This document is the last of a three-volume study designed to examine low-wage, low-skilled workers, within the context of their work environment, and to develop ways of measuring the effects of skill advancement training upon the program participants. Volume III, Parts I and II, contains modified employee pre- and post-test interview schedules and modified supervisor pre- and post-test interview schedules trainee performance rating forms. Volume I, an overview of training and research activities and a management report on project administration, is available as VT 010 818. Volume II, composed of 12 statistical tables, which contain data on job search behavior, factor analysis, and analysis of variance, is available as VT 010 819. (BC)
A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

VOLUME III, PART 1: APPENDICES B-1 and 2

MODIFIED EMPLOYEE PRE- AND POST-TEST INTERVIEW SCHEDULES

August 31, 1968
Technical Memorandum RES 200
Contract No. OSMP 82-34-67-10
A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

by

Earl E. Davis

VOLUME III, PART 1: APPENDICES B-1 and 2

MODIFIED EMPLOYEE PRE- AND POST-TEST INTERVIEW SCHEDULES

Contract No. OSMP 82-34-67-10
Office of Manpower Policy, Evaluation and Research
U. S. Department of Labor

Skill Advancement Inc.
663 Fifth Avenue
New York, New York 10022

Sponsors:

New York State School of Industrial and Labor Relations at Cornell University
New York Urban League
Puerto Rican Forum, Inc.
APPENDIX B-1

MODIFIED EMPLOYEE PRE-TEST

INTERVIEW SCHEDULE
My name is __________________. I am working on a study for Cornell University. We are trying to find out how employees in companies (hospitals) in New York feel about their jobs and things in general. We have received permission to interview people such as yourself here.

We are asking many people these questions. Nobody will ever know what you say or see the answers, so you can say exactly what you think. It is very important that you give true answers, so if there is a question you don't want to answer, tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?
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01-2 (EMI)

Nationality (CODER: TRANSCRIBE INFORMATION FROM Q. 199, CARD 20)

Cols 17-18

Age (CODER: TRANSCRIBE INFORMATION FROM Q. 200, CARD 20)

Cols 19-20

Cols 21-31 blank
First, I'd like to get an idea about the job you have here now.

1. What is your job called? (SPECIFIC JOB TITLE)

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

(CODER: CODE INFORMATION IN COLS 21-32, Card 22)

2. What department do you work in?

________________________________________________________________________

(CODER: CODE INFORMATION IN COLS 13-14, Card 01-1)

3. What do you call the person you get your orders from? (IF MORE THAN ONE PERSON GIVES ORDERS, SUCH AS SUPERVISOR AND FOREMAN, NOTE WHO IS IN CHARGE OF THE DEPARTMENT AND SECTION WITH AN ASTERISK (*))

__ Foreman
__ Supervisor
__ Boss
__ Something else (SPECIFY)

________________________________________________________________________

(CODER: CODE INFORMATION IN COLS 77-80, Card 31)
4. What are the kinds of things you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES.)

______________________________________________

______________________________________________

(CODER: USE IN CONJUNCTION WITH Q. 1 AND CODE ON CALD 21, COLS 21-32)

5. How long have you worked here at this company (hospital)?

Cols 32-34 _______ (TOTAL NUMBER OF MONTHS)

5a. How long have you worked in your present job here?

Cols 36-38 _______ (TOTAL NUMBER OF MONTHS)

(CODER: CODE IN COLS 36-38 BELOW)

6. Do you think that anyone at all can do your job, or does it take something special? (DO NOT READ RESPONSE CATEGORIES)

Col 35 1 __ Training, experience or special knowledge needed

2 __ Must like it, be interested

3 __ Don't know, no response

4 __ It's not difficult to learn

5 __ Training, experience or special knowledge not needed

(CODER: CODE RESPONSE TO Q. 5a HERE)
01-5 (EMI)

O. Did you have any other kind of job in this company (hospital) before the one you have now?

Col 41 1 Yes (ASK Qs. 10a & 10b)

3 No (SKIP TO Q.11)

0a. What was it? (SPECIFIC JOB TITLES AND DETAILED DESCRIPTION OF DUTIES)

(CODER: CODE ON CARD 22, COLS 35-46)

0b. Why was the change made?
(RECORD VERBATIM RESPONSE)

Cols 49-50

1. Do you think that your job is too hard, too easy, or just about right for you?
(TIME REFERENCE: NOW)

Col 58 1 Too easy

2 Sometimes easy

3 Just about right
(IF RESPONDENT INSISTS)

4 Sometimes hard

5 Too hard
12. Would you say that your job is usually interesting or is it usually boring? (TIME REFERENCE: NOW)

Col 66 1 __ Extremely interesting
2 __ Somewhat interesting
3 __ About the same
4 __ Somewhat boring
5 __ Extremely boring

13. How important would you say your job is to the company (hospital); would you say it is very important, fairly important, or not at all important?

Col 74 1 __ Very important
2 __ Fairly important
3 __ Not at all important
__ Don't know (IF RESPONDENT INSISTS)

14. Do you think that you are important to the company (hospital) or that you are just another worker?

Col 77 1 __ Important
3 __ Just another worker
2 __ Somewhere between these two (IF RESPONDENT INSISTS)
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<th>Firm Identification Number</th>
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</table>
15. How do you feel about your job? Do you like it, or dislike it?

Col 21 1 Like it very much
2 Like it a little
3 Like and dislike equally
   (IF RESPONDENT INSISTS)
4 Dislike it a little
5 Dislike it very much
   Don't know (IF RESPONDENT INSISTS)

16. Have you worked overtime during the past year?

16a. (IF YES TO 16) How often? Would you say very often, once in a while, or almost never?

Col 39 1 Very often
2 Once in a while
3 Almost never
4 No, never
22. Is there a pension plan here?

(IF YES, ASK: Do you pay for any of it?)

| Col 56 | 1  | Yes, and pays for some of it |
|       | 2  | Yes, and does not pay for some of it |
|       | 3  | Yes, and does not know if pays for some of it |
|       | 4  | No pension plan |
|       | 9  | Does not know about pension plan |

23. Is there a medical insurance plan here?

(IF YES, ASK: Do you pay for any of it?)

| Col 57 | 1  | Yes, and pays for some of it |
|       | 2  | Yes, and does not pay for some of it |
|       | 3  | Yes, and does not know if pays for some of it |
|       | 4  | No medical insurance |
|       | 9  | Does not know about medical insurance |

24. In the last year, was money ever taken out of your pay besides taxes or union dues?

| Col 58 | 1  | Yes (ASK Q. 24a) |
|       | 2  | Don't know(SKIP TO Q. 25a) |
|       | 3  | No (SKIP TO Q. 25a) |
24a. Do you know the reason the money was taken out?

Col 60 1 Yes (ASK Q. 24ai)
2 Don't know (SKIP TO Q. 25a)
3 No (SKIP TO Q. 25a)

24ai. What were the reasons?

Cols 62-63 0 No response
1 Life insurance
2 Medical insurance
3 Pension plan
4 Debt: garnishee, company loan, levy
5 Savings bonds
6 Union dues, civil service dues
7 No second mention, does not apply
8 Other e.g., charity, lunch fees, etc.

Col 62 ___ First mention
Col 63 ___ Second mention

25a. How many fares do you pay to come to work?

