

## The MEANS Procedure

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
c2	YEARS IN BUSINESS	493	29.521298	21.594989	1.000000	151.000000
c3	PRIVATELY HELD/PUBLIC CO	496	1.082661	0.275648	1.000000	2.000000
c4	NUMBER EMPLOYEES CURRENTLY	490	66.271429	324.667220	1.000000	7000.00
c5	NUMBER EMPLOYEES IN 1992	466	48.298283	73.956330	1.000000	700.000000
c8	% MGMT IN 1992	431	16.742459	13.452450	0	100.000000
c9	% PROF/TECH IN 1992	430	21.816279	28.078830	0	100.000000
c10	% CLERICAL IN 1992	430	15.874419	16.197011	0	100.000000
c11	% PROD/SEMI/UNSKILL IN 1992	430	45.716279	32.398645	0	100.000000
c12	AVG WAGE/SALARY FOR PROF IN 1992	254	22372.51	64967.55	6.000000	500000.00
c12a	UNIT REPORT FOR PROF	256	2.097656	1.381330	1.000000	4.000000
c13	AVG WAGE/SALARY FOR CLERICAL IN 1992	327	9261.14	31671.27	3.000000	250000.00
c13a	UNIT REPORT FOR CLERICAL	330	1.766667	1.229121	1.000000	4.000000
c14	AVG WAGE/SALARY FOR PROD/SEMI/UNSK IN 92	301	4466.71	21493.64	3.000000	200000.00
c14a	UNIT REPORT FOR PROD/SEMI/UNSKILL	301	1.385382	0.943920	1.000000	4.000000
c15	RATES HIGH/LOW/SAME THAN IND AVG	350	2.548571	0.776950	1.000000	3.000000
c16	RATE ADJ UP/DOWN/NONE SINCE 1992	421	2.394299	0.887139	1.000000	3.000000
c17	% FEMALE IN 1992	456	30.131579	25.249180	0	100.000000
c19	% UNDER 25 IN 1992	359	13.743733	18.031043	0	100.000000
c20	% 25-40 IN 1992	356	59.334270	26.983940	0	100.000000
c21	% 41-60 IN 1992	354	24.310734	23.987356	0	100.000000
c22	% OVER 60 IN 1992	354	2.480226	7.415695	0	75.000000
c24	% WHITE IN 1992	383	80.219321	24.281162	0	100.000000
c25	% BLACK IN 1992	380	4.336842	9.312358	0	75.000000
c26	% HISPANIC IN 1992	380	9.592105	18.281569	0	100.000000
c27	% ASIAN/PAC ISLAND IN 1992	378	3.679894	9.551795	0	85.000000
c28	% AMER INDIAN IN 1992	378	0.510582	2.843606	0	30.000000
c28b	% OTHER ETHNICITIES IN 1992	378	1.804233	7.400178	0	60.000000
c30	% WORKED IN CO <2 YRS	348	24.344828	27.836111	0	100.000000
c31	% WORKED IN CO 2-10 YRS	347	54.458213	30.557732	0	100.000000
c32	% WORKED IN CO 11-20 YRS	346	17.612717	23.382646	0	100.000000
c33	% WORKED IN CO >20 YRS	341	3.510264	9.536804	0	71.000000
c34	WORKWEEK HOURS FOR NON-MGMT	494	39.811741	2.011877	10.000000	50.000000
c35	HOURS OF TEMP WORK PER WEEK	429	48.319347	407.449175	0	8000.00
c36	1992 TOTAL SALES	236	180535023	267908423	20000.00	999999999
c37	SHOW PROFIT/EVEN/LOSE MONEY	312	1.932692	0.877710	1.000000	3.000000
c38	OFFER HEALTH INS IN 1992	497	1.116700	0.321386	1.000000	2.000000
c39	% ELIGIBLE FOR HEALTH INS	424	96.070755	14.384609	1.000000	100.000000
c40	OFFER RETIREMENT PLAN IN 1992	492	1.583333	0.493508	1.000000	2.000000

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Variable	Label	N	Mean	Std Dev	Minimum	Maximum
