17.5	4 10.0	13 32.5	40 100.0

JOB1 Position #1 within firm
by SKILLK1 Ability to operate broadcast equipment:

	SKILLK1			Page 2 of 2	
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1					
10 Audio Engineer	1 100.0 6.3 2.5				1 2.5
11 Camera Operator	2 66.7 12.5 5.0	1 33.3 14.3 2.5			3 7.5

	1	2	3	4	Row Total
12 Lighting Technic	1 100.0 6.3 2.5				1 2.5
14 Animator			1 100.0 25.0 2.5		1 2.5
16 Promotions Assis				1 100.0 7.7 2.5	1 2.5
Column Total	16 40.0	7 17.5	4 10.0	13 32.5	40 100.0

Number of Missing Observations: 0

JOB1 Position #1 within firm
by SKILLL1 Knowledge of sales techniques: positions

	SKILLL1				Page 1 of 2
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1					
1 Programmer (TV)		1 100.0 6.3 2.5			1 2.5
2 Sales Assistant	1 20.0 33.3 2.5	2 40.0 12.5 5.0	2 40.0 11.1 5.0		5 12.5
3 Traffic/Account		1 100.0 6.3 2.5			1 2.5
4 Account Executiv	1 16.7 33.3 2.5	3 50.0 18.8 7.5	2 33.3 11.1 5.0		6 15.0
5 Video Journalist			1 50.0 5.6 2.5	1 50.0 33.3 2.5	2 5.0
6 Production Assis	1 10.0 33.3	2 20.0 12.5	6 60.0 33.3	1 10.0 33.3	10 25.0

	2.5	5.0	15.0	2.5	
7 Assistant Editor		2 40.0 12.5 5.0	3 60.0 16.7 7.5		5 12.5
8 Video Technician			1 100.0 5.6 2.5		1 2.5
9 Duplication Tech		1 50.0 6.3 2.5	1 50.0 5.6 2.5		2 5.0
Column (Continued) Total	3 7.5	16 40.0	18 45.0	3 7.5	40 100.0

JOB1 Position #1 within firm
by SKILLL1 Knowledge of sales techniques: positions

SKILLL1 Count Row Pct Col Pct Tot Pct JOB1	Very important 1	Important 2	Useful 3	Not important 4	Row Total
10 Audio Engineer		1 100.0 6.3 2.5			1 2.5
11 Camera Operator			2 66.7 11.1 5.0	1 33.3 33.3 2.5	3 7.5
12 Lighting Technic		1 100.0 6.3 2.5			1 2.5
14 Animator		1 100.0 6.3 2.5			1 2.5
16 Promotions Assis		1 100.0 6.3 2.5			1 2.5
Column Total	3 7.5	16 40.0	18 45.0	3 7.5	40 100.0

Number of Missing Observations: 0

JOB1   Position #1 within firm   by   SKILLM1   Research skills: position #1

| | SKILLM1 | | | Page 1 of 2 | |
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB1					
1 Programmer (TV)			1 100.0 6.3 2.5		1 2.5
2 Sales Assistant	1 20.0 14.3 2.5	3 60.0 30.0 7.5	1 20.0 6.3 2.5		5 12.5
3 Traffic/Account	1 100.0 14.3 2.5				1 2.5
4 Account Executiv	1 16.7 14.3 2.5	2 33.3 20.0 5.0	2 33.3 12.5 5.0	1 16.7 14.3 2.5	6 15.0
5 Video Journalist		1 50.0 10.0 2.5	1 50.0 6.3 2.5		2 5.0
6 Production Assis	1 10.0 14.3 2.5	2 20.0 20.0 5.0	5 50.0 31.3 12.5	2 20.0 28.6 5.0	10 25.0
7 Assistant Editor	2 40.0 28.6 5.0		2 40.0 12.5 5.0	1 20.0 14.3 2.5	5 12.5
8 Video Technician			1 100.0 6.3 2.5		1 2.5
9 Duplication Tech				2 100.0 28.6 5.0	2 5.0
Column Total	7 17.5	10 25.0	16 40.0	7 17.5	40 100.0

(Continued)

Count Row Pct Col Pct Tot Pct	SKILLM1 Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Page 2 of 2 Row Total
JOB1					
10 Audio Engineer	1 100.0 14.3 2.5				1 2.5
11 Camera Operator			2 66.7 12.5 5.0	1 33.3 14.3 2.5	3 7.5
12 Lighting Technic			1 100.0 6.3 2.5		1 2.5
14 Animator		1 100.0 10.0 2.5			1 2.5
16 Promotions Assis		1 100.0 10.0 2.5			1 2.5
Column Total	7 17.5	10 25.0	16 40.0	7 17.5	40 100.0

Number of Missing Observations: 0

This procedure was completed at   5:27:30
CROSSTABS TABLES=JOB2 BY SKILLA2 TO SKILLM2/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB2   Position #2 within firm   by   SKILLA2   Strong writing skills: position #2

Count Row Pct Col Pct Tot Pct	SKILLA2 Very imp ortant 1	Importan t 2	Useful 3	Page 1 of 1 Row Total
JOB2				
2 Sales Assistant	1 50.0 8.3 4.3	1 50.0 12.5 4.3		2 8.7

	1	2	3	Row Total
3 Traffic/Account	3 75.0 25.0 13.0		1 25.0 33.3 4.3	4 17.4
4 Account Executiv	1 100.0 8.3 4.3			1 4.3
6 Production Assis	1 25.0 8.3 4.3	3 75.0 37.5 13.0		4 17.4
7 Assistant Editor	1 25.0 8.3 4.3	2 50.0 25.0 8.7	1 25.0 33.3 4.3	4 17.4
8 Video Technician		2 66.7 25.0 8.7	1 33.3 33.3 4.3	3 13.0
11 Camera Operator	1 100.0 8.3 4.3			1 4.3
15 Copywriter	4 100.0 33.3 17.4			4 17.4
Column Total	12 52.2	8 34.8	3 13.0	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm by SKILLB2 Good speaking skills: position #2

SKILLB2   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Row Total
JOB2				
2 Sales Assistant	1 50.0 8.3 4.3	1 50.0 10.0 4.3		2 8.7
3 Traffic/Account	3 75.0 25.0 13.0	1 25.0 10.0 4.3		4 17.4

	1	2	3	Row Total
4 Account Executiv	1 100.0 8.3 4.3			1 4.3
6 Production Assis	2 50.0 16.7 8.7	2 50.0 20.0 8.7		4 17.4
7 Assistant Editor	1 25.0 8.3 4.3	2 50.0 20.0 8.7	1 25.0 100.0 4.3	4 17.4
8 Video Technician		3 100.0 30.0 13.0		3 13.0
11 Camera Operator	1 100.0 8.3 4.3			1 4.3
15 Copywriter	3 75.0 25.0 13.0	1 25.0 10.0 4.3		4 17.4
Column Total	12 52.2	10 43.5	1 4.3	23 100.0

Number of Missing Observations: 17

Page 71   DATA ANALYSIS FOR CAT SURVEY   3/16/92

JOB2   Position #2 within firm   by   SKILLC2   Problem solving skills: position #2

Count Row Pct Col Pct Tot Pct	SKILLC2 Very imp ortant 1	Importan t 2	Row Total
JOB2			
2 Sales Assistant	1 50.0 6.3 4.3	1 50.0 14.3 4.3	2 8.7
3 Traffic/Account	2 50.0 12.5 8.7	2 50.0 28.6 8.7	4 17.4
4 Account Executiv	1 100.0 6.3 4.3		1 4.3

Page 1 of 1

	2	2	4
6 Production Assis	2 50.0 12.5 8.7	2 50.0 28.6 8.7	4 17.4
7 Assistant Editor	3 75.0 18.8 13.0	1 25.0 14.3 4.3	4 17.4
8 Video Technician	3 100.0 18.8 13.0		3 13.0
11 Camera Operator	1 100.0 6.3 4.3		1 4.3
15 Copywriter	3 75.0 18.8 13.0	1 25.0 14.3 4.3	4 17.4
Column Total	16 69.6	7 30.4	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm   by   SKILLD2   Interpersonal skills: position #2

	SKILLD2	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB2			
2 Sales Assistant	2 100.0 14.3 8.7		2 8.7
3 Traffic/Account	2 50.0 14.3 8.7	2 50.0 22.2 8.7	4 17.4
4 Account Executiv	1 100.0 7.1 4.3		1 4.3
6 Production Assis	1 25.0 7.1 4.3	3 75.0 33.3 13.0	4 17.4

% of those who said very important were Sales Assistants.

	1	3	4
7 Assistant Editor	25.0 7.1 4.3	75.0 33.3 13.0	17.4
8 Video Technician	3 100.0 21.4 13.0		3 13.0
11 Camera Operator	1 100.0 7.1 4.3		1 4.3
15 Copywriter	3 75.0 21.4 13.0	1 25.0 11.1 4.3	4 17.4
Column Total	14 60.9	9 39.1	23 100.0

Number of Missing Observations: 17

JOB2 Position #2 within firm
by SKILLE2 Ability to work as team member: position

	SKILLE2			Page 1 of 1
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB2				
2 Sales Assistant		2 100.0 20.0 8.7		2 8.7
3 Traffic/Account	3 75.0 25.0 13.0	1 25.0 10.0 4.3		4 17.4
4 Account Executiv	1 100.0 8.3 4.3			1 4.3
6 Production Assis	1 25.0 8.3 4.3	2 50.0 20.0 8.7	1 25.0 100.0 4.3	4 17.4
7 Assistant Editor	3 75.0 25.0	1 25.0 10.0		4 17.4

	13.0	4.3		
8 Video Technician	1 33.3 8.3 4.3	2 66.7 20.0 8.7		3 13.0
11 Camera Operator		1 100.0 10.0 4.3		1 4.3
15 Copywriter	3 75.0 25.0 13.0	1 25.0 10.0 4.3		4 17.4
Column Total	12 52.2	10 43.5	1 4.3	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm by SKILLF2   Interviewing skills: position #2

SKILLF2   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB2					
2 Sales Assistant			2 100.0 13.3 8.7		2 8.7
3 Traffic/Account		1 25.0 25.0 4.3	3 75.0 20.0 13.0		4 17.4
4 Account Executiv			1 100.0 6.7 4.3		1 4.3
6 Production Assis		2 50.0 50.0 8.7	2 50.0 13.3 8.7		4 17.4
7 Assistant Editor			3 75.0 20.0 13.0	1 25.0 50.0 4.3	4 17.4
8 Video Technician			2 66.7 13.3	1 33.3 50.0	3 13.0