(ONE WAY)

Col 67 0 None
1 One
2 Two
3 Three or more
26. How long does it usually take to get to work from your home?
   Cols 68-69 _______ (RECORD IN MINUTES)

27. How much do you make an hour?
   Cols 73-75 _______

28. What is your usual take home pay for a week? (BY USUAL, AVERAGE OVER THE LAST YEAR)
   Cols 77-79 _______ (RECORD FIGURE ROUNDED TO NEAREST DOLLAR)
Firm Identification Number

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Card Number

Interview Phase

03-i (EMI)

B-1.014

Col 1

Col 2  Col 3  Col 4

Col 5 blank

Col 6  Col 7

Col 8

Cols 9-20 blank
29. Do you feel that your rate of pay is too high, about right, or too low for the work you do?

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<td>About right</td>
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<td>Too low</td>
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<td>Don't know (IF RESPONDENT INSISTS)</td>
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30. Do you think that for the kind of work you do, most other companies (hospitals) that you know about pay more than you get, pay less, or most pay about the same as you get?

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<td>Most others pay more</td>
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<td>Most others pay about the same; some more, some less (IF RESPONDENT INSISTS)</td>
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<td>Most others pay less</td>
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<td>Don't know (IF RESPONDENT INSISTS)</td>
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31. When you think of this company (hospital) as a place to work, would you say that most other companies (hospitals) that you know about are better places to work in, are worse or are about the same?

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<td>Most others are better</td>
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<td>Most others are about the same</td>
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<td>3</td>
<td>Most others are worse</td>
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32. Is there a union here now?

Col 32  1 __ Yes (ASK Q. 32a,b)
        3 __ No (SKIP TO Q. 32c)
        9 __ Don't know (SKIP TO Q. 32c)

32a. In some places the union sticks up for the boss more than it does for its own people. What do you think is true about the union here?

Col 34  1 __ It is more for the boss
        3 __ It is more for the people
        ____ Don't know (IF RESPONDENT INSISTS)

32b. Are you a member of the union?

Col 36  1 __ Yes (SKIP TO Q. 33)
        3 __ No (SKIP TO Q. 32c)
        ____ Not applicable, new employee

32c. Was there ever a union here while you were here?

Col 38  1 __ Yes
        3 __ No
33. Some people think that their job makes them feel like a nobody. Do you agree or disagree?

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<th>Agree very much</th>
<th>Agree a little</th>
<th>Disagree a little</th>
<th>Disagree very much</th>
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34. In a regular day of work, do you have to work mostly among people who have about the same kind of job that you do, or mostly among people who have better jobs than yours, or mostly among people who have worse jobs than yours?

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38. Would you rather work among people who have jobs like your job, or among people who have better jobs, or among people who have worse jobs?

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<th>Worse jobs</th>
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39. Do you think that any of the workers in the higher skill jobs here think that they are somebody and look down on the workers in the lower skill jobs? Do you think this is true of most of the higher skill workers, some of them, or very few?

Col 60 1 ____ Most

2 ____ Some

3 ____ Very few

4 ____ None

____ Don't know (IF RESPONDENT INSISTS)

40. If you had some trouble with the foreman on the job, could you count on any of the people you work with to help you out of their own free will?

Col 62 1 ____ All of the people

2 ____ Most of the people

3 ____ Some of the people

4 ____ None

42. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or that each one is for himself?

Col 71 2 ____ Break into groups

1 ____ Everyone sticks together

3 ____ Each one is for himself

____ It depends (IF RESPONDENT INSISTS)
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45. Some people feel that if they get a better job here with more money that people would tend to respect them more. Others would feel that they would respect them less. How do you feel?

Col 38 1 ___ Respect them more
3 ___ Respect them less

46. If you got a better job with more money, do you think the people here you work with would be more friendly to you or less friendly?

Col 40 1 ___ More friendly
3 ___ Less friendly

48a. How often do workers around here (not your foreman) ask your advice about personal things?

Col 44 1 ___ Very often
2 ___ Often
3 ___ Occasionally
4 ___ Seldom
5 ___ Never

48b. How often do workers around here (not your foreman) ask your advice about things to do with the job?

Col 46 1 ___ Very often
2 ___ Often
3 ___ Occasionally
4 ___ Seldom
5 ___ Never
48bi When you want to get advice about things to do with your job, do you go to any of the workers around here?

Col 48 1 Very often
2 Often
3 Occasionally
4 Seldom
5 Never

48bii When you want to get advice about things to do with your job, do you go to your supervisor?

Col 50 1 Very often
2 Often
3 Occasionally
4 Seldom
5 Never

48biii When you want to get advice about personal things, do you go to your supervisor?

Col 52 1 Very often
2 Often
3 Occasionally
4 Seldom
5 Never
49. When you want to get advice about personal things, do you ever go to other workers around here?

| Col 54 | 1 | Very often |
| | 2 | Often |
| | 3 | Occasionally |
| | 4 | Seldom |
| | 5 | Never |

If you were to describe your supervisor (TITLE) would you say:

50. He takes a personal interest in his workers' problems?

| Col 65 | 1 | Strongly agree |
| | 2 | Agree |
| | 3 | Don't know (IF RESPONDENT INSISTS) |
| | 4 | Disagree |
| | 5 | Strongly disagree |

51. He tries to get the most work out of his workers no matter what?

| Col 67 | 1 | Strongly agree |
| | 2 | Agree |
| | 3 | Don't know (IF RESPONDENT INSISTS) |
| | 4 | Disagree |
| | 5 | Strongly disagree |
52. He will do anything to keep his own record good with the company (hospital) no matter who gets hurt?

Col 69  1___ Strongly agree
         2___ Agree
         3___ Don't know (IF RESPONDENT INSISTS)
         4___ Disagree
         5___ Strongly disagree

53. He treats everyone alike?

Col 71  1___ Strongly agree
         2___ Agree
         3___ Don't know (IF RESPONDENT INSISTS)
         4___ Disagree
         5___ Strongly disagree

54. He treats his workers like children?

Col 73  1___ Strongly agree
         2___ Agree
         3___ Don't know (IF RESPONDENT INSISTS)
         4___ Disagree
         5___ Strongly disagree
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Col 5 blank

Col 6 Col 7

Cols. 9-20 blank
55. In some companies, workers get the feeling that they are part of a big family. In other companies workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 21 1 ___ Part of a big family
3 ___ Part of a big machine
2 ___ Somewhere in between (IF RESPONDENT INSISTS)

56. Do you think that you could almost drop dead at work and the bosses wouldn't notice, or do you feel they are for you here as a person.

Col 27 3 ___ Nobody notices you
1 ___ They really care for you
2 ___ Some do, some don't (IF RESPONDENT INSISTS)

I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

57. Rules are changed here without warning.

Col 30 4 ___ Agree very much
3 ___ Agree a little
2 ___ Disagree a little
1 ___ Disagree very much
58. Rules are changed here regardless of their effect on the workers.

Col 32 4 ___ Agree very much
3 ___ Agree a little
2 ___ Disagree a little
1 ___ Disagree very much

59. Do you feel you could improve the way things are done around here?

Col 34 1 ___ Yes
3 ___ No
___ Don't know

59b. Would you consider offering any ideas about improving the way things are done around here?

Col 40 1 ___ Yes
3 ___ No

50. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it not as good as other companies (hospitals) to work for. What do you think is true?

Col 49 2 ___ Like any other
1 ___ Something that makes it better
3 ___ Something that makes it not as good
75b. Did you learn the basic operations of your job by taking any courses before you started the job?