c41	% ELIGIBLE FOR RETIREMENT	200	92.875000	18.708807	1.000000	100.000000
c42	FRINGE BENEFITS/ANNUAL PAY	223	17.874439	16.244262	1.000000	100.000000
c43	% COVERED BY COLL BARGAINING IN 1992	438	6.566210	20.280390	0	100.000000
c44	SEASONAL VARIATIONS	496	1.612903	0.487578	1.000000	2.000000
c45	% INCREASE FROM LOW TO HIGH SEASON	152	31.526316	23.592834	1.000000	100.000000
c46	OVERTIME PAID IN 1992	479	1.269311	0.444066	1.000000	2.000000
c47	Y/N LAYOFFS IN 1994	502	1.659363	0.474396	1.000000	2.000000
c48	NUMBER OF LAYOFFS IN 1994	117	13.478632	25.742290	1.000000	160.000000
c50	NUMBER LAYOFFS CALLED BACK 1994	127	5.881890	15.631477	0	100.000000
c51	NUMBER LAYOFFS RETURN TO WORK 1994	63	11.555556	20.540109	0	100.000000
c52	Y/N LAYOFFS IN 1993	430	1.658140	0.474886	1.000000	2.000000
c53	NUMBER OF LAYOFFS IN 1993	98	15.724490	30.951169	1.000000	200.000000
c55	NUMBER LAYOFFS CALLED BACK 1993	103	9.572816	25.699470	0	200.000000
c56	NUMBER LAYOFFS RETURN TO WORK 1993	56	18.982143	37.024557	0	200.000000
c57	Y/N LAYOFFS IN 1992	417	1.683453	0.465688	1.000000	2.000000
c58	NUMBER OF LAYOFFS IN 1992	93	14.075269	24.423900	1.000000	150.000000
c60	NUMBER LAYOFFS CALLED BACK 1992	95	6.547368	14.988484	0	100.000000
c61	NUMBER LAYOFFS RETURN TO WORK 1992	53	11.169811	18.362520	0	100.000000
c62	Y/N AT RISK BY OCCUPATION	478	1.673640	0.469372	1.000000	2.000000
c62a	AT RISK - MGMT	158	1.892405	0.310853	1.000000	2.000000
c62b	AT RISK - TECH/PROF/HIGH SKILL	162	1.796296	0.404000	1.000000	2.000000
c62c	AT RISK - CLERICAL	161	1.751553	0.433461	1.000000	2.000000
c62d	AT RISK - PROC/SEMI/UNSKILL	162	1.216049	0.412824	1.000000	2.000000
c63	Y/N AT RISK BY TENURE	480	1.795833	0.403512	1.000000	2.000000
c64	AT RISK - <2 YRS	97	1.072165	0.260105	1.000000	2.000000
c65	AT RISK - 2-10 YRS	98	1.275510	0.449068	1.000000	2.000000
c66	AT RISK - 11-20 YRS	98	1.683673	0.467433	1.000000	2.000000
c67	AT RISK - >20 YRS	96	1.947917	0.223361	1.000000	2.000000
c68	AT RISK MALE/FEMALE/SAME	475	2.747368	0.587644	1.000000	3.000000
c69	Y/N AT RISK BY AGE	479	1.972860	0.162661	1.000000	2.000000
c69a	AT RISK - <25 AGE	16	1.250000	0.447214	1.000000	2.000000
c69b	AT RISK - 25-40 AGE	17	1.470588	0.514496	1.000000	2.000000
c69c	AT RISK - 41-60 AGE	17	1.882353	0.332106	1.000000	2.000000
c69d	AT RISK - >60 AGE	16	2.000000	0	2.000000	2.000000
c70	Y/N AT RISK BY ETHNIC GROUP	486	1.985597	0.119269	1.000000	2.000000
c71	AT RISK - WHITE	7	1.571429	0.534522	1.000000	2.000000
c72	AT RISK - BLACK	7	1.571429	0.534522	1.000000	2.000000
c73	AT RISK - HISPANIC	7	1.571429	0.534522	1.000000	2.000000

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Variable	Label	N	Mean	Std Dev	Minimum	Maximum
c74	AT RISK - ASIAN/PAC ISLAND	6	1.666667	0.516398	1.000000	2.000000