			8.7	4.3	
11 Camera Operator			1 100.0 6.7 4.3		1 4.3
15 Copywriter	2 50.0 100.0 8.7	1 25.0 25.0 4.3	1 25.0 6.7 4.3		4 17.4
Column Total	2 8.7	4 17.4	15 65.2	2 8.7	23 100.0

Number of Missing Observations: 17

JOB2 Position #2 within firm
by SKILLG2 Ability to use individual imitative: pos

	SKILLG2			
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB2				
2 Sales Assistant		2 100.0 22.2 8.7		2 8.7
3 Traffic/Account	1 25.0 7.7 4.3	3 75.0 33.3 13.0		4 17.4
4 Account Executiv	1 100.0 7.7 4.3			1 4.3
6 Production Assis	2 50.0 15.4 8.7	1 25.0 11.1 4.3	1 25.0 100.0 4.3	4 17.4
7 Assistant Editor	2 50.0 15.4 8.7	2 50.0 22.2 8.7		4 17.4
8 Video Technician	2 66.7 15.4 8.7	1 33.3 11.1 4.3		3 13.0
11 Camera Operator	1 100.0			1 4.3

		7.7			
		4.3			
Copywriter	15	4			4
		100.0			17.4
		30.8			
		17.4			
Column		13	9	1	23
Total		56.5	39.1	4.3	100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm   by   SKILLH2   Organizational skills: position #2

| | SKILLH2 | | | Page 1 of 1 |
Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Row Total
JOB2				
2 Sales Assistant	2 100.0 20.0 8.7			2 8.7
3 Traffic/Account	3 75.0 30.0 13.0	1 25.0 8.3 4.3		4 17.4
4 Account Executiv	1 100.0 10.0 4.3			1 4.3
6 Production Assis		4 100.0 33.3 17.4		4 17.4
7 Assistant Editor		3 75.0 25.0 13.0	1 25.0 100.0 4.3	4 17.4
8 Video Technician		3 100.0 25.0 13.0		3 13.0
11 Camera Operator	1 100.0 10.0 4.3			1 4.3
15 Copywriter	3 75.0	1 25.0		4 17.4

		30.0	8.3		
		13.0	4.3		
Column		10	12	1	23
Total		43.5	52.2	4.3	100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm   by   SKILLI2   Knowledge of software; position #2

SKILLI2   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB2					
2 Sales Assistant		1 50.0 14.3 4.3	1 50.0 12.5 4.3		2 8.7
3 Traffic/Account	2 50.0 33.3 8.7	1 25.0 14.3 4.3		1 25.0 50.0 4.3	4 17.4
4 Account Executiv				1 100.0 50.0 4.3	1 4.3
6 Production Assis	1 25.0 16.7 4.3		3 75.0 37.5 13.0		4 17.4
7 Assistant Editor	1 25.0 16.7 4.3	2 50.0 28.6 8.7	1 25.0 12.5 4.3		4 17.4
8 Video Technician		2 66.7 28.6 8.7	1 33.3 12.5 4.3		3 13.0
11 Camera Operator	1 100.0 16.7 4.3				1 4.3
15 Copywriter	1 25.0 16.7 4.3	1 25.0 14.3 4.3	2 50.0 25.0 8.7		4 17.4
Column Total	6 26.1	7 30.4	8 34.8	2 8.7	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm   by   SKILLJ2   Knowledge of hardware: position #2

| | SKILLJ2 | | | Page 1 of 1 | |
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Not impo rtant 4	Row Total
JOB2					
2 Sales Assistant			2 100.0 16.7 8.7		2 8.7
3 Traffic/Account			1 25.0 8.3 4.3	3 75.0 37.5 13.0	4 17.4
4 Account Executiv				1 100.0 12.5 4.3	1 4.3
6 Production Assis		1 25.0 50.0 4.3	3 75.0 25.0 13.0		4 17.4
7 Assistant Editor		1 25.0 50.0 4.3	1 25.0 8.3 4.3	2 50.0 25.0 8.7	4 17.4
8 Video Technician			2 66.7 16.7 8.7	1 33.3 12.5 4.3	3 13.0
11 Camera Operator	1 100.0 100.0 4.3				1 4.3
15 Copywriter			3 75.0 25.0 13.0	1 25.0 12.5 4.3	4 17.4
Column Total	1 4.3	2 8.7	12 52.2	8 34.8	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm
by   SKILLK2   Ability to operate broadcast equipment:

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB2					
2 Sales Assistant	1 50.0 10.0 4.3			1 50.0 25.0 4.3	2 8.7
3 Traffic/Account	1 25.0 10.0 4.3	1 25.0 14.3 4.3		2 50.0 50.0 8.7	4 17.4
4 Account Executiv		1 100.0 14.3 4.3			1 4.3
6 Production Assis		3 75.0 42.9 13.0	1 25.0 50.0 4.3		4 17.4
7 Assistant Editor	4 100.0 40.0 17.4				4 17.4
8 Video Technician	2 66.7 20.0 8.7	1 33.3 14.3 4.3			3 13.0
11 Camera Operator	1 100.0 10.0 4.3				1 4.3
15 Copywriter	1 25.0 10.0 4.3	1 25.0 14.3 4.3	1 25.0 50.0 4.3	1 25.0 25.0 4.3	4 17.4
Column Total	10 43.5	7 30.4	2 8.7	4 17.4	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm
by   SKILLL2   Knowledge of sales techniques: positions

Count Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB2					
2 Sales Assistant	1 50.0 50.0 4.3	1 50.0 11.1 4.3			2 8.7
3 Traffic/Account	1 25.0 50.0 4.3		3 75.0 30.0 13.0		4 17.4
4 Account Executiv		1 100.0 11.1 4.3			1 4.3
6 Production Assis		1 25.0 11.1 4.3	2 50.0 20.0 8.7	1 25.0 50.0 4.3	4 17.4
7 Assistant Editor		2 50.0 22.2 8.7	2 50.0 20.0 8.7		4 17.4
8 Video Technician		1 33.3 11.1 4.3	2 66.7 20.0 8.7		3 13.0
11 Camera Operator			1 100.0 10.0 4.3		1 4.3
15 Copywriter		3 75.0 33.3 13.0		1 25.0 50.0 4.3	4 17.4
Column Total	2 8.7	9 39.1	10 43.5	2 8.7	23 100.0

Number of Missing Observations: 17

JOB2   Position #2 within firm by SKILLM2   Research skills: position #2

	SKILLM2		Page 1 of 1	
Count Row Pct Col Pct Tot Pct	Important 2	Useful 3	Not important 4	Row Total
JOB2				

	Very important	Important	Useful	Row
2 Sales Assistant	1 50.0 16.7 4.3	1 50.0 9.1 4.3		2 8.7
3 Traffic/Account	2 50.0 33.3 8.7	1 25.0 9.1 4.3	1 25.0 16.7 4.3	4 17.4
4 Account Executiv	1 100.0 16.7 4.3			1 4.3
6 Production Assis		3 75.0 27.3 13.0	1 25.0 16.7 4.3	4 17.4
7 Assistant Editor		2 50.0 18.2 8.7	2 50.0 33.3 8.7	4 17.4
8 Video Technician		1 33.3 9.1 4.3	2 66.7 33.3 8.7	3 13.0
11 Camera Operator		1 100.0 9.1 4.3		1 4.3
15 Copywriter	2 50.0 33.3 8.7	2 50.0 18.2 8.7		4 17.4
Column Total	6 26.1	11 47.8	6 26.1	23 100.0

Number of Missing Observations: 17

This procedure was completed at 5:27:47
CROSSTABS TABLES=JOB3 BY SKILLA3 TO SKILLM3/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB3   Position #3 within firm   by   SKILLA3   Strong writing skills: position #3

	SKILLA3			Page 1 of 1
Count Row Pct Col Pct	Very imp ortant	Importan t	Useful	Row

Tot Pct	1	2	3	Total
JOB3				
2 Sales Assistant			1 100.0 50.0 16.7	1 16.7
8 Video Technician			1 100.0 50.0 16.7	1 16.7
9 Duplication Tech	1 50.0 33.3 16.7	1 50.0 100.0 16.7		2 33.3
12 Lighting Technic	1 100.0 33.3 16.7			1 16.7
16 Promotions Assis	1 100.0 33.3 16.7			1 16.7
Column Total	3 50.0	1 16.7	2 33.3	6 100.0

Number of Missing Observations: 34

Page 84   DATA ANALYSIS FOR CAT SURVEY3/16/92

JOB3   Position #3 within firm   by   SKILLB3   Good speaking skills: position #3

	SKILLB3			Page 1 of 1
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Useful 3	Row Total
JOB3				
2 Sales Assistant		1 100.0 50.0 16.7		1 16.7
8 Video Technician			1 100.0 100.0 16.7	1 16.7
9 Duplication Tech	1 50.0 33.3 16.7	1 50.0 50.0 16.7		2 33.3
12 Lighting Technic	1 100.0 33.3			1 16.7

	16.7			
16 Promotions Assis	1 100.0 33.3 16.7			1 16.7
Column Total	3 50.0	2 33.3	1 16.7	6 100.0

Number of Missing Observations: 34

JOB3   Position #3 within firm   by   SKILLC3   Problem solving skills: position #3

SKILLC3   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB3			
2 Sales Assistant	1 100.0 20.0 16.7		1 16.7
8 Video Technician		1 100.0 100.0 16.7	1 16.7
9 Duplication Tech	2 100.0 40.0 33.3		2 33.3
12 Lighting Technic	1 100.0 20.0 16.7		1 16.7
16 Promotions Assis	1 100.0 20.0 16.7		1 16.7
Column Total	5 83.3	1 16.7	6 100.0

Number of Missing Observations: 34

JOB3   Position #3 within firm   by   SKILLD3   Interpersonal skills: position #3

SKILLD3   Page 1 of 1

Count Row Pct Col Pct	Very imp ortant	Importan t	Row

Tot Pct	1	2	Total
JOB3			
2 Sales Assistant	1 100.0 25.0 16.7		1 16.7
8 Video Technician	1 100.0 25.0 16.7		1 16.7
9 Duplication Tech	2 100.0 50.0 33.3		2 33.3
12 Lighting Technic		1 100.0 50.0 16.7	1 16.7
16 Promotions Assis		1 100.0 50.0 16.7	1 16.7
Column Total	4 66.7	2 33.3	6 100.0

Number of Missing Observations: 34

JOB3   Position #3 within firm
by SKILLE3 Ability to work as team member: position