<table>
<thead>
<tr>
<th>Column 60</th>
<th>1</th>
<th>Yes, all or most of it</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>2</td>
<td>Yes, some of it</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>No, little or none of it</td>
</tr>
</tbody>
</table>

75c. Did friends or relatives teach you anything about the basic operations of your job before you started the job?

<table>
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<tr>
<th>Column 62</th>
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<tbody>
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</tr>
<tr>
<td></td>
<td>3</td>
<td>No, little or none of it</td>
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</table>

76d. Did you learn these things on another job?

<table>
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<tr>
<th>Column 64</th>
<th>1</th>
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</thead>
<tbody>
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</tr>
<tr>
<td></td>
<td>3</td>
<td>No, little or none of it</td>
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</tbody>
</table>

75e. Did you pick up any of the work yourself?

<table>
<thead>
<tr>
<th>Column 66</th>
<th>1</th>
<th>Yes, all or most of it</th>
</tr>
</thead>
<tbody>
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<td>Yes, some of it</td>
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<td>3</td>
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<td>Col 66</td>
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<tr>
<td>Col 67 blank</td>
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</tbody>
</table>
17. When you first began to work on this job, did someone show you what to do?

Col 68  1 ___ Yes, extensively (ASK Q. 77a & 77b)

2 ___ Yes, some things (ASK Q. 77a & 77b)

3 ___ No, almost nothing (SKIP To Q. 78)

77a. Who showed you what to do?

Col 70  1 ___ Supervisor

2 ___ Another worker

3 ___ Instructor -- special training class

8 ___ Someone else (SPECIFY)___

77b. How much time was spent showing you what to do? (RECORD IN DAYS)

Cols 71-73________________________

Col 71 Col 72 Col 7__

Cols 74-80 blank
Firm Identification Number

Population Identification Number

Card Number

Interview Phase
35. Do you work at any other job besides the one you have in this company (hospital) now? (MEANS WORKS AT SECOND JOB NOW)

Col 21  1   Yes, regularly (ASK Q. 85a.)

2   Occasionally (ASK Q. 85a.)

3   No (SKIP TO Q. 86)

35a. What kind of job is it? (GET FULL DESCRIPTION AND JOB TITLE - ALSO TYPE OF INDUSTRY)

__________________________________________
__________________________________________
__________________________________________

(FOR CODER)

Cols 23-26 INDUSTRY
Cols 27-28 FUNCTIONAL CODE
Col 29 OWNERSHIP

1   Owner

2   Employee
36. Did you have a full-time job before you came to work here? (A temporary job is acceptable: we mean the last job before this one regardless of any period of unemployment in between. Includes work on a farm.)

- Yes (Ask Q. 86a-g)
- No (Skip to Q. 87)

---

What was your job? What did you do? (Get a full description and job title)

What kind of company was it in? (For coder)

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<th>COl 33</th>
<th>COl 34 blank</th>
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<tbody>
<tr>
<td>COl 35 COl 36 COl 37 COl 38</td>
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<td>Owner</td>
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<tr>
<td>COl 39-40</td>
<td>2</td>
<td>Employee</td>
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<th>FUNCTIONAL CODE</th>
<th>OWNERSHIP</th>
</tr>
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<tr>
<td>Co1s 35-38</td>
<td>Co1s 39-40</td>
<td>Co1 41</td>
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</tbody>
</table>

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08-2 (EMI)
86c. What city?

86d. What (country) (state) or (borough)?

(DO NOT READ CHOICES)

<p>| | | | |</p>
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<thead>
<tr>
<th></th>
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<tbody>
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<td>01</td>
<td>New York City</td>
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<td></td>
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<tr>
<td>02</td>
<td>New York State (not including New York City)</td>
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<tr>
<td>03</td>
<td>New England</td>
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<tr>
<td>04</td>
<td>Mid Atlantic</td>
<td></td>
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<tr>
<td>05</td>
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<td>08</td>
<td>North West</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Puerto Rico</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Caribbean</td>
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<td>South America</td>
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<td>14</td>
<td>Canada</td>
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<td></td>
</tr>
<tr>
<td>88</td>
<td>Other (SPECIFY)</td>
<td></td>
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</tr>
</tbody>
</table>

86e. How long were you there?

Cols 47-49 (RECORD NUMBER OF MONTHS)
36f. Why did you leave? (DO NOT READ CATEGORIES)

Cols 51-52  SELF-INITIATED

01  Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02  Illness or disability

03  Household responsibilities

04  School responsibilities

08  Other, self-initiated (SPECIFY)

COTHER-INITIATED

11  Job loss through plant shutdown; or permanent plant move

12  Lay-off

13  Dismissal

14  Termination of temporary job

18  Other, other-initiated (SPECIFY)

88  Other (SPECIFY)
Did you have a full-time job before that?

Col 53 1 Yes (ASK Q. 86gi)
3 No (SKIP TO Q. 87)

What did you do? (GET A FULL DESCRIPTION AND JOB TITLE)

(FOR CODER)

Cols 55-58 INDUSTRY
Cols 59-60 FUNCTIONAL CODE
Col 61 OWNERSHIP
1 Owner
2 Employee
86giii. What city?

86giv. What (country) (state) or (borough)? (DO NOT READ CHOICES)

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<tr>
<td>88</td>
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86gv. How long were you there?

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<td>(RECORD NUMBER OF MONTHS)</td>
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Col 65 Col 66

Col 67 Col 68 Col 6

Col 70 blank
86gvi. Why did you leave? (DO NOT READ CATEGORIES)

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<th>COLS 71-72</th>
<th>SELF-INITIATED</th>
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<tbody>
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<td>Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment</td>
</tr>
<tr>
<td>02</td>
<td>Illness or disability</td>
</tr>
<tr>
<td>03</td>
<td>Household responsibilities</td>
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<td>04</td>
<td>School responsibilities</td>
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<tr>
<td>08</td>
<td>Other, self-initiated (SPECIFY)</td>
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<th>COLS 73-80</th>
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<tbody>
<tr>
<td>11</td>
<td>Job loss through plant shutdown; or permanent plant move</td>
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<td>12</td>
<td>Lay-off</td>
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<td>13</td>
<td>Dismissal</td>
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<tr>
<td>14</td>
<td>Termination of temporary job</td>
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<td>18</td>
<td>Other, other-initiated (SPECIFY)</td>
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<td>Other (SPECIFY)</td>
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<td>Col 6 Col 7 Col 8</td>
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</table>
Did you have another full-time job before that one?

Col 21  1  Yes (ASK Q. 86h)
       3  No (SKIP TO R. 37)

What did you do (occupation)? (GET A FULL DESCRIPTION AND JOB TITLE)

__________

__________

What kind of company was it in?

__________

Cols 23-26  INDUSTRY

Cols 27-28  FUNCTIONAL CODE

Col 29  OWNERSHIP
       1  Owner
       2  Employee

Cols 30-32 blank
86hiii. What city was it in?

86hiv. What (country), (state), or (borough)?

| Cols 33-34 | 01 | New York City               |
|           | 02 | New York State              |
|           |   | (not including New York City) |
|           | 03 | New England                |
|           | 04 | Mid Atlantic               |
|           | 05 | South                      |
|           | 06 | Midwest                    |
|           | 07 | South West                 |
|           | 08 | North West                 |
|           | 10 | Puerto Rico                |
|           | 11 | Caribbean                  |
|           | 12 | South America              |
|           | 13 | Europe                     |
|           | 14 | Canada                     |
|           | 63 | Other (SPECIFY)            |

86hv. How long were you there?