c75	AT RISK - AMER INDIAN	7	1.857143	0.377964	1.000000	2.000000
c76	AT RISK - OTHER ETHNICITY	7	1.714286	0.487950	1.000000	2.000000
r1	NUMBER STC CLAIMANTS 1992	439	10.521640	22.986175	0	228.000000
r2	NUMBER NEW STC CLAIMANTS 1992	452	14.690265	31.905648	0	256.000000
r3	PERCENT STC CLAIMANTS MALE	329	52.577508	40.324759	0	100.000000
r4	PERCENT STC CLAIMANTS WHITE	323	60.674923	37.072485	0	100.000000
r5	PERCENT STC CLAIMANTS BLACK	324	4.348765	13.043579	0	100.000000
r6	PERCENT STC CLAIMANTS HISPANIC	324	7.429012	19.154365	0	100.000000
r7	PERCENT STC CLAIMANTS ASIAN	324	3.018519	10.350198	0	89.000000
r8	PERCENT STC CLAIMANTS NATIVE AMER	239	15.560669	32.415817	0	100.000000
r8a	PERCENT STC CLAIMANTS UNKNOWN RACE	271	15.745387	28.682517	0	100.000000
r9	PERCENT STC CLAIMANTS UNDER AGE 25	338	15.914201	24.993798	0	100.000000
r10	PERCENT STC CLAIMANTS AGE 25-40	338	47.792899	29.328565	0	100.000000
r11	PERCENT STC CLAIMANTS AGE 41-60	338	32.609467	28.358161	0	100.000000
r12	PERCENT STC CLAIMANTS OVER AGE 60	338	3.588757	8.843821	0	57.000000
r14	FIRM HAS STC PLAN APPROVED IN 1992	502	1.000000	0	1.000000	1.000000
r15	FIRM HAS 4+ QUARTERS OF STC CHGS 1992	502	0.760956	0.426925	0	1.000000
r16	FIRM HAS 12+ QUARTERS OF STC CHGS 91-93	502	0.868526	0.338255	0	1.000000
sol	FILE PLAN/SUBMIT CLAIM YY/YN/NN	205	1.356098	0.622317	1.000000	3.000000
sola	Y/N SURE NO CLAIMS FILED	16	1.125000	0.341565	1.000000	2.000000
s1	Y/N PLAN FILED AND APPROVED	297	1.080808	0.273000	1.000000	2.000000
s1a	Y/N SURE NO PLAN FILED	26	1.307692	0.470679	1.000000	2.000000
s1b	Y/N EMPLOYEE SUBMIT CLAIM	289	1.093426	0.291533	1.000000	2.000000
s1c	Y/N SURE NO CLAIMS FILED	28	1.071429	0.262265	1.000000	2.000000
s3	INITIAL SOURCE HEARD ABT PROGRAM	346	2.323699	1.203552	1.000000	4.000000
s4	Y/N DIFFICULTY GETTING INFO	448	1.968750	0.174187	1.000000	2.000000
s5a	PADV-FLEX IN ADJ EMP LEVEL I/SI/NI	437	1.139588	0.445377	1.000000	3.000000
s6	PADV-RETAIN VALUEE EMPLOYEES I/SI/NI	439	1.038724	0.245236	1.000000	3.000000
s7	PADV-SUCCESS USED PROGRAM BEFORE I/SI/NI	426	1.626761	0.909628	1.000000	3.000000
s8	PADV-AVOID DISRUPT IN BUS/PROD I/SI/NI	436	1.158257	0.474839	1.000000	3.000000
s9	PADV-REDUCE COST OF HIRE/REHIRE I/SI/NI	434	1.193548	0.525871	1.000000	3.000000
s10	PADV-EMPLOYEE RETAIN BENEFITS I/SI/NI	438	1.228311	0.603516	1.000000	3.000000
s11	PADV-KEEPS EMPLOYEES EMPLOYED I/SI/NI	435	1.156322	0.492736	1.000000	3.000000
s12	PADV-MAINTAIN EMPLOYEE MORALE I/SI/NI	432	1.224537	0.572413	1.000000	3.000000
s13	PADV-EMPLOYEE FREE TIME I/SI/NI	416	2.069712	0.940364	1.000000	3.000000
s13a	PY/N OTHER BENEFITS FROM STC	448	1.959821	0.196597	1.000000	2.000000
s14	PDIS-INCREASE IN UI TAX RATE I/SI/NI	417	2.103118	0.904803	1.000000	3.000000