	SKILLE3	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB3			
2 Sales Assistant		1 100.0 25.0 16.7	1 16.7
8 Video Technician	1 100.0 50.0 16.7		1 16.7
9 Duplication Tech		2 100.0 50.0 33.3	2 33.3
12 Lighting Technic		1 100.0	1 16.7

```
                        25.0
                        16.7
          ┌─────────┬─────────┐
    16    │    1    │         │      1
Promotions Assis │ 100.0 │         │   16.7
          │  50.0   │         │
          │  16.7   │         │
          └─────────┴─────────┘
    Column         2         4          6
    Total        33.3      66.7      100.0
```

Number of Missing Observations: 34

JOB3 Position #3 within firm by SKILLF3 Interviewing skills: position #3

```
                  SKILLF3       Page 1 of 1
          Count
          Row Pct │Useful  │ Not impo │
          Col Pct │        │  rtant   │ Row
          Tot Pct │    3   │    4     │ Total
JOB3
              2   │    1   │          │    1
Sales Assistant   │ 100.0  │          │  16.7
                  │  20.0  │          │
                  │  16.7  │          │
                  ├────────┼──────────┤
              8   │    1   │          │    1
Video Technician  │ 100.0  │          │  16.7
                  │  20.0  │          │
                  │  16.7  │          │
                  ├────────┼──────────┤
              9   │    1   │    1     │    2
Duplication Tech  │  50.0  │   50.0   │  33.3
                  │  20.0  │  100.0   │
                  │  16.7  │   16.7   │
                  ├────────┼──────────┤
             12   │    1   │          │    1
Lighting Technic  │ 100.0  │          │  16.7
                  │  20.0  │          │
                  │  16.7  │          │
                  ├────────┼──────────┤
             16   │    1   │          │    1
Promotions Assis  │ 100.0  │          │  16.7
                  │  20.0  │          │
                  │  16.7  │          │
                  └────────┴──────────┘
    Column            5         1          6
    Total           83.3      16.7      100.0
```

Number of Missing Observations: 34

JOB3 Position #3 within firm
by SKILLG3 Ability to use individual imitative: pos

```
                  SKILLG3       Page 1 of 1
          Count   │
```

	Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB3				
Sales Assistant	2	1 100.0 20.0 16.7		1 16.7
Video Technician	8	1 100.0 20.0 16.7		1 16.7
Duplication Tech	9	2 100.0 40.0 33.3		2 33.3
Lighting Technic	12		1 100.0 100.0 16.7	1 16.7
Promotions Assis	16	1 100.0 20.0 16.7		1 16.7
Column Total		5 <mark>83.3</mark>	1 <mark>16.7</mark>	6 100.0

Number of Missing Observations: 34

JOB3   Position #3 within firm   by   SKILLH3   Organizational skills: position #3

	SKILLH3		Page 1 of 1	
	Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB3				
Sales Assistant	2		1 100.0 25.0 16.7	1 16.7
Video Technician	8		1 100.0 25.0 16.7	1 16.7
Duplication Tech	9	1 50.0 50.0 16.7	1 50.0 25.0 16.7	2 33.3
	12		1	1

		100.0 25.0 16.7	16.7
Lighting Technic			
16 Promotions Assis	1 100.0 50.0 16.7		1 16.7

```
          Column        2          4          6
          Total       33.3       66.7      100.0
```

Number of Missing Observations: 34

JOB3   Position #3 within firm   by   SKILLI3   Knowledge of software; position #3

```
                SKILLI3                    Page 1 of 1
            Count
            Row Pct  Very imp Importan Useful
            Col Pct  ortant   t                     Row
            Tot Pct     1        2        3        Total
JOB3
```

	Very important 1	Important 2	Useful 3	Row Total
2 Sales Assistant		1 100.0 25.0 16.7		1 16.7
8 Video Technician		1 100.0 25.0 16.7		1 16.7
9 Duplication Tech	1 50.0 100.0 16.7		1 50.0 100.0 16.7	2 33.3
12 Lighting Technic		1 100.0 25.0 16.7		1 16.7
16 Promotions Assis		1 100.0 25.0 16.7		1 16.7

```
          Column        1          4          1          6
          Total       16.7       66.7       16.7      100.0
```

Number of Missing Observations: 34

JOB3   Position #3 within firm   by   SKILLJ3   Knowledge of hardware: position #3

```
                SKILLJ3                    Page 1 of 1
            Count       |
```

	Row Pct Col Pct Tot Pct	Very important 1	Important 2	Useful 3	Not important 4	Row Total
JOB3						
Sales Assistant	2				1 100.0 33.3 16.7	1 16.7
Video Technician	8		1 100.0 100.0 16.7			1 16.7
Duplication Tech	9	1 50.0 100.0 16.7			1 50.0 33.3 16.7	2 33.3
Lighting Technic	12				1 100.0 33.3 16.7	1 16.7
Promotions Assis	16			1 100.0 100.0 16.7		1 16.7
Column Total		1 16.7	1 16.7	1 16.7	3 50.0	6 100.0

Number of Missing Observations: 34

JOB3 Position #3 within firm
by SKILLK3 Ability to operate broadcast equipment:

SKILLK3   Page 1 of 1

	Count Row Pct Col Pct Tot Pct	Very important 1	Useful 3	Row Total
JOB3				
Sales Assistant	2	1 100.0 20.0 16.7		1 16.7
Video Technician	8	1 100.0 20.0 16.7		1 16.7
Duplication Tech	9	2 100.0 40.0 33.3		2 33.3

	12	1		1
Lighting Technic		100.0		16.7
		20.0		
		16.7		
Promotions Assis	16		1	1
			100.0	16.7
			100.0	
			16.7	
Column		5	1	6
Total		83.3	16.7	100.0

Number of Missing Observations: 34

JOB3 Position #3 within firm
by SKILLL3 Knowledge of sales techniques: positions

SKILLL3   Page 1 of 1

Count Row Pct Col Pct Tot Pct	Importan t 2	Useful 3	Row Total
JOB3			
Sales Assistant 2		1 100.0 33.3 16.7	1 16.7
Video Technician 8	1 100.0 33.3 16.7		1 16.7
Duplication Tech 9	1 50.0 33.3 16.7	1 50.0 33.3 16.7	2 33.3
Lighting Technic 12		1 100.0 33.3 16.7	1 16.7
Promotions Assis 16	1 100.0 33.3 16.7		1 16.7
Column Total	3 50.0	3 50.0	6 100.0

Number of Missing Observations: 34

JOB3 Position #3 within firm by SKILLM3 Research skills: position #3

	Count	Importan t	Useful	Not impo rtant	Row
	Row Pct				
	Col Pct				
	Tot Pct	2	3	4	Total
JOB3					
Sales Assistant	2		1 100.0 33.3 16.7		1 16.7
Video Technician	8		1 100.0 33.3 16.7		1 16.7
Duplication Tech	9		1 50.0 33.3 16.7	1 50.0 50.0 16.7	2 33.3
Lighting Technic	12			1 100.0 50.0 16.7	1 16.7
Promotions Assis	16	1 100.0 100.0 16.7			1 16.7
Column Total		1 16.7	3 50.0	2 33.3	6 100.0

Number of Missing Observations: 34

This procedure was completed at 5:27:58
CROSSTABS TABLES=JOB4 BY SKILLA4 TO SKILLM4/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

JOB4 Position #4 within firm by SKILLA4 Strong writing skills: position #4

	Count	Very imp ortant	Useful	Row
	Row Pct			
	Col Pct			
	Tot Pct	1	3	Total
JOB4				
Audio Engineer	10		1 100.0 100.0 50.0	1 50.0
Colorist	13	1 100.0		1 50.0

```
                    100.0
                     50.0
        ┌──────────┬──────────┐
        Column        1          1          2
        Total        50.0       50.0      100.0
```

Number of Missing Observations: 38

JOB4 Position #4 within firm by SKILLB4 Good speaking skills: position #4

| | SKILLB4 | Page 1 of 1 | |
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Useful 3	Row Total
JOB4			
10 Audio Engineer	.	1 100.0 100.0 50.0	1 50.0
13 Colorist	1 100.0 100.0 50.0		1 50.0
Column Total	1 50.0	1 50.0	2 100.0

Number of Missing Observations: 38

JOB4 Position #4 within firm by SKILLC4 Problem solving skills: position #4

| | SKILLC4 | Page 1 of 1 | |
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB4			
10 Audio Engineer		1 100.0 100.0 50.0	1 50.0
13 Colorist	1 100.0 100.0 50.0		1 50.0
Column Total	1 50.0	1 50.0	2 100.0

Number of Missing Observations: 38

JOB4   Position #4 within firm   by   SKILLD4   Interpersonal skills: position #4

	SKILLD4	
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Row Total
JOB4		
10 Audio Engineer	1 100.0 50.0 50.0	1 50.0
13 Colorist	1 100.0 50.0 50.0	1 50.0
Column Total	2 100.0	2 100.0

Number of Missing Observations: 38

JOB4   Position #4 within firm
by   SKILLE4   Ability to work as team member: position

	SKILLE4		
Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB4			
10 Audio Engineer	1 100.0 100.0 50.0		1 50.0
13 Colorist		1 100.0 100.0 50.0	1 50.0
Column Total	1 50.0	1 50.0	2 100.0

Number of Missing Observations: 38

JOB4   Position #4 within firm   by   SKILLF4   Interviewing skills: position #4

	SKILLF4	
Count Row Pct Col Pct Tot Pct	Useful 3	Row Total
JOB4		
10	1	1

		Audio Engineer		
Audio Engineer		100.0 50.0 50.0	50.0	

	13	1 100.0 50.0 50.0	1 50.0
Colorist			

Column Total	2 100.0	2 100.0

Number of Missing Observations: 38

JOB4   Position #4 within firm
by   SKILLG4   Ability to use individual imitative: pos

SKILLG4   Page 1 of 1

	Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Row Total
JOB4			
Audio Engineer	10	1 100.0 50.0 50.0	1 50.0
Colorist	13	1 100.0 50.0 50.0	1 50.0

Column Total	2 100.0	2 100.0

Number of Missing Observations: 38

JOB4   Position #4 within firm   by   SKILLH4   Organizational skills: position #4

SKILLH4   Page 1 of 1

	Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Importan t 2	Row Total
JOB4				
Audio Engineer	10		1 100.0 100.0 50.0	1 50.0
Colorist	13	1 100.0 100.0 50.0		1 50.0

```
            Column          1          1          2
            Total        50.0       50.0      100.0
```