Cols 35-37 | ____ Record number of months |

Col 35 Col 36 Col 37

Col 38 blank
36hvi. Why did you leave? (DO NOT READ CATEGORIES)

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<thead>
<tr>
<th>SELF-INITIATED</th>
<th>OTHER-INITIATED</th>
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<td>01 Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment</td>
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<td>02 Illness or disability</td>
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<td>11 Job loss through plant shutdown; or permanent plant move</td>
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<td>12 Lay-off</td>
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<tr>
<td>14 Termination of temporary job</td>
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<td>15 Other, other-initiated (SPECIFY)</td>
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<tr>
<td>SPECIFY ________</td>
<td></td>
</tr>
<tr>
<td>88 Other (SPECIFY)</td>
<td></td>
</tr>
</tbody>
</table>
86i. How many years ago did you get your first full-time job?

Cols 41-42 ________

86j. How many jobs, including the present one, have you had in the past year?

Cols 43-44 ________

86k. How many jobs, including the present one, have you had in the past 5 years?

Cols 45-46 ________

86l. How many jobs, including the present one, have you had in the past 10 years?

Cols 47-48 ________

Cols 49-80 blank
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<td>Card Number</td>
<td>Interview Phase</td>
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</table>
These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, IF AGREE, "VERY MUCH OR A LITTLE," IF DISAGREE, "VERY MUCH OR A LITTLE")

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

134. I think that I am a person who cares about the feelings of other people.

Col 21 __

135. I believe that people usually help each other.

Col 22 __

136. I think that I have to look out for myself in this world.

Col 23 __

137. I am able to do things as well as most other people.

Col 24 __
1 Agree very much

2 Agree a little

3 Disagree a little

4 Disagree very much

138. I believe that people are out for themselves.

Col 25

139. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26

140. I think that there are many people who care what happens to me.

Col 27

141. There is much in my life that I am proud of.

Col 28

142. I feel uncomfortable with many people.

Col 29
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

143. I am respected as a person by all kinds of people.

Col 30

144. All in all, I pretty much feel that I am a failure.

Col 31

145. It upsets me very much to see another person suffer.

Col 32

146. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.

Col 33

147. I hardly ever feel like picking a fight with anyone.

Col 34
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

140. There are times when I feel as if I'm getting a raw deal from life.

Col 35 __

149. It usually bothers me to see someone made fun of in front of others regardless of what he's done.

Col 36 __

150. I like arguing with a supervisor or someone I have to take orders from.

Col 37 __

151. I just can't stay mad even when I think I should.

Col 38 __

152. At times I have a strong feeling to do something bad or shocking.

Col 39 __

153. If I happen to hurt someone without meaning to, I usually don't let it bother me.

Col 40 __
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

154. I enjoy taking chances in games and in life.

Col 41 ___

155. I have often either broken rules and regulations or really wanted to.

Col 42

156. I don't admire anybody very much.

Col 43 ___

157. At times I feel like smashing things.

Col 44 ___

158. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

Col 46 ___
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

159. One way to do away with discrimination is to pass stronger laws.

Col 47  

160. There will always be poor people.

Col 48  

161. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49  

162. Unions don't help you; they just collect your dues.

Col 50  

163. In this country most people don't want to see colored people move up to better jobs.

Col 51
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

164. People who don't have much money can't expect to get justice in the courts.
   Col 52

165. I am able to do much more skilled work than I do now.
   Col 53

166. Groups that are for discrimination should be outlawed.
   Col 54

167. Unions have helped better conditions for working people.
   Col 55

168. If you speak with a different accent it counts against you, no matter what you do.
   Col 56
11-8 (EMI)

1  Agree very much
2  Agree a little
3  Disagree a little
4  Disagree very much

169. There will always be people who are discriminated against.

Col 57  

170. Even if I could do more skilled work than I do now I would not get a chance to do it here.

Col 58  

171. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59  

172. There is very little that minority groups can do to change things in this country.

Col 60  

173. The civil rights movement is a good thing for this country.

Col 61  

53
11=9 (EMI)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

174. The civil rights movement is moving too slowly.
          Col 62 ___

175. Negroes can only win their rights if they fight for them themselves.
          Col 63 ___

176. In the next five years we can expect that the attitude of white people about civil rights will be worse.
          Col 64 ___

177. Negroes and Puerto Ricans are better off today than they were five years ago.
          Col 65 ___

178. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.
          Col 66 ___
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

179. This department is a pleasant place to work.
   Col 68 __

180. This department does good work.
   Col 69 __

181. This department is a friendly place to work.
   Col 70 __

182. The people in this department argue a lot.
   Col 71 __

184. There are a lot of stuck-up people in this department.
   Col 72 __
These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

1. Very often
2. Sometimes
3. Hardly ever
4. Never

How often do you feel:

1.C5. That you have no one to turn to.
   Col 74 __

1.C6. That you have problems with your life that are too much for you.
   Col 75 __

   Col 76 __

   Col 77 __
11-12 (EMI)

(FOR CODER)

(CODER: TRANSCRIBE INFORMATION FROM Q. 98, CARD 16)

(CODER: TRANSCRIBE INFORMATION FROM Q. 99, CARD 16)

(CODER: TRANSCRIBE INFORMATION FROM Q. 100, CARD 16)
78. Now I want to ask you some questions about your schooling. What was the last grade of school you finished? (ASK: 'DID YOU FINISH THAT GRADE? IF NO, MAKE CORRECT CHANGE IN ANSWER.)

<table>
<thead>
<tr>
<th>Cols 21-22</th>
<th>Number of years completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td></td>
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<tr>
<td>02</td>
<td></td>
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<tr>
<td>03</td>
<td></td>
</tr>
<tr>
<td>04</td>
<td>Elementary School</td>
</tr>
<tr>
<td>05</td>
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<td>06</td>
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<td>07</td>
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<tr>
<td>08</td>
<td>Jr. High School</td>
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<td>09</td>
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<td>10</td>
<td></td>
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<tr>
<td>11</td>
<td>High School</td>
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<tr>
<td>12</td>
<td></td>
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<tr>
<td>13</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>College or University</td>
</tr>
<tr>
<td>15</td>
<td></td>
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<tr>
<td>16</td>
<td></td>
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</tbody>
</table>
70a. What kind of school was the last one you attended?

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>1</td>
<td><strong>Elementary School</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td><strong>Junior High School</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td><strong>High School: Ordinary</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td><strong>High School: Commercial</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td><strong>High School: Trade</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td><strong>College or University</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td><strong>Professional</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td><strong>Other (SPECIFY)</strong></td>
<td></td>
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</tr>
</tbody>
</table>

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60
78c. What city, country, state or borough?

<table>
<thead>
<tr>
<th>Column 25-26</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>New York City</td>
</tr>
<tr>
<td>02</td>
<td>New York State, not including N.Y.C.</td>
</tr>
<tr>
<td>03</td>
<td>New England</td>
</tr>
<tr>
<td>04</td>
<td>Mid-Atlantic, not including N.Y.S.</td>
</tr>
<tr>
<td>05</td>
<td>South</td>
</tr>
<tr>
<td>06</td>
<td>Midwest</td>
</tr>
<tr>
<td>07</td>
<td>South West</td>
</tr>
<tr>
<td>08</td>
<td>North West</td>
</tr>
<tr>
<td>10</td>
<td>Puerto Rico</td>
</tr>
<tr>
<td>11</td>
<td>Caribbean</td>
</tr>
<tr>
<td>12</td>
<td>South America</td>
</tr>
<tr>
<td>13</td>
<td>Europe</td>
</tr>
<tr>
<td>14</td>
<td>Canada</td>
</tr>
<tr>
<td>06</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

FOR THOSE WITH LESS THAN 12TH GRADE EDUCATION, ASK:

78e. Do you have a high school equivalency diploma?