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Variable	Label	N	Mean	Std Dev	Minimum	Maximum
s15	PDIS-HIGHER FRINGE BENEFITS I/SI/NI	412	2.526699	0.777898	1.000000	3.000000
s16	PDIS-PROG RULES INFLEXIBLE I/SI/NI	427	2.838407	0.479265	1.000000	3.000000
s17	PDIS-BEN PERIOD TOO SHORT I/SI/NI	425	2.823529	0.522523	1.000000	3.000000
s18	PDIS-ADMIN BURDEN I/SI/NI	434	2.571429	0.729272	1.000000	3.000000
s19	PDIS-UNION OPPOSITION I/SI/NI	439	2.856492	0.382132	1.000000	3.000000
s20	PDIS-WORKER OPPOSITION I/SI/NI	433	2.815242	0.493521	1.000000	3.000000
s21	PDIS-HIGHER TURNOVER I/SI/NI	438	2.568493	0.749439	1.000000	3.000000
s22	PDIS-INEFFICIENT PROD PROCESS I/SI/NI	435	2.560920	0.748479	1.000000	3.000000
s22a	PY/N OTHER DISADVANTAGES FROM STC	448	1.933036	0.250240	1.000000	2.000000
s23	Y/N UI TAX RATE INCREASE	328	1.396341	0.489884	1.000000	2.000000
s24	UI TAX INCREASE LARGE/MODEST	177	1.615819	0.487781	1.000000	2.000000
s25	UI TAX INCREASE SED/SLD/ND	181	1.955801	0.705716	1.000000	3.000000
s26	Y/N RESTRICTIVE	417	1.928058	0.258703	1.000000	2.000000
s2a	MIN HRS WORK REDUCTION SED/SLD/ND	31	2.161290	0.934408	1.000000	3.000000
s28	MAX HRS WORK REDUCTION SED/SLD/ND	30	2.400000	0.813676	1.000000	3.000000
s29	MAX MONTHS CO PART SED/SLD/ND	31	2.322581	0.791079	1.000000	3.000000
s30	MAX MONTHS IND PART SED/SLD/ND	29	2.310345	0.849514	1.000000	3.000000
s31	MIN NUM EMPLOYEES W/RED HRS SED/SLD/ND	30	2.500000	0.731083	1.000000	3.000000
s32	LIMIT CO CHNGS AFT APPROVAL SED/SLD/ND	29	2.448276	0.685889	1.000000	3.000000
s33	LIMIT IND CHNGS AFT APPROVAL SED/SLD/ND	29	2.689655	0.603765	1.000000	3.000000
s33a	Y/N OTHER DRAWBACKS	30	1.866667	0.345746	1.000000	2.000000
s34	GREATEST RESTRICT DRAWBACK 1-8	26	4.384615	2.499231	1.000000	8.000000
s35	Y/N ADMIN TASKS BURDENSOME	428	1.859813	0.347587	1.000000	2.000000
s36a	FORMS PREP SED/SLD/ND	61	1.475410	0.673463	1.000000	3.000000
s37	SCHEDULING SED/SLD/ND	60	2.316667	0.747689	1.000000	3.000000
s38	FRINGE BEN REDUCTION SED/SLD/ND	60	2.650000	0.605763	1.000000	3.000000
s39	ADDTL ACCOUNTING TASKS SED/SLD/ND	59	1.881356	0.852678	1.000000	3.000000
s39a	OTHER ADMIN TASKS SED/SLD/ND	60	1.866667	0.342803	1.000000	2.000000
s40	GREATEST ADMIN DRAWBACK 1-5	57	1.614035	1.235695	1.000000	5.000000
s41	AVG % REDUCT IN EMPLOYEE HRS	372	26.897849	12.769163	0	90.000000
s42	Y/N % REDUCT FLUCTUATED	392	1.581633	0.493922	1.000000	2.000000
s43	NUM EMPLOYEES PARTICIPATING IN A WEEK	382	18.748691	30.335304	1.000000	250.000000
s44	Y/N NUM EMPLOYEES FLUCTUATED	400	1.710000	0.454330	1.000000	2.000000
s45	NUM EMPLOYEES ON REDUCED HRS	381	19.968504	30.893264	1.000000	250.000000
s46	FRINGE BENS RED/ELIM YE/YR/N/NFRINGE	424	3.037736	0.341725	1.000000	4.000000
s47	Y/N HEALTH BENS AFFECTED	10	1.700000	0.483046	1.000000	2.000000