Number of Missing Observations: 38

JOB4 Position #4 within firm by SKILLI4 Knowledge of software; position #4

```
                        SKILLI4         Page 1 of 1
              Count
              Row Pct |Very imp Importan
              Col Pct |ortant   t              Row
              Tot Pct |    1         2         Total
JOB4                  |
              10       |              1          1
   Audio Engineer      |           100.0       50.0
                       |           100.0
                       |            50.0
                       |
              13       |    1                    1
   Colorist            | 100.0                  50.0
                       | 100.0
                       |  50.0
                       |
            Column          1          1          2
            Total        50.0       50.0      100.0
```

Number of Missing Observations: 38

JOB4 Position #4 within firm by SKILLJ4 Knowledge of hardware: position #4

```
                        SKILLJ4         Page 1 of 1
              Count
              Row Pct |Very imp Importan
              Col Pct |ortant   t              Row
              Tot Pct |    1         2         Total
JOB4                  |
              10       |              1          1
   Audio Engineer      |           100.0       50.0
                       |           100.0
                       |            50.0
                       |
              13       |    1                    1
   Colorist            | 100.0                  50.0
                       | 100.0
                       |  50.0
                       |
            Column          1          1          2
            Total        50.0       50.0      100.0
```

Number of Missing Observations: 38

JOB4 Position #4 within firm
by SKILLK4 Ability to operate broadcast equipment:

Count Row Pct Col Pct Tot Pct	Very imp ortant 1	Useful 3	Row Total
JOB4			
10 Audio Engineer		1 100.0 100.0 50.0	1 50.0
13 Colorist	1 100.0 100.0 50.0		1 50.0
Column Total	1 50.0	1 50.0	2 100.0

Number of Missing Observations: 38

JOB4 Position #4 within firm
by SKILLL4 Knowledge of sales techniques: positions

Count Row Pct Col Pct Tot Pct	Importan t 2	Useful 3	Row Total
JOB4			
10 Audio Engineer	1 100.0 100.0 50.0		1 50.0
13 Colorist		1 100.0 100.0 50.0	1 50.0
Column Total	1 50.0	1 50.0	2 100.0

Number of Missing Observations: 38

JOB4 Position #4 within firm by SKILLM4 Research skills: position #4

Count Row Pct Col Pct Tot Pct	Useful 3	Row Total
JOB4		
10 Audio Engineer	1 100.0 50.0	1 50.0

```
                      | 50.0   |
                      |--------|
              13      |   1    |    1
Colorist              | 100.0  |  50.0
                      |  50.0  |
                      |  50.0  |

         Column           2         2
         Total        100.0     100.0
```

Number of Missing Observations: 38

This procedure was completed at 5:28:05
CROSSTABS TABLES=JOB5 BY SKILLA5 BY SKILLM5/CELLS.

Memory allows for 5,638 cells with 3 dimensions for general CROSSTABS.

JOB5 Position #5 within firm by SKILLA5 Strong writing skills: position #5
Controlling for..
SKILLM5 Research skills: position #5 Value = 2 Important

```
                    SKILLA5        Page 1 of 1
              Count
              Row Pct | Useful
              Col Pct |           Row
              Tot Pct |     3   | Total
JOB5                  |---------|
                 9    |    1    |    1
    Duplication Tech  | 100.0   | 100.0
                      | 100.0   |
                      | 100.0   |
                      |---------|

         Column           1         1
         Total        100.0     100.0
```

Number of Missing Observations: 39

This procedure was completed at 5:28:06
CROSSTABS TABLES=TYPE BY SEND TO INTERN/CELLS.

Memory allows for 7,141 cells with 2 dimensions for general CROSSTABS.

TYPE Type of employer by SEND Consider sending employees to OCC for tr

```
                    SEND          Page 1 of 1
              Count
              Row Pct | Yes     | No
              Col Pct |         |           Row
              Tot Pct |     1   |     5   | Total
TYPE                  |---------|---------|
                 1    |    2    |    3    |    5
    Cable TV          |  40.0   |  60.0   |  12.8
```

	14.3	12.0	
	5.1	7.7	
2 Advertising	2 40.0 14.3 5.1	3 60.0 12.0 7.7	5 12.8
3 Video Producers	2 28.6 14.3 5.1	5 71.4 20.0 12.8	7 17.9
4 Producers	1 16.7 7.1 2.6	5 83.3 20.0 12.8	6 15.4
5 Radio/TV Station	4 44.4 28.6 10.3	5 55.6 20.0 12.8	9 23.1
6 General Communic	3 42.9 21.4 7.7	4 57.1 16.0 10.3	7 17.9
Column Total	14 35.9	25 64.1	39 100.0

Number of Missing Observations: 1

TYPE Type of employer by INTERN Firm willing to have OCC intern?

	INTERN			Page 1 of 1
Count Row Pct Col Pct Tot Pct	Yes 1	No 5	Uncertain 7	Row Total
TYPE				
1 Cable TV	3 60.0 11.1 7.5	1 20.0 16.7 2.5	1 20.0 14.3 2.5	5 12.5
2 Advertising	4 80.0 14.8 10.0		1 20.0 14.3 2.5	5 12.5
3 Video Producers	3 42.9 11.1 7.5	3 42.9 50.0 7.5	1 14.3 14.3 2.5	7 17.5
4 Producers	3 50.0	1 16.7	2 33.3	6 15.0

	11.1	16.7	28.6
	7.5	2.5	5.0

5 Radio/TV Station	9 90.0 33.3 22.5		1 10.0 14.3 2.5	10 25.0
6 General Communic	5 71.4 18.5 12.5	1 14.3 16.7 2.5	1 14.3 14.3 2.5	7 17.5
Column Total	27 67.5	6 15.0	7 17.5	40 100.0

Number of Missing Observations: 0

This procedure was completed at 5:28:08
FINISH.

End of Include file.

OCC COMMUNICATIONS SURVEY (November 1992)
CODE BOOK

#1 - other doesn't get coded or comment - nothing

Variable	Column	Description/Codes
ID	1-3	Survey ID number. Actual number *(soc.# or id #)*

1.   Do you read or refer to:

REFER1	4	a. Electronic Mail (PROFS).

    0=Do Not Receive
    1=Very Seldom
    2=Seldom
    3=Some
    4=Often
    5=Very Often
    9=No Response */Unknown*

REFER2	5	b. College Catalog. (Same as REFER1)
REFER3	6	c. Schedule Of Classes. (Same as REFER1)
REFER4	7	d. OCCurances. (Same as REFER1)
REFER5	8	e. Board Digest. (Same as REFER1)
REFER6	9	f. FUTURIST. (Same as REFER1)
REFER7	10	g. Student Activities Newsletter From Your Campus. (Same as REFER1)
REFER8	11	h. College Academic Senate Minutes. (Same as REFER1)
REFER9	12	i. TIDBITS. (Same as REFER1)
REFER10	13	j. Wellness Committee Newsletter. (Same as REFER1)
REFER11	14	k. Health And Safety Newsletter. (Same as REFER1)
REFER12	15	l. Special Events Bulletin. (Same as REFER1)
REFER13	16	m. From The Chancellor. (Same as REFER1)
REFER14	17	n. From District Office. (Same as REFER1)

REFER15 18 o. From Other Campuses.
         (Same as REFER1)

REFER16 19 p. From Other Departments On Your Campus.
         (Same as REFER1)

REFER17 20 q. From Your Own Department.
         (Same as REFER1)

REFER18 21 r. Bulletin Boards
         (Same as REFER1)

        2. How much information about your work and the college do you get now from:

GET1 22 a. Supervisors/Management.
         1=Very Little
         2=Little
         3=Some
         4=Much
         5=Very Much
         9=No Response

GET2 23 b. Fellow Employees.
         (Same as GET1)

GET3 24 c. Bulletin Boards.
         (Same as GET1)

GET4 25 d. Newsletters Or Publications.
         (Same as GET1)

GET5 26 e. Staff/Department Meetings.
         (Same as GET1)

GET6 27 f. Staff Reports.
         (Same as GET1)

GET7 28 g. Electronic Mail (PROFS).
         (Same as GET1)

GET8 29 h. Voice Mail.
         (Same as GET1)

GET9 30 i. Faxes.
         (Same as GET1)

GET10 31 j. Memorandum.
         (Same as GET1)

GET11 32 k. Telephone.
         (Same as GET1)

GET12 33 l. Interoffice Mail.
         (Same as GET1)

GET13 34 m. Outside Mail (newspaper, TV, radio).
         (Same as GET1)

GER14   35   n. Rumors.
                        (Same as GET1)

         3.   How much information about your work and the
               college would you like to get from:

LIKE1   36   a. Supervisors/Management.
                        (Same as GET1)

LIKE2   37   b. Fellow Employees.
                        (Same as GET1)

LIKE3   38   c. Bulletin Boards.
                        (Same as GET1)

LIKE4   39   d. Newsletters Or Publications.
                        (Same as GET1)

LIKE5   40   e. Staff/Department Meetings.
                        (Same as GET1)

LIKE6   41   f. Staff Reports.
                        (Same as GET1)

LIKE7   42   g. Electronic Mail (PROFS).
                        (Same as GET1)

LIKE8   43   h. Voice Mail.
                        (Same as GET1)

LIKE9   44   i. Faxes.
                        (Same as GET1)

LIKE10   45   j. Memorandum.
                        (Same as GET1)

LIKE11   46   k. Telephone.
                        (Same as GET1)

LIKE12   47   l. Interoffice Mail.
                        (Same as GET1)

LIKE13   48   m. Outside Mail (newspaper, TV, radio).
                        (Same as GET1)

LIKE14   49   n. Rumors.
                        (Same as GET1)

         4.   What is the amount of information you receive now
               about the following items:

ABOUT1   50   a. Financial Condition Of Your Campus.
                        (Same as GET1)

ABOUT2   51   b. Financial Condition Of The College.
                        (Same as GET1)

ABOUT3   52   c. Relating To Your Specific Job Assignment.
                        (Same as GET1)

ABOUT4   53   d. Relating To Goals Of Your Campus.
                          (Same as GET1)

ABOUT5   54   e. Relating To Goals Of The College.
                          (Same as GET1)

ABOUT6   55   f. Personnel Changes.
                          (Same as GET1)

ABOUT7   56   g. Policy And Procedures Affecting Your Job.
                          (Same as GET1)

ABOUT8   57   h. Organizational Changes.
                          (Same as GET1)

ABOUT9   58   i. Scheduling/Usage Of Campus Facilities/Classrooms On
                          Your Campus.
                          (Same as GET1)

ABOUT10   59   j. Scheduling/Usage Of Campus Facilities/Classrooms On
                          Other Campuses.
                          (Same as GET1)