<table>
<thead>
<tr>
<th>Column 28</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
</tr>
<tr>
<td>3</td>
<td>No</td>
</tr>
</tbody>
</table>
79. Have you ever thought about going on with school? (IN ADDITION TO FORMAL EDUCATION MENTIONED IN Q. 78)

79a. Have you ever done anything about it?

Col 32  1  Yes, formally applied
              2  Yes, inquired directly
              3  Yes, asked other people
              4  Just thought about it
              5  No, have not thought about going on
I'd like to ask you now about any training you may have had that was especially taken to teach you to do a job.

A32. Did you ever learn to do a job in a high school?

Col 41 1____ Yes (ASK Q. A32b)

3____ No (SKIP TO Q. B.2)

First Mention

A32b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

A32c. How long did you study?

Cols 42-43 _____ (RECORD IN MONTHS)

A32d. Did you finish?

Col 51 1____ Attended but did not complete studies or training

2____ Still attending

3____ Completed studies or training
A82e. Did you ever get such a job?

Col 53 1 __ Yes

3 __ No

Second Mention

A82bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE.)

____________________________
____________________________
____________________________

(FOR CODER)

Cols 55-56 ___ Functional Code

A82ci. How long did you study?

Cols 61-62 ___ (RECORD IN MONTHS)

A82di. Did you finish?

Col 64 1 __ Attended but did not complete studies or training

2 __ Still attending

3 __ Completed studies or training

A32ei. Did you ever get such a job?

Col 66 1 __ Yes

3 __ No
<table>
<thead>
<tr>
<th>Firm Identification Number</th>
<th>13-i (EMI)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population Identification Number</td>
<td>Col 1</td>
</tr>
<tr>
<td>Card Number</td>
<td>Col 2  Col 3  Col 4</td>
</tr>
<tr>
<td>Interview Phase</td>
<td>Col 5 blank</td>
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<td></td>
<td>Col 6  Col 7</td>
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<td></td>
<td>Col 8</td>
</tr>
<tr>
<td></td>
<td>Cols 9-20 blank</td>
</tr>
</tbody>
</table>
B82. Did you ever learn to do a job in a special school?

Col 21 1 Yes (ASK Q. B82b)  
3 No (SKIP TO Q. C2)

First Mention

B82b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

(FOR CODER)

Cols 22-23 Functional Code

B82bb. What kind of school was it?

B82c. How long did you study?

Cols 28-29 (RECORD IN MONTHS)

B82d. Did you finish?

Col 31 1 Attended but did not complete studies or training  
2 Still attending  
3 Completed studies or training
B82e. Did you ever get such a job?

Col 33 1 ___ Yes
3 ___ No

Second Mention

B82bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

________________________________________
________________________________________
________________________________________

(FOR CODER)
Cols 35-36 ___ Functional Code

B82ci. How long did you study?

Cols 41-42 ___ (RECORD IN MONTHS)

B82di. Did you finish?

Col 44 1 ___ Attended but did not complete studies or training
2 ___ Still attending
3 ___ Completed studies or training

B82ei. Did you ever get such a job?

Col 46 1 ___ Yes
3 ___ No
Third Mention

B82bii. What job were you learning?  (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

__________________________________________

__________________________________________

__________________________________________

(FOR CODER)

Cols 48-49 ___ Functional Code

B82cii. How long did you study?

Cols 54-55 ___ (RECORD IN MONTHS)

B82dii. Did you finish?

Col 57  1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

B82eii. Did you ever get such a job?

Col 59  1 ___ Yes

3 ___ No
14-i (EMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
23. Did you ever learn to do a job through a correspondence course?

   Col 21  1____ Yes (ASK Q. 33b)
             3____ No (SKIP TO Q. AC3)

23b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

   ____________________________
   ____________________________
   ____________________________
   (FOR CODER)
   Cols 22-23 ___ Functional Code

23c. How long did you study?

   Cols 25-29 ___ (RECORD IN MONTHS)

23d. Did you finish?

   Col 31  1____ Attended but did not complete studies or training
             2____ Still attending
             3____ Completed studies or training

23e. Did you ever get such a job?

   Col 33  1____ Yes
             3____ No
A83. Did you ever learn to do a job in a course run by a union?

Col 36  1 ___ Yes (ASK Q. A83b)

3 ___ No (SKIP TO Q. B83)

A83b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

______________________________
______________________________
______________________________

(FOR CODER)

Cols 37-38 ___ Functional Code

A83c. How long did you train?

Cols 43-44 ___ (RECORD IN MONTHS)

A83d. Did you finish?

Col 46  1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

A83e. Did you ever get such a job?

Col 48  1 ___ Yes

3 ___ No
**B83. Did you ever learn to do a job in a community center?**

<table>
<thead>
<tr>
<th>Col 51</th>
<th>1</th>
<th>Yes (ASK Q. B83b)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td></td>
<td>No (SKIP TO Q. C03)</td>
</tr>
</tbody>
</table>

**B83b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)**

(FOR CODER)

| Cols 52-53 | Functional Code |

**B83c. How long did you train?**

| Cols 58-59 | (RECORD IN MONTHS) |

**B83d. Did you finish?**

<table>
<thead>
<tr>
<th>Col 61</th>
<th>1</th>
<th>Attended but did not complete studies or training</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
<td>Still attending</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>Completed studies or training</td>
</tr>
</tbody>
</table>

**B83e. Did you ever get such a job?**

<table>
<thead>
<tr>
<th>Col 63</th>
<th>1</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td></td>
<td>No</td>
</tr>
<tr>
<td>Firm Identification Number</td>
<td>Col 1</td>
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<td>Population Identification Number</td>
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<tr>
<td>Card Number</td>
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<tr>
<td>Interview Phase</td>
<td>Col 6 Col 7</td>
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<td>Col 8</td>
<td></td>
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<td></td>
<td>Cols 9-20 blank</td>
<td></td>
</tr>
</tbody>
</table>
C83. Did you ever learn to do a job in a course run by the government? (PROBE FOR CITY, STATE OR FEDERAL PROGRAMS OR MILITARY)

Col 21 1 ___ Yes (ASK Q. C83b)
3 ___ No (SKIP TO Q. 54)

First Mention

C83b. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

________________________________________

________________________________________

________________________________________

(FOR CODER)

Cols 22-23 ___ Functional Code

C83c. How long did you train?

Cols 28-29 ___ (RECORD IN MONTHS)

C83d. Did you finish?

Col 31 1 ___ Attended but did not complete studies or training
2 ___ Still attending
3 ___ Completed studies or training

C83e. Did you ever get such a job?