s48	Y/N PENSION/RETIREMENT BENS AFFECTED	11	1.727273	0.467099	1.000000	2.000000
s49	Y/N HOLIDAY/VACATION PAY AFFECTED	11	1.454545	0.522233	1.000000	2.000000

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Variable	Label	N	Mean	Std Dev	Minimum	Maximum
s49a	Y/N OTHER BENEFITS AFFECTED	11	2.000000	0	2.000000	2.000000
s50	% MGMT USING STC	379	6.567282	16.570599	0	100.000000
s51	% TECH/PROF USING STC	375	19.680000	33.601375	0	100.000000
s52	% CLERICAL/SALES USING STC	373	15.538874	27.413828	0	100.000000
s53	% PROD/SEMI/UNSKILL USING STC	371	58.288410	42.823716	0	100.000000
s64	% TENURE <2 YRS USING STC	270	23.285185	34.343825	0	100.000000
s65	% TENURE 2-10 YRS USING STC	268	57.850746	37.446493	0	100.000000
s66	% TENURE 11-20 YRS USING STC	266	16.157895	27.809145	0	100.000000
s67	% TENURE >20 YRS USING STC	266	2.601504	9.948122	0	90.000000
s68	Y/N IF NO STC, LAYOFFS OR MORE LAYOFFS	414	1.111111	0.314650	1.000000	2.000000
s69	IF NO STC LAYOFFS TEMP/PERM	334	1.263473	0.441178	1.000000	2.000000
s70	IF NO STC, NUM EMPLOYEES LAID OFF	298	11.533557	65.400660	1.000000	1115.00
s71	Y/N IF NO STC, PARTICULAR GRPS AFFECTED	368	1.967391	0.177852	1.000000	2.000000
s72	Y/N, DURING STC WERE THERE LAYOFFS	406	1.896552	0.304919	1.000000	2.000000
s73	DURING STC, NUM EMPLOYEES LAID OFF	30	6.966667	8.568118	1.000000	40.000000
s74	Y/N AFTER STC WERE THERE LAYOFFS	403	1.866005	0.341070	1.000000	2.000000
s75	AFTER STC, NUM EMPLOYEES LAID OFF	33	5.303030	10.725218	1.000000	55.000000
s76	AFTER STC, NUM EMPL LAID OFF WHO USED ST	35	5.400000	10.432416	1.000000	55.000000
s77	Y/N DURING STC EMPL LEAVE VOLUNTAR	389	1.778920	0.415508	1.000000	2.000000
s78	DURING STC NUM EMPL LEAVE VOLUNTARILY	59	2.966102	5.222518	1.000000	40.000000
s79	Y/N DURING STC EMPL LEAVE B/C STC	77	1.818182	0.388224	1.000000	2.000000
s80	DURING STC, NUM EMPL LEAVE B/C STC	13	2.076923	1.320451	1.000000	6.000000
s81	DURING STC, EMPLOYEES REACTION 1-5	409	2.073350	1.016771	1.000000	5.000000
s82	Y/N PRCT TO STC, EMPL INC IN JOB SECUR	281	1.092527	0.290285	1.000000	2.000000
s83	Y/N PRCT TO STC, EMPL FAIRNESS	282	1.205674	0.404912	1.000000	2.000000
s84	Y/N PRCT TO STC, EMPL PAY FOR LEISURE	270	1.370370	0.483801	1.000000	2.000000
s85	Y/N PRCT TO STC, EMPL CONTIN FRINGE BEN	283	1.250883	0.434290	1.000000	2.000000
s86	Y/N PRCT TO STC, EMPL POS WORK MORALE	281	1.135231	0.342581	1.000000	2.000000
s86a	Y/N PRCT TO STC, EMPL OTHER POS REASONS	287	1.965157	0.183703	1.000000	2.000000
s87	Y/N PRCT TO STC, EMPL REDUCED EARNINGS	38	1.078947	0.273276	1.000000	2.000000
s88	Y/N PRCT TO STC, EMPL UNFAIR TO SENIOR	38	1.605263	0.495355	1.000000	2.000000
s89	Y/N PRCT TO STC, EMPL UNPRED WORK SCHED	36	1.694444	0.467177	1.000000	2.000000
s90	Y/N PRCT TO STC, EMPL INC WORKER PROD	37	1.756757	0.434959	1.000000	2.000000