ABOUT11   60   k. New Programs/Course Offerings On Your Campus.
                          (Same as GET1)

ABOUT12   61   l. New Programs/Course Offerings On Other Campuses.
                          (Same as GET1)

ABOUT13   62   m. Campus Events/Activities On Your Campus.
                          (Same as GET1)

ABOUT14   63   n. Campus Events/Activities On Other Campuses.
                          (Same as GET1)

ABOUT15   64   o. Campuses Construction/Renovation/Maintenance On Your
                          Campus.
                          (Same as GET1)

ABOUT16   65   p. Campuses Construction/Renovation/Maintenance On Other
                          Campuses.
                          (Same as GET1)

            5.   What is the amount of information you would like
                  to receive about the following items:

ITEM1   66   a. Financial Condition Of Your Campus.
                          (Same as GET1)

ITEM2   67   b. Financial Condition Of The College.
                          (Same as GET1)

ITEM3   68   c. Relating To Your Specific Job Assignment.
                          (Same as GET1)

ITEM4   69   d. Relating To Goals Of Your Campus.
                          (Same as GET1)

ITEM5   70   e. Relating To Goals Of The College.
                          (Same as GET1)

4

ITEM6	71	f. Personnel Changes. (Same as GET1)
ITEM7	72	g. Policy And Procedures Affecting Your Job. (Same as GET1)
ITEM8	73	h. Organizational Changes. (Same as GET1)
ITEM9	74	i. Scheduling/Usage Of Campus Facilities/Classrooms On Your Campus. (Same as GET1)
ITEM10	75	j. Scheduling/Usage Of Campus Facilities/Classrooms On Other Campuses. (Same as GET1)
ITEM11	76	k. New Programs/Course Offerings On Your Campus. (Same as GET1)
ITEM12	77	l. New Programs/Course Offerings On Other Campuses. (Same as GET1)
ITEM13	78	m. Campus Events/Activities On Your Campus. (Same as GET1)
ITEM14	79	n. Campus Events/Activities On Other Campuses. (Same as GET1)
ITEM15	80	o. Campuses Construction/Renovation/Maintenance On Your Campus. (Same as GET1)
ITEM16	81	p. Campuses Construction/Renovation/Maintenance On Other Campuses. (Same as GET1)

6.   Are you satisfied with:

APPEAR1	82	a. OCCurances. 0=Do Not Receive 1=Very Dissatisfied 2=Dissatisfied 3=Somewhat Satisfied 4=Satisfied 5=Very Satisfied 9=No Response
APPEAR2	83	b. Department Program Offerings. (Same as APPEAR1)
APPEAR3	84	c. Board Digest. (Same as APPEAR1)
APPEAR4	85	d. Program Broachers. (Same as APPEAR1)
APPEAR5	86	e. Research Reports. (Same as APPEAR1)
APPEAR6	87	f. Student Newsletters. (Same as APPEAR1)

APPEAR7	88	g. Budget Reports. (Same as APPEAR1)
LONG1	89	h. OCCurances. (Same as APPEAR1)
LONG2	90	i. Department Program Offerings. (Same as APPEAR1)
LONG3	91	j. Board Digest. (Same as APPEAR1)
LONG4	92	k. Program Broachers. (Same as APPEAR1)
LONG5	93	l. Research Reports. (Same as APPEAR1)
LONG6	94	m. Student Newsletters. (Same as APPEAR1)
LONG7	95	n. Budget Reports. (Same as APPEAR1)
CONTENT1	96	o. OCCurances. (Same as APPEAR1)
CONTENT2	97	p. Department Program Offerings. (Same as APPEAR1)
CONTENT3	98	q. Board Digest. (Same as APPEAR1)
CONTENT4	99	r. Program Broachers. (Same as APPEAR1)
CONTENT5	100	s. Research Reports. (Same as APPEAR1)
CONTENT6	101	t. Student Newsletters. (Same as APPEAR1)
CONTENT7	102	u. Budget Reports. (Same as APPEAR1)
TIME1	103	v. OCCurances. (Same as APPEAR1)
TIME2	104	w. Department Program Offerings. (Same as APPEAR1)
TIME3	105	x. Board Digest. (Same as APPEAR1)
TIME4	106	y. Program Broachers. (Same as APPEAR1)
TIME5	107	z. Research Reports. (Same as APPEAR1)
TIME6	108	aa. Student Newsletters. (Same as APPEAR1)

TIME7	109	bb. Budget Reports. (Same as APPEAR1)

7. How effective does the administration at your location communicate/reinforce the directions set by the chancellor's office through the use of:

USE1	110	a. Memorandums. 1=Very Poorly 2=Poorly 3=OK 4=Well 5=Very Well 9=No Response
USE2	111	b. Electronic Mail (PROFS). (Same as USE1)
USE3	112	c. Staff Meetings. (Same as USE1)
USE4	113	d. Voice Mail. (Same as USE1)
USE5	114	e. Newsletters. (Same as USE1)
USE6	115	f. Bulletin Boards. (Same as USE1)
USE7	116	g. One-On-One Discussions. (Same as USE1)

8. I would like to see improved communications from:

BETTER1	117	a. District Office To Campuses. 1=Yes 0=No 9=No Response
BETTER2	118	b. From Campuses To District Office. (Same as BETTER1)
BETTER3	119	c. From campuses To Campuses. (Same as BETTER1)
BETTER4	120	d. From Department TO Department On Same Campus. (Same as BETTER1)
BETTER5	121	e. From Department TO Department On Different Campuses. (Same as BETTER1)
BETTER6	122	f. From Department Heads/Chairs To Staff. (Same as BETTER1)
BETTER7	123	g. From Staff To Department Heads/Chairs. (Same as BETTER1)
BETTER8	124	h. From Department Heads/Chairs To Faculty. (Same as BETTER1)

BETTER9	125	i. From Faculty TO Department Heads/Chairs. (Same as BETTER1)
BETTER10	126	j. From Faculty Member To Faculty Member. (Same as BETTER1)
BETTER11	127	k. From Staff Member To Staff Member. (Same as BETTER1)
BETTER12	128	l. From The Chancellor's Office. (Same as BETTER1)

9.   We would like you to select from the following list at least one but not more than three aspects of communication that apply to your work situation.

APPLY1	129	a. Information Is Not Readily Available. (Same as BETTER1)
APPLY2	130	b. Information Reaches Me Too Late. (Same as BETTER1)
APPLY3	131	c. Information Is Not Reliable And Accurate. (Same as BETTER1)
APPLY4	132	d. Information Is Often useless And Not Important. (Same as BETTER1)
APPLY5	133	e. The Language Of Information Material Is Often Difficult To Understand. (Same as BETTER1)
APPLY6	134	f. I Get Too Much Information. (Same as BETTER1)
APPLY7	135	g. Information Does Not Reach Me. (Same as BETTER1)
APPLY8	136	h. Management Does Not Release Important Information In A Timely Manner. (Same as BETTER1)
APPLY9	137	i. Management Does Not Know What Employees Think Or Feel. (Same as BETTER1)
APPLY10	138	j. I Can Not Express My Opinions Freely In My Organization. (Same as BETTER1)
APPLY11	139	k. My Opinion Does Not Count. (Same as BETTER1)
APPLY12	140	l. Nobody Listens TO What I Say. (Same as BETTER1)

```
STAFF          141        10. Are You:
                              1=Faculty Member.
                              2=Administration/Management Staff
                              3=Classified
                              4=Maintenance
                              5=Security
                              9=No Response


LOCATION       142        11. Where Do You Work?
                              1=Auburn Hills
                              2=Highland Lakes
                              3=Orchard Ridge
                              4=Royal Oak
                              5=Southfield
                              6=Pontiac Center/Auburn Hills Center
                              7=Bee Site
                              9=No Response
```

```
GET FILE='GFSMERGE.SYS'.
The SPSS/PC+ system file is read from
    file GFSMERGE.SYS
The file was created on 10/28/91 at 12:12:11
and is titled GFSMERGE COMMAND FILE FOR AY 88-89 & 89-90
The SPSS/PC+ system file contains
    4039 cases, each consisting of
      81 variables (including system variables).
      81 variables will be used in this session.
```

This procedure was completed at 11:09:25
SELECT IF (SSN GT 000000001).
SELECT IF (SSN LT 999999999).
SELECT IF (PROGRAM EQ 'CAT').
RECODE COLLEGE(8888=9999).
RECODE MAJOR(888=999).
RECODE PROBLEMS TO ALLCRED(8=9).
RECODE EXPECT TO PREPARE(8=9).
RECODE LOOK(88=99).
RECODE FIND(8=9).
RECODE TITLE (888=999).
RECODE FIRM(88=99).
RECODE SALARY(99998=99999).
RECODE RELATED TO RATING(8=9).
RECODE GRADDATE(042689 062189 121988 082488=1)
        (042890 062790 081989 121889=2).
VALUE LABELS GRADDATE 2 '1989-90' 1 '1988-89'.
CROSSTABS TABLES=CAMPUS BY GRADDATE/CELLS.
The raw data or transformation pass is proceeding
      30 cases are written to the compressed active file.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

CAMPUS   HOME CAMPUS   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
CAMPUS			
AH AUBURN HILLS	1 33.3 7.1 3.3	2 66.7 12.5 6.7	3 10.0
OR ORCHARD RIDGE	13 52.0 92.9 43.3	12 48.0 75.0 40.0	25 83.3
SE SOUTH EAST	.	2 100.0 12.5 6.7	2 6.7
Column Total	14 46.7	16 53.3	30 100.0

Number of Missing Observations: 0

This procedure was completed at 11:10:25
CROSSTABS TABLES=SEX TO RACE BY GRADDATE/CELLS.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

SEX   GENDER   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
SEX			
F FEMALE	4 30.8 28.6 13.3	9 69.2 56.3 30.0	13 43.3
M MALE	10 58.8 71.4 33.3	7 41.2 43.8 23.3	17 56.7
Column Total	14 46.7	16 53.3	30 100.0

Number of Missing Observations: 0

RACE   RACE   by   GRADDATE   DATE OF GRADUATION

		GRADDATE		Page 1 of 1
Count Row Pct Col Pct Tot Pct		1988-89	1989-90	Row Total
		1	2	
RACE				
BLACK	B	3 60.0 27.3 12.5	2 40.0 15.4 8.3	5 20.8
WHITE	W	8 42.1 72.7 33.3	11 57.9 84.6 45.8	19 79.2
Column Total		11 45.8	13 54.2	24 100.0

Number of Missing Observations: 6

This procedure was completed at 11:10:41
MISSING VALUES AGE(99).
FREQUENCIES VARIABLES=AGE/STATISTICS=ALL.