Col 33 1 ___ Yes
3 ___ No
Second Mention

C83bi. What job were you learning? (GET A FULL DESCRIPTION AND JOB TITLE)

____________________
____________________
____________________
(FOR CODER)
Cols 35-36 ___ Functional Code

C83ci. How long did you train?
Cols 41-42 ___ (RECORD IN MONTHS)

C83di. Did you finish?
Col 44 1 ___ Attended but did not complete studies or training
        2 ___ Still attending
        3 ___ Completed studies or training

C83ei. Did you ever get such a job?
Col 46 1 ___ Yes
        3 ___ No
15-3 (EM1)

Third Mention

C83bii. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

________________________________________
________________________________________
________________________________________
(FOR CODER)
Cols 48-49 ___ Functional Code

C83cii. How long did you train?
Cols 54-55 ___ (RECORD IN MONTHS)

C83dii. Did you finish?
Col 57 1 ___ Attended but did not complete studies or training
    2 ___ Still attending
    3 ___ Completed studies or training

C83eii. Did you ever get such a job?
Col 59 1 ___ Yes
    3 ___ No

Col 48 Col 49
Cols 50-53 blank

Col 54 Col 55
Col 56 blank
Col 58 blank
Cols 60-61 blank
84. Did you ever take training to do a job by being in an apprentice program or in classes run by a company?
   Col 62  1  Yes (ASK Q. 84b)
   3  No (SKIP TO Q. 85)

84b. What were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

(FOR CODER)
Cols 63-64  __ Functional Code

84c. How long did the training last?
   Cols 69-70  __ (RECCRD IN MONTHS)

84d. Did you finish?
   Col 72  1  Yes
   3  No

84e. Did you ever get such a job?
   Col 74  1  Yes
   3  No
15-5 (EM1)

(FOR CODER)

Record total number of programs mentioned (All institutions.)

Cols 76-77

Col 75 blank

Col 76 Col 77

Cols 78-80 blank
<table>
<thead>
<tr>
<th>Firm Identification Number</th>
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<td>Col 2 Col 3 Col 4</td>
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<tr>
<td>Card Number</td>
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<tr>
<td>Interview Phase</td>
<td>Col 6 Col 7</td>
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<tr>
<td>Col 8</td>
<td>Cols 9-20 blank</td>
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</table>

16-i (EMI)
16-1 (EMI)

(DO NOT ASK IF THIS IS RESPONDENT’S ONLY JOB)

C7. Of all the jobs you have had, including the one you have here, which did you like best? (GET A FULL DESCRIPTION AND JOB TITLE: ALSO THE TYPE OF COMPANY)

(For Coder)

Cols 21-24 INDUSTRY
Cols 25-26 FUNCTIONAL CODE
Col 27 OWNERSHIP
1 ___ Owner
2 ___ Employee

C8. Over the past two years were you ever unemployed? “That is, were you out of work and looking for work?” (DO NOT INCLUDE LAYOFFS AT PRESENT JOB IN PAST YEAR)

Col 34 1 ___ Yes, a great deal
2 ___ Yes, only a few times
3 ___ No

C9. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

(Coder: Code in Card 22, Cols 50-62)
92. Do you think you could ever get it?

Col 45 1    Very likely
2    Somewhat likely
3    50 - 50 chance
4    Somewhat unlikely
5    Very unlikely

94. Would you like to learn to do a different kind of work than the work you do now?

Col 47 1    Yes, like to very much (ASK Q. 94a)
2    Yes, would kind of like to (ASK Q. 94a)
3    Don't know; undecided (SKIP TO Q. 95)
4    No, don't think so (SKIP TO Q. 95)
5    No, definitely not (SKIP TO Q. 95)

94a. What kind of work would you like to learn?  
(GET A FULL DESCRIPTION AND JOB TITLE)

________________________________________

________________________________________

(CODER: THIS QUESTION CODED IN CARD 22, COLS 65-67)
95. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

(CODER: THIS QUESTION CODED IN CARD 22, COLS 70-72 and COL 74)

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

96. What would you like your son to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

(FOR CODER)

Cols 53-54 FUNCTIONAL CODE

Col 55 OWNERSHIP

1 ___ Owner
2 ___ Employee
96b. What sort of schooling would he need to make his living that way? (DO NOT READ CATEGORIES)

| Col 57 | 1 | Finish high school |
| 2 | Some college; specific number of years not given |
| 3 | Finish college |
| 4 | Graduate or professional school |
| 5 | Trade, technical or commercial training |
| 8 | Other (SPECIFY) |

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

97. What would you like your daughter to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

(FOR CODER)

| Cols 58-59 | FUNCTIONAL CODE |
| Col 60 | OWNERSHIP |
| 1 | Owner |
| 2 | Employee |

Col 61 blank
97b. What sort of schooling would she need to make her living that way?

Col 62 1 __ Finish high school

2 __ Some college; specific number of years not given

3 __ Finish college

4 __ Graduate or professional school

5 __ Trade, technical or commercial training

6 __ Other (SPECIFY) ______

A lot of people have different ideas about working. Here are some of these ideas. Do you agree or disagree?

9C. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 1 __ Agree very much

2 __ Agree a little

3 __ Disagree a little

4 __ Disagree very much

(CODER: CODE ON CARD 11, COL 7C)
99. If you are willing to work hard, the boss will just take advantage of you.

Col 79 1  Agree very much
2  Agree a little
3  Disagree a little
4  Disagree very much

(CODER: CODE ON CARD 11, COL 79)

100. People who try to get ahead are not really liked by other people.

Col 80 1  Agree very much
2  Agree a little
3  Disagree a little
4  Disagree very much

(CODER: CODE ON CARD 11, COL 80)

102. How much take-home pay each week do you need now to just get along?

Cols 65-67 _______ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

102a. Are you thinking of yourself?

Col 79 1  Yourself
2  You and your family

(CODER: CODE IN COL 79, THIS CARD)
103. How much take-home pay each week do you need now in order to be comfortable?

Cols 69-71 RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR

(FOR CODER)
Discrepancy between response to Q. 102 and Q. 103
Col 73 + ___ Plus
- ___ Minus

(CODER: DO NOT CODE IN COLS 73-76. THIS OPERATION WILL BE DONE BY MACHINE)

Cols 74-76 DISCREPANCY

Col 78 CALCULATION OF DISCREPANCY
Blank ___ Discrepancy score can be determined
2 ___ Discrepancy score cannot be determined

(CODER: TRANSCRIBE INFORMATION FROM Q. 102a, CARD 13)
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

17-i (EMI)

B-1.084

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
105. If you had $100 clear coming in every week without working, would you want to quit working or would you want to continue working? (ANY KIND OF INCOME-PRODUCING ACTIVITY IS A CONTINUE WORKING RESPONSE.)

Col 21
1  Continue working full-time
2  Continue working part-time
3  Quit working
   Don't know

106. In general, what do you think are your chances of getting a better job here?

Col 28
1  Very good
2  Good
3  Fair
4  Poor
   Don't know

106a. Why do you say that? (DO NOT READ CATEGORIES)

Col 30
1  Opportunity structure mentioned e.g., they give you a chance here; if you get a little more experience, they promote you
2  Self-appraisal mentioned e.g., I don't have a bad work record; they see the kind of work I do here
107. Do you know of anyone in this company (hospital) who once had a job like yours and who got a better job here?

Col 31 1____ Yes

3____ No

____ Don't know

108. Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it?

Col 33 1____ Definitely interested

2____ Probably interested

3____ Undecided

4____ Probably not interested

5____ Definitely not interested

106b. Supposing they offered you the same kind of job with about a ten per cent increase in pay. Would you be interested in it?