s91	Y/N PRCT TO STC, EMPL BURDEN FILE CLAIM	37	1.702703	0.463373	1.000000	2.000000
s92	Y/N PRCT TO STC, EMPL IMPACT FRINGE BEN	38	1.894737	0.311012	1.000000	2.000000
s92a	Y/N PRCT TO STC, EMPL OTHER OBJECTIONS	38	1.894737	0.311012	1.000000	2.000000
s93	PRCT TO STC, EMPLOYEES 1-5	407	1.818182	0.885774	1.000000	5.000000
s94	Y/N ARCT TO STC, EMPL INC JOB SECUR	332	1.075301	0.264275	1.000000	2.000000

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s95	Y/N ARCT TO STC, EMPL FAIRNESS	332	1.099398	0.299647	1.000000	2.000000
s96	Y/N ARCT TO STC, EMPL PAY FOR LEISURE	317	1.375394	0.484990	1.000000	2.000000
s97	Y/N ARCT TO STC, EMPL CONTIN FRINGE BEN	332	1.219880	0.414790	1.000000	2.000000
s98	Y/N ARCT TO STC, EMPL POS WORK MORALE	331	1.093656	0.291790	1.000000	2.000000
s98a	Y/N ARCT TO STC, EMPL OTHER POS REASONS	335	1.937313	0.242761	1.000000	2.000000
s99	Y/N ARCT TO STC, EMPL REDUCED EARNINGS	19	1.157895	0.374634	1.000000	2.000000
s100	Y/N ARCT TO STC, EMPL UNFAIR TO SENIOR	19	1.631579	0.495595	1.000000	2.000000
s101	Y/N ARCT TO STC, EMPL UNPRED WORK SCHED	19	1.631579	0.495595	1.000000	2.000000
s102	Y/N ARCT TO STC, EMPL SPEED UP WORK	18	1.722222	0.460889	1.000000	2.000000
s103	Y/N ARCT TO STC, EMPL BURDEN FILE CLAIM	19	1.684211	0.477567	1.000000	2.000000
s104	Y/N ARCT TO STC, EMPL IMPACT FRINGE BEN	19	1.894737	0.315302	1.000000	2.000000
s104a	Y/N ARCT TO STC, EMPL OTHER OBJECTIONS	19	1.894737	0.315302	1.000000	2.000000
s105	Y/N PART EMPL COVERED BY COLL BARGAIN	248	1.895161	0.306965	1.000000	2.000000
s106	PRCT TO STC, UNION 1-5	25	1.640000	1.036018	1.000000	5.000000
s107	Y/N PRCT TO STC, UNIO INC JOB SECURITY	20	1.000000	0	1.000000	1.000000
s108	Y/N PRCT TO STC, UNIO FAIRNESS	20	1.000000	0	1.000000	1.000000
s109	Y/N PRCT TO STC, UNIO PAY FOR LEISURE	19	1.263158	0.452414	1.000000	2.000000
s109a	Y/N PRCT TO STC, UNIO CONTIN FRINGE BEN	20	1.100000	0.307794	1.000000	2.000000
s110	Y/N PRCT TO STC, UNIO POS WORK MORALE	20	1.000000	0	1.000000	1.000000
s110a	Y/N PRCT TO STC, UNIO OTHER POS REASONS	20	1.950000	0.223607	1.000000	2.000000
s111	Y/N PRCT TO STC, UNIO REDUCED EARNINGS	1	1.000000	.	1.000000	1.000000
s112	Y/N PRCT TO STC, UNIO UNFAIR TO SENIOR	1	2.000000	.	2.000000	2.000000
s113	Y/N PRCT TO STC, UNIO UNPRED WORK SCHED	1	2.000000	.	2.000000	2.000000
s114	Y/N PRCT TO STC, UNIO SPEED UP WORK	1	2.000000	.	2.000000	2.000000
s115	Y/N PRCT TO STC, UNIO BURDEN FILE CLAIM	1	2.000000	.	2.000000	2.000000
s116	Y/N PRCT TO STC, UNIO IMPACT FRINGE BEN	1	2.000000	.	2.000000	2.000000
s116a	Y/N PRCT TO STC, UNIO OTHER OBJECTIONS	1	2.000000	.	2.000000	2.000000
s117	ARCT TO STC, UNION 1-5	25	1.720000	1.137248	1.000000	5.000000
s118	Y/N ARCT TO STC, UNIO INC JOB SECURITY	19	1.000000	0	1.000000	1.000000