***** Memory allows a total of   8755 Values, accumulated across all Variables.
       There also may be up to   1094 Value Labels for each Variable.

- -

AGE   AGE ON DAY OF GRADUATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	21	2	6.7	6.7	6.7
	22	8	26.7	26.7	33.3
	23	4	13.3	13.3	46.7
	24	1	3.3	3.3	50.0
	25	2	6.7	6.7	56.7
	26	2	6.7	6.7	63.3
	27	2	6.7	6.7	70.0
	30	3	10.0	10.0	80.0
	33	1	3.3	3.3	83.3
	36	1	3.3	3.3	86.7
	38	2	6.7	6.7	93.3
	39	1	3.3	3.3	96.7
	58	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

AGE   AGE ON DAY OF GRADUATION

Mean	27.400	Std err	1.455	Median	24.500
Mode	22.000	Std dev	7.968	Variance	63.490
Kurtosis	6.540	S E Kurt	.833	Skewness	2.283
S E Skew	.427	Range	37.000	Minimum	21.000
Maximum	58.000	Sum	822.000		

Valid cases   30   Missing cases   0

Most frequent - Mode.
Median- age. Mid Point.

This procedure was completed at 11:10:48
RECODE AGE(0 THRU 17=1)(18 THRU 22=2)(23 THRU 27=3)(28 THRU 32=4)(33 THRU 37=5)
    (38 THRU 42=6)(43 THRU 47=7)(48 THRU 52=8)(53 THRU 57=9)(58 THRU 98=10).
VALUE LABELS AGE 1 '17 AND YOUNGER' 2 '18 TO 22' 3 '23 TO 27' 4 '28 TO 32'
    5 '33 TO 37' 6 '38 TO 42' 7 '43 TO 47' 8 '48 TO 52' 9 '53 TO 57'
    10 '58 AND OLDER'.
CROSSTABS TABLES=AGE BY GRADDATE/CELLS.
The raw data or transformation pass is proceeding
      30 cases are written to the compressed active file.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

AGE   AGE ON DAY OF GRADUATION   by   GRADDATE   DATE OF GRADUATION

GRADDATE   Page 1 of 1

Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
AGE			
18 TO 22 2	7 70.0 50.0 23.3	3 30.0 18.8 10.0	10 33.3
23 TO 27 3	4 36.4 28.6 13.3	7 63.6 43.8 23.3	11 36.7
28 TO 32 4	1 33.3 7.1 3.3	2 66.7 12.5 6.7	3 10.0
33 TO 37 5		2 100.0 12.5 6.7	2 6.7
38 TO 42 6	2 66.7 14.3 6.7	1 33.3 6.3 3.3	3 10.0
58 AND OLDER 10		1 100.0 6.3 3.3	1 3.3
Column Total	14 46.7	16 53.3	30 100.0

Number of Missing Observations: 0

This procedure was completed at 11:10:53
FREQUENCY VARIABLES=YEARS/STATISTICS=ALL.

***** Memory allows a total of   8755 Values, accumulated across all Variables.
      There also may be up to   1094 Value Labels for each Variable.

- -

YEARS   NUMBER OF YEARS TO GRADUATE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	1.5	1	3.3	3.3	3.3
	1.7	1	3.3	3.3	6.7
	1.8	1	3.3	3.3	10.0
	2.7	2	6.7	6.7	16.7
	2.8	1	3.3	3.3	20.0
	3.0	1	3.3	3.3	23.3
	3.2	1	3.3	3.3	26.7
	3.3	2	6.7	6.7	33.3
	3.5	1	3.3	3.3	36.7
	3.7	3	10.0	10.0	46.7
	3.8	2	6.7	6.7	53.3
	4.0	1	3.3	3.3	56.7
	4.3	2	6.7	6.7	63.3
	5.0	1	3.3	3.3	66.7
	5.3	3	10.0	10.0	76.7
	5.7	1	3.3	3.3	80.0
	6.7	1	3.3	3.3	83.3
	7.6	1	3.3	3.3	86.7
	7.7	1	3.3	3.3	90.0
	8.3	1	3.3	3.3	93.3
	12.3	1	3.3	3.3	96.7
	14.8	1	3.3	3.3	100.0
Total		30	100.0	100.0	

YEARS   NUMBER OF YEARS TO GRADUATE

Mean	4.827	Std err	.537	Median	3.800
Mode	3.700	Std dev	2.942	Variance	8.656
Kurtosis	4.418	S E Kurt	.833	Skewness	1.965
S E Skew	.427	Range	13.300	Minimum	1.500
Maximum	14.800	Sum	144.800		

* Multiple modes exist. The smallest value is shown.

Valid cases   30   Missing cases   0

This procedure was completed at 11:11:00
RECODE YEARS(0 THRU 1.99=1)(2 THRU 2.99=2)(3 THRU 4.99=3)(5 THRU 6.99=4)
    (7 THRU 25=5).
VALUE LABELS YEARS 1 'LESS THAN 2 YEARS' 2 'TWO YEARS' 3 'THREE TO FOUR YEARS'
    4 'FIVE TO SIX YEARS' 6 'SEVEN OR MORE YEARS'.
CROSSTABS TABLES=REASON TO MAJOR BY GRADDATE/CELLS.
The raw data or transformation pass is proceeding
        30 cases are written to the compressed active file.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

REASON   PRIMARY OBJECTIVE AT OCC   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
REASON			
0 TO INCREASE KNOW	1 100.0 16.7 7.1		1 7.1
1 OBTAIN CERTIFICA	4 57.1 66.7 28.6	3 42.9 37.5 21.4	7 50.0
3 FOR A NEW CAREER		2 100.0 25.0 14.3	2 14.3
4 INCREASE SKILL F	1 33.3 16.7 7.1	2 66.7 25.0 14.3	3 21.4
7 DEVELOP MYSELF	.	1 100.0 12.5 7.1	1 7.1
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

SCHOOL   EDUCATIONAL STATUS   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
SCHOOL			
1 CURRENTLY ATTEND	5 55.6 83.3 35.7	4 44.4 50.0 28.6	9 64.3
5 NOT CURRENTLY AT	1 20.0 16.7 7.1	4 80.0 50.0 28.6	5 35.7
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

EMPLOYED   EMPLOYMENT STATUS   by   GRADDATE   DATE OF GRADUATION

	Count Row Pct Col Pct Tot Pct	GRADDATE 1988-89 1	Page 1 of 1 1989-90 2	Row Total
EMPLOYED				
FULL TIME	1	2 33.3 33.3 14.3	4 66.7 50.0 28.6	6 42.9
PART TIME	2	1 25.0 16.7 7.1	3 75.0 37.5 21.4	4 28.6
UNEMPLOYED	4		1 100.0 12.5 7.1	1 7.1
NOT EMPLOYED BY	5	3 100.0 50.0 21.4		3 21.4
Column Total		6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

COURSE   COURSES IN MAJOR FIELD   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
COURSE			
1 VERY SATISFIED	4 80.0 66.7 28.6	1 20.0 12.5 7.1	5 35.7
2 SATISFIED	1 14.3 16.7 7.1	6 85.7 75.0 42.9	7 50.0
3 NEUTRAL		1 100.0 12.5 7.1	1 7.1
4 DISSATISFIED	1 100.0 16.7 7.1		1 7.1
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

GENERAL GEN EDUC/SUPPORT COURSES by GRADDATE DATE OF GRADUATION

Count Row Pct Col Pct Tot Pct	GRADDATE 1988-89	1989-90	
	1	2	Row Total
GENERAL			
1 VERY SATISFIED	1 50.0 16.7 7.7	1 50.0 14.3 7.7	2 15.4
2 SATISFIED	4 44.4 66.7 30.8	5 55.6 71.4 38.5	9 69.2
3 NEUTRAL		1 100.0 14.3 7.7	1 7.7
4 DISSATISFIED	1 100.0 16.7 7.7		1 7.7
Column Total	6 46.2	7 53.8	13 100.0

Number of Missing Observations: 17

LIFE   RELEVANCE OF COURSE WORK   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
LIFE			
1 VERY SATISFIED	1 33.3 16.7 7.1	2 66.7 25.0 14.3	3 21.4
2 SATISFIED	4 50.0 66.7 28.6	4 50.0 50.0 28.6	8 57.1
3 NEUTRAL	1 33.3 16.7 7.1	2 66.7 25.0 14.3	3 21.4
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

TEACHING   QUALITY OF TEACHING   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
TEACHING			
1 VERY SATISFIED	1 50.0 16.7 7.1	1 50.0 12.5 7.1	2 14.3
2 SATISFIED	5 45.5 83.3 35.7	6 54.5 75.0 42.9	11 78.6
3 NEUTRAL		1 100.0 12.5 7.1	1 7.1
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

FACULTY   RELATIONSHIP WITH FACULTY   by   GRADDATE   DATE OF GRADUATION

```
                      GRADDATE        Page 1 of 1
            Count
            Row Pct   1988-89   1989-90
            Col Pct                        Row
            Tot Pct      1         2      Total
FACULTY     ─────────────────────────────
          1                      3          3
  VERY SATISFIED              100.0       23.1
                              42.9
                              23.1

          2          5         2          7
  SATISFIED        71.4      28.6       53.8
                   83.3      28.6
                   38.5      15.4

          3          1         1          2
  NEUTRAL          50.0      50.0       15.4
                   16.7      14.3
                    7.7       7.7

          4                    1          1
  DISSATISFIED              100.0        7.7
                              14.3
                               7.7

          Column     6         7         13
          Total    46.2      53.8      100.0
```

Number of Missing Observations: 17

JOBPLAN   CAREER PLANNING SERVICES   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
JOBPLAN			
1 VERY SATISFIED	1 50.0 16.7 7.1	1 50.0 12.5 7.1	2 14.3
3 NEUTRAL	4 50.0 66.7 28.6	4 50.0 50.0 28.6	8 57.1
4 DISSATISFIED	1 25.0 16.7 7.1	3 75.0 37.5 21.4	4 28.6
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

ADVISING   ACADEMIC ADVISING   by   GRADDATE   DATE OF GRADUATION

Count Row Pct Col Pct Tot Pct	GRADDATE	Page 1 of 1	
	1988-89	1989-90	Row
	1	2	Total
ADVISING			
1 VERY SATISFIED	1 50.0 16.7 7.1	1 50.0 12.5 7.1	2 14.3
2 SATISFIED	3 60.0 50.0 21.4	2 40.0 25.0 14.3	5 35.7
3 NEUTRAL	1 25.0 16.7 7.1	3 75.0 37.5 21.4	4 28.6
4 DISSATISFIED	1 33.3 16.7 7.1	2 66.7 25.0 14.3	3 21.4
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