Col 36 1____ Definitely interested

2____ Probably interested

3____ Undecided

4____ Probably not interested

5____ Definitely not interested
109. Supposing you quit your job today, do you think you would have any trouble getting another job at about the same rate of pay? (WE MEAN PERSON AS THEY ARE NOW, WITHOUT ANY SPECIAL TRAINING, WITH THEIR VIEW OF WHAT'S AVAILABLE.)

Col 45 1 Yes, would have a great deal of trouble (ASK Q. 109a)

2 Maybe some trouble (ASK Q. 109a)

3 No trouble (SKIP TO Q. 109b)

4 Don't know (SKIP TO Q. 109b)

109a. Why do you think you would have trouble? (DO NOT READ CATEGORIES)

Col 47 1 Starting wage too low

2 Age; disability

3 Lack of education; no training

4 Racial discrimination

5 No job opportunities

6 Other (SPECIFY)
Do you think you would be able to get a better job at more pay?

Col 43 1. Yes, would have a great deal of trouble
2. Yes, maybe some trouble
3. No trouble
   Don't know

When people are looking for work, there are different things they do to find work. Which things have you done? (READ ONE AT A TIME, AND CHECK APPROPRIATE COLUMN. AFTER EACH YES RESPONSE, ASK, "Did this ever land you a job?")

110. Have you ever gone 'cold' to a company and asked if there was work?

Col 53 1. Yes, and landed a job
2. Yes, but did not land a job
3. No; Don't know

111. Have you ever asked friends or relatives if they knew of work?

Col 54 1. Yes, and landed a job
2. Yes, but did not land a job
3. No; Don't know
112. Have you asked 'around' if people know of work?

Col 55  1__ Yes, and landed a job
        2__ Yes, but did not land a job
        3__ No; Don't know

113. Have you ever registered at the unemployment office (employment office, USES)?

Col 56  1__ Yes, and landed a job
        2__ Yes, but did not land a job
        3__ No; Don't know

114. Have you ever gone to a private employment agency?

Col 57  1__ Yes, and landed a job
        2__ Yes, but did not land a job
        3__ No; Don't know

115. Have you ever asked at a community agency (like church, Urban League or government agency)?

Col 58  1__ Yes, and landed a job
        2__ Yes, but did not land a job
        3__ No; Don't know
116. Have you ever asked local politicians?

Col 59  1. Yes, and landed a job

2. Yes, but did not land a job

3. No; Don't know

117. Have you ever gone to a union to ask?

Col 60  1. Yes, and landed a job

2. Yes, but did not land a job

3. No; Don't know

118. Have you ever read want ads in papers?

Col 61  1. Yes, and landed a job (ASK Q. 116a)

2. Yes, but did not land a job (ASK Q. 116a)

3. No; Don't know (SKIP TO Q. 119)
11Ca. Which papers? (DO NOT READ LIST)

| Cols 62-67 | 00 | No response |
| Cols 62-67 | 01 | New York Times |
| Cols 62-67 | 02 | Daily News; Mirror |
| Cols 62-67 | 03 | Amsterdam News |
| Cols 62-67 | 04 | Long Island Press |
| Cols 62-67 | 05 | Newsday |
| Cols 62-67 | 06 | El Diario; La Prensa |
| Cols 62-67 | 07 | New York World-Telegram |
| Cols 62-67 | 08 | New York Post |
| Cols 62-67 | 09 | Civil Service; The Chief; Leader |
| Cols 62-67 | 00 | Other (SPECIFY) |

Cols 62-63 **First Mention**
Cols 64-65 **Second Mention**
Cols 66-67 **Third Mention**
Cols 68-71 blank
17-8 (EMI)

120. Which of these things do you use most to find work? (DO NOT READ LIST)

Cols 72-73

01____ Going "cold" to a company

02____ Friends or relatives

03____ Asking "around"

04____ Unemployment office

05____ Going to a private employment agency

06____ Community agency

07____ Local politicians

08____ Union

09____ Want ads in papers

10____ School placement service

38____ Other (SPECIFY)
121. How did you find your job in this company (hospital)? (IF RESPONDENT HAD OTHER JOBS IN SAME COMPANY, THE FIRST JOB THERE.)

| Cols 74-75 | 01 | Going 'cold' to a company |
| 02 | Friends or relatives |
| 03 | Asking 'around' |
| 04 | Unemployment office |
| 05 | Going to a private employment agency |
| 06 | Community agency |
| 07 | Local politicians |
| 08 | Union |
| 09 | Want ads in papers |
| 10 | School placement service |
| 00 | Other(SPECIFY) |

Cols 76-80 blank
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<thead>
<tr>
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<tbody>
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<td>Col 1</td>
</tr>
<tr>
<td>Card Number</td>
<td>Col 2</td>
</tr>
<tr>
<td>Interview Phase</td>
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<td>Col 4</td>
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<td>Col 5</td>
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<td></td>
<td>Col 6</td>
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<td>Col 7</td>
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<td>Col 8</td>
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<td></td>
<td>blank</td>
</tr>
<tr>
<td></td>
<td>Cols 9-20 blank</td>
</tr>
</tbody>
</table>
122. Suppose you got a job in some other company (hospital), would you feel sorry about leaving here?

Col 21
1. Very sorry
2. Somewhat sorry
3. Mixed feelings
4. Somewhat glad
5. Very glad

123. Would you miss your friends here?

Col 23
1. A great deal
2. Somewhat
3. A little bit
4. Hardly at all
5. Not at all

124. Would you miss the people you work with?

Col 25
1. A great deal
2. Somewhat
3. A little bit
4. Hardly at all
5. Not at all
125. Would you miss your foreman (title)?

Col 27

1. A great deal

2. Somewhat

3. A little bit

4. Hardly at all

5. Not at all

127. Would you miss doing the kind of work you do here?

Col 29

1. A great deal

2. Somewhat

3. A little bit

4. Hardly at all

5. Not at all

120. Supposing you didn't have a job and somebody offered you a job that gave you $100. a week, and somebody else offered you a job for $75. a week now, with the chance of making $150. a week in the next few years, which would you take? (STRESS THE CHANCE IN THE SECOND CHOICE.)

Col 31

1. $100 per week

3. $75 now with a chance of $150 later
129. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1____ A chance at a better paying job

Col 33 3____ Job like present job

130aa. Supposing somebody offered you a job around here or closer to home for the same amount of money you are making now, and somebody else offered you a job one half hour further away from home than you are now, with a chance of doubling your wages in the next few years. Which would you take?

Col 34 1____ Job close to home with same pay

Col 34 3____ Job further away from home with a chance at double wages
(INTERVIEWER: ASK THESE CATEGORIES FOR Qs. 131-131f)

1. Very interested
2. Interested
3. Slightly interested
4. Not sure
5. Not interested

131. Would you be interested in getting a better job at more pay here?
   Col 37

131a. Would you be interested if you had to work longer hours than now?
   Col 39

131b. If you had to take on more responsibilities?
   Col 41

131c. If you had to "boss" somebody else?
   Col 43

131d. If you had to "boss" the people you are working with?
   Col 45
1 Very interested
2 Interested
3 Slightly interested
4 Not sure
5 Not interested

131e. If you had to leave the people you are working with?

Col 47  _____

131f. If you would lose your seniority?

Col 49  _____

Col 46 blank
Col 47
Col 48 blank
Col 49
Cols 50-50 blank
Let's suppose a training program were given here so that workers doing your kind of work could learn to do another job that paid more money. How interested would you be in taking part in it?

Col 61 1. Very interested
2. Interested
3. Slightly interested
4. Not sure
5. Not interested

Would you be interested if you were paid while you were being trained during your regular hours of work?