s119	Y/N ARCT TO STC, UNIO FAIRNESS	19	1.000000	0	1.000000	1.000000
s120	Y/N ARCT TO STC, UNIO PAY FOR LEISURE	19	1.210526	0.418854	1.000000	2.000000
s121	Y/N ARCT TO STC, UNIO CONTIN FRING BEN	19	1.052632	0.229416	1.000000	2.000000
s122	Y/N ARCT TO STC, UNIO POS WORK MORALE	19	1.000000	0	1.000000	1.000000
s122a	Y/N ARCT TO STC, UNIO OTHER POS REASONS	19	2.000000	0	2.000000	2.000000
s123	Y/N ARCT TO STC, UNIO REDUCED EARNINGS	2	1.500000	0.707107	1.000000	2.000000
s124	Y/N ARCT TO STC, UNIO UNFAIR TO SENIOR	2	1.000000	0	1.000000	1.000000
s125	Y/N ARCT TO STC, UNIO UNPRED WORK SCHED	2	1.000000	0	1.000000	1.000000
s126	Y/N ARCT TO STC, UNIO INC WORK PROD	2	1.000000	0	1.000000	1.000000

## The MEANS Procedure

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
s127	Y/N ARCT TO STC, UNIO BURDEN FILE CLAIM	2	1.500000	0.707107	1.000000	2.000000
s128	Y/N ARCT TO STC, UNIO IMPACT FRINGE BEN	2	1.500000	0.707107	1.000000	2.000000
s128a	Y/N ARCT TO STC, UNIO OTHER OBJECTIONS	2	2.000000	0	2.000000	2.000000
s129	COMPANY KEPT EMPL OVR LAYOFF SA/A/N/D/SD	430	1.209302	0.552938	1.000000	5.000000
s130	RED TURNOVER INC PROFIT SA/A/N/D/SD	426	1.424883	0.773223	1.000000	5.000000
s131	USE SOL IN FUTURE SA/A/N/D/SD	411	1.065693	0.248047	1.000000	2.000000
s132	Y/N SOL FLEX IN ADJ EMPL LEVELS TO DEMND	399	1.050125	0.218477	1.000000	2.000000
s133	Y/N SOL RETAIN VALUED EMPLOYEES	407	1.004914	0.070014	1.000000	2.000000
s134	Y/N SOL AVOID DISRUPTION TO BUS OPER	402	1.044776	0.207070	1.000000	2.000000
s135	Y/N SOL REDUCE/ELIM COSTS OF HIRE/REHIRE	403	1.052109	0.222523	1.000000	2.000000
s136	Y/N SOL ALLOW EMPLOYEES TO RETAIN BENS	406	1.071429	0.257857	1.000000	2.000000
s137	Y/N SOL GIVE LGR NUM EMPLOYEES EMPLOYMEN	402	1.042289	0.201497	1.000000	2.000000
s138	Y/N SOL MAINTAIN EMPLOYEE MORALE	400	1.052500	0.223312	1.000000	2.000000
s139	Y/N SOL GIVE EMPLOYEES MORE FREE TIME	374	1.390374	0.488488	1.000000	2.000000
s139a	Y/N OTHER REASONS TO USE SOL	420	1.869048	0.337751	1.000000	2.000000
s140	Y/N SOL INCREASE IN UI TAX RATE	27	1.370370	0.492103	1.000000	2.000000
s141	Y/N SOL HIGHER FRINGE BENEFIT	27	1.703704	0.465322	1.000000	2.000000
s142	Y/N SOL PROG RULES INFLEXIBLE	27	1.814815	0.395847	1.000000	2.000000
s143	Y/N SOL BEN PERIOD FOR EMPL TOO SHORT	27	1.925926	0.266880	1.000000	2.000000
s144	Y/N SOL ADMIN BURDEN	27	1.629630	0.492103	1.000000	2.000000
s145	Y/N SOL UNION OPPOSITION	28	2.000000	0	2.000000	2.000000
s146	Y/N SOL WORKER OPPOSITION	27	1.888889	0.320256	1.000000	2.000000
s147	Y/N SOL HIGHER TURNOVER	27	1.888889	0.320256	1.000000	2.000000
s148	Y/N SOL INEFFICIENT PROD PROCESS	27	1.666667	0.480384	1.000000	2.000000
s148a	Y/N OTHER REASONS NOT TO USE SOL	28	1.428571	0.503953	1.000000	2.000000