COUNSEL   COUNSELING SERVICES   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
COUNSEL			
1 VERY SATISFIED	1 50.0 16.7 7.1	1 50.0 12.5 7.1	2 14.3
2 SATISFIED	2 40.0 33.3 14.3	3 60.0 37.5 21.4	5 35.7
3 NEUTRAL	2 40.0 33.3 14.3	3 60.0 37.5 21.4	5 35.7
4 DISSATISFIED	1 50.0 16.7 7.1	1 50.0 12.5 7.1	2 14.3
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

EDUCATE   QUALITY OF EDUCATION   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1 	1989-90 2 	Row Total
EDUCATE			
1 VERY SATISFIED	2 50.0 33.3 14.3	2 50.0 25.0 14.3	4 28.6
2 SATISFIED	4 44.4 66.7 28.6	5 55.6 62.5 35.7	9 64.3
3 NEUTRAL		1 100.0 12.5 7.1	1 7.1
Column Total	6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

OVERALL OVERALL EXPERIENCE by GRADDATE DATE OF GRADUATION

		GRADDATE		
	Count			
	Row Pct	1988-89	1989-90	
	Col Pct			Row
	Tot Pct	1	2	Total
OVERALL				
VERY SATISFIED	1	2 50.0 33.3 14.3	2 50.0 25.0 14.3	4 28.6
SATISFIED	2	4 44.4 66.7 28.6	5 55.6 62.5 35.7	9 64.3
NEUTRAL	3		1 100.0 12.5 7.1	1 7.1
Column Total		6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

COLLEGE   COLLEGE NAME   by   GRADDATE   DATE OF GRADUATION

	GRADDATE		
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
COLLEGE			
1465 Michigan State U	1 100.0 20.0 11.1		1 11.1
1497 Oakland Universi	1 50.0 20.0 11.1	1 50.0 25.0 11.1	2 22.2
1607 Oakland Communit		1 100.0 25.0 11.1	1 11.1
1726 Sourthern Illino	1 100.0 20.0 11.1		1 11.1
1898 Wayne State Univ	1 33.3 20.0 11.1	2 66.7 50.0 22.2	3 33.3
5426 Methodist Colleg	1 100.0 20.0 11.1		1 11.1
Column Total	5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

MAJOR   CURRENT MAJOR FIELD   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
MAJOR			
95 Cinematography/F	1 100.0 20.0 11.1		1 11.1
114 Communications	2 66.7 40.0 22.2	1 33.3 25.0 11.1	3 33.3
125 Computer Science	1 100.0 20.0 11.1		1 11.1
126 Computer Technol		1 100.0 25.0 11.1	1 11.1
242 Film Arts		1 100.0 25.0 11.1	1 11.1
243 Finance	1 100.0 20.0 11.1		1 11.1
348 Journalism		1 100.0 25.0 11.1	1 11.1
Column Total	5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

This procedure was completed at 11:11:17
CROSSTABS TABLES=PROBLEMS TO ALLCRED BY GRADDATE/CELLS.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

PROBLEMS TRANSFERING PROBLEMS by GRADDATE DATE OF GRADUATION

Count Row Pct Col Pct Tot Pct	GRADDATE 1988-89 1	Page 1 of 1 1989-90 2	Row Total
PROBLEMS			
1 YES		2 100.0 50.0 22.2	2 22.2
5 NO PROBLEMS TRAN	5 71.4 100.0 55.6	2 28.6 50.0 22.2	7 77.8
Column Total	5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

CREDITS   TRANSFERING CREDITS   by   GRADDATE   DATE OF GRADUATION

```
                         GRADDATE      Page 1 of 1
              Count
              Row Pct  |1989-90
              Col Pct  |              Row
              Tot Pct  |        2   | Total
CREDITS       ---------+------------+
                   1   |        2   |     2
   YES               |    100.0   | 100.0
                     |    100.0   |
                     |    100.0   |
                     +------------+

              Column          2          2
              Total       100.0      100.0
```

Number of Missing Observations: 28

SCRIPT   TRANSCRIPT PROBLEMS   by   GRADDATE   DATE OF GRADUATION

```
                        GRADDATE      Page 1 of 1
             Count
             Row Pct  1989-90
             Col Pct              Row
             Tot Pct       2     Total
SCRIPT
                 5        2        2
   NO               100.0   100.0
                    100.0
                    100.0

            Column       2        2
            Total    100.0   100.0
```

Number of Missing Observations: 28

ADMIT ADMISSIONS PROBLEMS by GRADDATE DATE OF GRADUATION

	GRADDATE	Page 1 of 1
Count Row Pct Col Pct Tot Pct	1989-90	Row
	2	Total

ADMIT	5	Row Total
NO	2 100.0 100.0 100.0	2 100.0
Column Total	2 100.0	2 100.0

Number of Missing Observations: 28

OTHERA   OTHER PROBLEMS   by   GRADDATE   DATE OF GRADUATION

```
                        GRADDATE      Page 1 of 1
              Count
              Row Pct  1989-90
              Col Pct              Row
              Tot Pct       2      Total
OTHERA       ─────────────────────
                5         2          2
   NO                  100.0      100.0
                       100.0
                       100.0

              Column     2          2
              Total    100.0      100.0
```

Number of Missing Observations: 28

ALLCRED   ALL CREDITS ACCEPTED   by   GRADDATE   DATE OF GRADUATION

		GRADDATE	Page 1 of 1	
Count				
Row Pct		1988-89	1989-90	
Col Pct				Row
Tot Pct		1	2	Total
ALLCRED				
YES	1	4 80.0 80.0 44.4	1 20.0 25.0 11.1	5 55.6
NO	5	1 25.0 20.0 11.1	3 75.0 75.0 33.3	4 44.4
Column Total		5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

This procedure was completed at 11:11:20
CROSSTABS TABLES=EXPECT TO PREPARE BY GRADDATE/CELLS.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

EXPECT   EXPECTATION OF TRANSFERABILITY   by   GRADDATE   DATE OF GRADUATION

		GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct		1988-89 1	1989-90 Row 2	Row Total
EXPECT				
MORE TRANSFER CR	1		3 100.0 75.0 33.3	3 33.3
FEWER TRANSFER C	2	1 100.0 20.0 11.1		1 11.1
ABOUT EXPECTED	3	4 80.0 80.0 44.4	1 20.0 25.0 11.1	5 55.6
Column Total		5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

SAME   EDUC RELATED TO MAJOR   by   GRADDATE   DATE OF GRADUATION

	GRADDATE		Page 1 of 1
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
SAME			
1 YES	3 50.0 60.0 33.3	3 50.0 75.0 33.3	6 66.7
5 NO	2 66.7 40.0 22.2	1 33.3 25.0 11.1	3 33.3
Column Total	5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

PREPARE   PREPARE TO CONTINUE EDUC   by   GRADDATE   DATE OF GRADUATION

		GRADDATE		Page 1 of 1
Count Row Pct Col Pct Tot Pct		1988-89 1	1989-90 2	Row Total
PREPARE				
EXCELLENT	1	2 100.0 40.0 22.2		2 22.2
GOOD	2	1 33.3 20.0 11.1	2 66.7 50.0 22.2	3 33.3
ADEQUATE	3	2 50.0 40.0 22.2	2 50.0 50.0 22.2	4 44.4
Column Total		5 55.6	4 44.4	9 100.0

Number of Missing Observations: 21

This procedure was completed at 11:11:21
FREQUENCY VARIABLES=LOOK/STATISTICS=ALL.

***** Memory allows a total of   8755 Values, accumulated across all Variables.
       There also may be up to   1094 Value Labels for each Variable.

- -

LOOK   MONTHS LOOKING FOR JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
HAD A JOB	0	7	23.3	77.8	77.8
	1	2	6.7	22.2	100.0
UNKNOWN/NO RESPONSE	99	21	70.0	Missing	
	Total	30	100.0	100.0	

LOOK   MONTHS LOOKING FOR JOB

Mean	.222	Std err	.147	Median	.000
Mode	.000	Std dev	.441	Variance	.194
Kurtosis	.735	S E Kurt	1.400	Skewness	1.620
S E Skew	.717	Range	1.000	Minimum	.000
Maximum	1.000	Sum	2.000		

Valid cases   9   Missing cases   21

This procedure was completed at 11:11:23
RECODE LOOK(1 THRU 12=1)(13 THRU 24=2)(25 THRU 75=3).
VALUE LABELS LOOK 00 'HAD JOB AT GRADUATION' 1 'LESS THAN ONE YEAR'
    2 'ONE TO TWO YEARS' 3 'MORE THAN TWO YEARS'.
CROSSTABS TABLES=LOOK BY GRADDATE/CELLS.
The raw data or transformation pass is proceeding
      30 cases are written to the compressed active file.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

LOOK   MONTHS LOOKING FOR JOB   by   GRADDATE   DATE OF GRADUATION

		GRADDATE		Page 1 of 1
	Count Row Pct Col Pct Tot Pct	1988-89	1989-90	Row Total
		1	2	
LOOK				
HAD JOB AT GRADU	0	2 28.6 66.7 22.2	5 71.4 83.3 55.6	7 77.8
LESS THAN ONE YE	1	1 50.0 33.3 11.1	1 50.0 16.7 11.1	2 22.2
Column Total		3 33.3	6 66.7	9 100.0

Number of Missing Observations: 21

This procedure was completed at 11:11:25
CROSSTABS TABLES=FIND TO FIRM BY GRADDATE/CELLS.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

FIND   HOW YOU FIND YOUR JOB   by   GRADDATE   DATE OF GRADUATION

```
                         GRADDATE       Page 1 of 1
                Count
                Row Pct  1988-89  1989-90
                Col Pct                        Row
                Tot Pct     1    |    2     Total
FIND                _____|_____
                   4 |     2   |     5   |     7
     FOUND IT MYSELF |  28.6   |  71.4   |  77.8
                     |  66.7   |  83.3   |
                     |  22.2   |  55.6   |
                     |_____|_____|
                   5 |     1   |     1   |     2
        OTHER        |  50.0   |  50.0   |  22.2
                     |  33.3   |  16.7   |
                     |  11.1   |  11.1   |
                     |_____|_____|
              Column       3         6         9
               Total    33.3      66.7     100.0
```

Number of Missing Observations: 21

TITLE   JOB TITLE   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 2	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
TITLE			
13 Manufacturing Pa	1 100.0 33.3 10.0		1 10.0
30 Advertising Agen		1 100.0 14.3 10.0	1 10.0
47 Financial Instit	1 ·100.0 33.3 10.0		1 10.0
56 Production Coord		1 100.0 14.3 10.0	1 10.0
60 Secretary	1 100.0 33.3 10.0		1 10.0
69 House & Building		1 100.0 14.3 10.0	1 10.0
184 Clergy		1 100.0 14.3 10.0	1 10.0
195 Photographer		1 100.0 14.3 10.0	1 10.0
241 College Administ		1 100.0 14.3 10.0	1 10.0
Column (Continued) Total	3 30.0	7 70.0	10 100.0

TITLE   JOB TITLE by GRADDATE   DATE OF GRADUATION

	GRADDATE		Page 2 of 2
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
TITLE			
420 Utility Customer		1 100.0 14.3 10.0	1 10.0
Column Total	3 30.0	7 70.0	10 100.0

Number of Missing Observations: 20

FIRM EMPLOYER by GRADDATE DATE OF GRADUATION

GRADDATE   Page 1 of 1

Count Row Pct Col Pct Tot Pct	1988-89	1989-90	Row Total
	1	2	
FIRM			
Education 3	1 33.3 33.3 11.1	2 66.7 33.3 22.2	3 33.3
Finance 5	1 100.0 33.3 11.1		1 11.1
General Business 6		1 100.0 16.7 11.1	1 11.1
Health 8		1 100.0 16.7 11.1	1 11.1
Manufacturing 11		1 100.0 16.7 11.1	1 11.1
Retail 15		1 100.0 16.7 11.1	1 11.1
Transportation 19	1 100.0 33.3 11.1		1 11.1
Column Total	3 33.3	6 66.7	9 100.0

Number of Missing Observations: 21

This procedure was completed at 11:11:30
FREQUENCY VARIABLES=SALARY/STATISTICS=ALL.

***** Memory allows a total of   8755 Values, accumulated across all Variables.
        There also may be up to   1094 Value Labels for each Variable.

- -

SALARY   YEARLY SALARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	10000	2	6.7	40.0	40.0
	13000	1	3.3	20.0	60.0
	15000	1	3.3	20.0	80.0
	22500	1	3.3	20.0	100.0
UNKNOWN/NO RESPONSE	99999	25	83.3	Missing	
	Total	30	100.0	100.0	

SALARY   YEARLY SALARY

Mean	14100.000	Std err	2304.344	Median	13000.000
Mode	10000.000	Std dev	5152.669	Variance	26550000.0
Kurtosis	1.835	S E Kurt	2.000	Skewness	1.384
S E Skew	.913	Range	12500.000	Minimum	10000.000
Maximum	22500.000	Sum	70500.000		

Valid cases   5   Missing cases   25

This procedure was completed at 11:11:31
RECODE SALARY(1 THRU 09999=1)(10000 THRU 19999=2)(20000 THRU 29999=3)
    (30000 THRU 39999=4)(40000 THRU 49999=5)(50000 THRU 99900=6).
VALUE LABELS SALARY 1 'LESS THAN $10,000' 2 '$10,000 TO $19,999'
    3 '$20,000 TO $29,999' 4 '$30,000 TO $39,999' 5 '$40,000 TO $49,999'
    6 '$50,000 OR MORE'.
CROSSTABS TABLES=SALARY BY GRADDATE/CELLS.
The raw data or transformation pass is proceeding
        30 cases are written to the compressed active file.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

SALARY   YEARLY SALARY   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
SALARY			
2 $10,000 TO $19,9	2 50.0 100.0 40.0	2 50.0 66.7 40.0	4 80.0
3 $20,000 TO $29,9		1 100.0 33.3 20.0	1 20.0
Column Total	2 40.0	3 60.0	5 100.0

Number of Missing Observations: 25

This procedure was completed at 11:11:35
CROSSTABS TABLES=RELATED TO INTEREST BY GRADDATE/CELLS.

Memory allows for 5,855 cells with 2 dimensions for general CROSSTABS.

RELATED   JOB RELATED TO PROGRAM   by   GRADDATE   DATE OF GRADUATION

```
                          GRADDATE      Page 1 of 1
                 Count
                 Row Pct  1988-89   1989-90
                 Col Pct                         Row
                 Tot Pct     1          2       Total
RELATED        ──────────────────────────────
                    1                    4         4
    YES                            100.0        40.0
                                    57.1
                                    40.0
               ──────────────────────────────
                    5        3          3         6
    NO                     50.0       50.0      60.0
                          100.0       42.9
                           30.0       30.0
               ──────────────────────────────
                 Column      3          7        10
                 Total     30.0       70.0     100.0
```

Number of Missing Observations: 20

TRY   TRY TO FIND RELATED JOB   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
TRY			
YES 1		2 100.0 66.7 33.3	2 33.3
NO 5	3 75.0 100.0 50.0	1 25.0 33.3 16.7	4 66.7
Column Total	3 50.0	3 50.0	6 100.0

Number of Missing Observations: 24

WHYNOT   WHY NOT RELATED TO YOUR DEGREE   by   GRADDATE   DATE OF GRADUATION

Count Row Pct Col Pct Tot Pct	GRADDATE 1988-89	1989-90	Page 1 of 1
WHYNOT	1	2	Row Total
1 ALREADY WORKING		2 100.0 66.7 33.3	2 33.3
4 BETTER PAYING JO	1 100.0 33.3 16.7		1 16.7
6 CONTINUING EDUC	2 100.0 66.7 33.3		2 33.3
7 OTHER		1 100.0 33.3 16.7	1 16.7
Column Total	3 50.0	3 50.0	6 100.0

Number of Missing Observations: 24

USING   USING KNOWLEDGE AND SKILLS   by   GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
USING			
YES 1	1 16.7 33.3 10.0	5 83.3 71.4 50.0	6 60.0
NO 5	2 50.0 66.7 20.0	2 50.0 28.6 20.0	4 40.0
Column Total	3 30.0	7 70.0	10 100.0

Number of Missing Observations: 20

GET   HELPED ME GET THE JOB   by   GRADDATE   DATE OF GRADUATION

```
                        GRADDATE        Page 1 of 1
              Count
              Row Pct  1988-89   1989-90
              Col Pct                        Row
              Tot Pct     1         2       Total
GET          ────────────────────────────
                1                   2          2
    YES                          100.0       20.0
                                  28.6
                                  20.0
             ────────────────────────────
                5        3         5          8
    NO                 37.5      62.5       80.0
                      100.0      71.4
                       30.0      50.0
             ────────────────────────────
             Column      3         7         10
             Total     30.0      70.0      100.0
```

Number of Missing Observations: 20

DO   HELPED ME DO THE JOB   by   GRADDATE   DATE OF GRADUATION

		GRADDATE		Page 1 of 1
	Count			
	Row Pct	1988-89	1989-90	
	Col Pct			Row
	Tot Pct	1	2	Total
DO				
YES	1	1 33.3 33.3 10.0	2 66.7 28.6 20.0	3 30.0
NO	5	2 28.6 66.7 20.0	5 71.4 71.4 50.0	7 70.0
	Column Total	3 30.0	7 70.0	10 100.0

Number of Missing Observations: 20

MORE   MORE TRAINING WAS REQUIRED   by   GRADDATE   DATE OF GRADUATION

		GRADDATE		Page 1 of 1
Count Row Pct Col Pct Tot Pct		1988-89	1989-90	Row Total
		1	2	
MORE YES	1		1 100.0 14.3 10.0	1 10.0
NO	5	3 33.3 100.0 30.0	6 66.7 85.7 60.0	9 90.0
	Column Total	3 30.0	7 70.0	10 100.0

Number of Missing Observations: 20

BETTER   HELPED ME GET A PROMOTION   by   GRADDATE   DATE OF GRADUATION

```
                        GRADDATE      Page 1 of 1
              Count
              Row Pct  1988-89   1989-90
              Col Pct                       Row
              Tot Pct     1         2      Total
BETTER      ─────────────────────────────
                5  │     3    │    7    │    10
   NO           │    30.0  │   70.0  │   100.0
                │   100.0  │  100.0  │
                │    30.0  │   70.0  │
                └─────────────────────┘

              Column       3         7        10
               Total      30.0      70.0     100.0
```

Number of Missing Observations: 20

OTHERB   OTHER   by GRADDATE   DATE OF GRADUATION

	GRADDATE	Page 1 of 1	
Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
OTHERB			
1 YES	2 50.0 66.7 20.0	2 50.0 28.6 20.0	4 40.0
5 NO	1 16.7 33.3 10.0	5 83.3 71.4 50.0	6 60.0
Column Total	3 30.0	7 70.0	10 100.0

Number of Missing Observations: 20

RATING   RATE EDUCATIONAL RELEVANCE   by   GRADDATE   DATE OF GRADUATION

GRADDATE   Page 1 of 1

Count Row Pct Col Pct Tot Pct	1988-89 1	1989-90 2	Row Total
RATING			
GOOD **2**	2 28.6 100.0 22.2	5 71.4 71.4 55.6	7 77.8
AVERAGE **3**		1 100.0 14.3 11.1	1 11.1
POOR **5**		1 100.0 14.3 11.1	1 11.1
Column Total	2 22.2	7 77.8	9 100.0

Number of Missing Observations: 21

DESCRIBE   DESCRIBE OVERALL FEELING   by   GRADDATE   DATE OF GRADUATION

Count Row Pct Col Pct Tot Pct	GRADDATE 1988-89 1	1989-90 2	Row Total
DESCRIBE			
1 VERY SATISFIED	5 55.6 100.0 38.5	4 44.4 50.0 30.8	9 69.2
2 SATISFIED		3 100.0 37.5 23.1	3 23.1
4 DISAPPOINTED		1 100.0 12.5 7.7	1 7.7
Column Total	5 38.5	8 61.5	13 100.0

Number of Missing Observations: 17

INTEREST   INTEREST IN OTHER COURSES   by   GRADDATE   DATE OF GRADUATION

	Count Row Pct Col Pct Tot Pct	GRADDATE 1988-89 1	Page 1 of 1 1989-90 2	Row Total
INTEREST				
YES	1		3 100.0 37.5 21.4	3 21.4
NO	5	3 42.9 50.0 21.4	4 57.1 50.0 28.6	7 50.0
UNDECIDED	7	3 75.0 50.0 21.4	1 25.0 12.5 7.1	4 28.6
Column Total		6 42.9	8 57.1	14 100.0

Number of Missing Observations: 16

This procedure was completed at 11:11:45
FINISH.

End of Include file.
    Errors encountered: 0
    Warnings encountered   1