Col 63 1. Very interested
2. Interested
3. Slightly interested
4. Not sure
5. Not interested

How interested would you be if it meant that you had to stay after regular work hours without pay?

Col 65 1. Very interested
2. Interested
3. Slightly interested
4. Not sure
5. Not interested
132c. If the training program meant that you would have to do some studying at home, would you be willing?

<table>
<thead>
<tr>
<th>Col 67</th>
<th>1</th>
<th>Very interested</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Interested</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Slightly interested</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Not sure</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Not interested</td>
</tr>
</tbody>
</table>

132d. If the training program meant that you would be trained for a job that would make you a part of management, like a foreman or supervisor, would you be willing to take part in it?

<table>
<thead>
<tr>
<th>Col 69</th>
<th>1</th>
<th>Very interested</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Interested</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Slightly interested</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Not sure</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Not interested</td>
</tr>
</tbody>
</table>

132e. How soon would you be willing to start in such a training program if it were given?

<table>
<thead>
<tr>
<th>Col 71</th>
<th>1</th>
<th>Immediately</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Sometime in the very near future</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Sometime later</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Not in the foreseeable future</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Not at all</td>
</tr>
<tr>
<td>Firm Identification Number</td>
<td>Col 1</td>
<td></td>
</tr>
<tr>
<td>---------------------------</td>
<td>------</td>
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</tr>
<tr>
<td>Population Identification Number</td>
<td>Col 2 Col 3 Col 4 Col 5 blank</td>
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</tr>
<tr>
<td>Card Number</td>
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<tr>
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<td>Col 8</td>
<td></td>
</tr>
<tr>
<td>Cols 9-20 blank</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Now, some more questions about you in particular.

190. You said your take home pay is \underline{for a week. (THIS IS FROM QUESTION 28)}. How much a week do you think you will be making a year from now?

Cols 21-23 _____

191. How much a week do you think you will be making five years from now?

Cols 26-28 _____

192. Do you read any newspapers?

Col 46 1 ___ Very often

2 ___ Often

3 ___ Occasionally

4 ___ Seldom

5 ___ Never
192a. Which ones do you read? (DO NOT READ LIST)

| Cols 48-50 | 01 New York Times |
|           | 02 Daily News; Mirror |
|           | 03 Amsterdam News; Mohammed Speaks |
|           | 04 Long Island Press |
|           | 05 Newsday |
|           | 06 El Diario; La Prensa; Imparcial |
|           | 07 New York World-Telegram |
|           | 08 New York Post |
|           | 09 Civil Service, e.g. Leader; Chief |
|           | 10 Religious papers, e.g. Catholic News |
|           | 11 Enquirer |
|           | 12 Union papers |
|           | 80 Other (SPECIFY) |

Cols 48-49 ___ First Mention
Cols 50-51 ___ Second Mention
Cols 52-53 ___ Third Mention
Cols 54-55 ___ Fourth Mention
Cols 56-57 ___ Fifth Mention

Col 58 ___ Total number of newspapers read
192b. Which one do you read the most? (DO NOT READ LIST)

Cols 59-60 ______

193. Do you belong to any organizations other than a union?

Col 61 1 ___ Yes (ASK Q.193a)

3 ___ No (SKIP TO Q.194)
193a. Which ones? (DO NOT READ LIST)

193b. Do you attend meetings? (ASK FOR EACH ORGANIZATION)

<table>
<thead>
<tr>
<th>Type of Organization</th>
<th>Cols 63-78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>01</td>
</tr>
<tr>
<td>Fraternal</td>
<td>02</td>
</tr>
<tr>
<td>Recreational</td>
<td>03</td>
</tr>
<tr>
<td>Religious</td>
<td>04</td>
</tr>
<tr>
<td>Cultural</td>
<td>05</td>
</tr>
<tr>
<td>Political</td>
<td>06</td>
</tr>
<tr>
<td>Civil Rights</td>
<td>07</td>
</tr>
<tr>
<td>Neighborhood Improvement; Block Association</td>
<td>08</td>
</tr>
<tr>
<td>Educational, e.g. PTA</td>
<td>09</td>
</tr>
<tr>
<td>Veterans Association</td>
<td>10</td>
</tr>
<tr>
<td>Other (SPECIFY)</td>
<td>88</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Attendance</th>
<th>Cols 63-64 First Mention</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Yes</td>
<td></td>
</tr>
<tr>
<td>3 No</td>
<td></td>
</tr>
</tbody>
</table>

| Col 65 Attendance | Col 66 Col 67 Second Mention |
| Col 68 Attendance | Col 69 Col 70 Third Mention  |
| Col 71 Attendance | Col 72 Col 73 Fourth Mention |
| Col 74 Attendance | Col 75 Col 76 Fifth Mention  |
| Col 77 Attendance |                          |

<p>| Col 78 Total Number of Organizations mentioned | Cols 79-80 blank |</p>
<table>
<thead>
<tr>
<th>Firm Identification Number</th>
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<tbody>
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<td></td>
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<tr>
<td>Card Number</td>
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</table>

| Interview Phase |   |

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</table>

<table>
<thead>
<tr>
<th>Col 6</th>
<th>Col 7</th>
<th>Col 8</th>
<th>Cols 9-20 blank</th>
</tr>
</thead>
</table>

B-1.107

110
Now some questions about you and your family. What languages do you understand & speak fairly well? (DO NOT READ CHOICES)

Cols 21-23  
1. Spanish
2. English
3. Other (SPECIFY __)

Col 21 __ First Mention
Col 22 __ Second Mention
Col 23 __ Third Mention

Which language do you use most often: (IF PERSON SPEAKS ONLY ENGLISH, SKIP TO Q. 199)

195. At home?
Col 24 __ (USE CATEGORIES IN Q. 194)

196. With your supervisor?
Col 25 __ (USE CATEGORIES IN Q. 194)

198. With your friends in the company (hospital)?
Col 26 __ (USE CATEGORIES IN Q. 194)
199. What nationality, other than American, would you say you are? (DO NOT READ CHOICES)

(CODER: CODE IN COLS. 17-18 OF EVERY CARD)

01 ___ American, excluding American Negro, Negro, or American Indian.

02 ___ American Negro, or Negro

03 ___ American Indian

04 ___ Irish

05 ___ Italian

06 ___ Puerto Rican

07 ___ French

08 ___ Jamaican

09 ___ Haitian

88 ___ Other (SPECIFY)_____

200. How old are you?

(CODER: CODE IN COLS 19-20 OF EVERY CARD)
201. Where were you born? Was it on a farm, in a small town, in a city?

Col 27  1 ____ Farm

2 ____ Small town

3 ____ City

202. What state (country if not U.S.) was it in? (DO NOT READ LIST)

Cols 28-29  01 ____ New York City

02 ____ New York State, not including N.Y.C.

03 ____ New England

04 ____ Mid-Atlantic, not including N.Y.S.

05 ____ South

06 ____ Midwest

07 ____ South West

08 ____ North West

10 ____ Puerto Rico

11 ____ Caribbean

12 ____ South America

13 ____ Europe

14 ____ Canada

88 ____ Other (SPECIFY)

________________________
203. Where do you live now? (DO NOT READ LIST)

<table>
<thead>
<tr>
<th>Col 30</th>
<th>Col 31</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Brooklyn</td>
</tr>
<tr>
<td>02</td>
<td>Bronx</td>
</tr>
<tr>
<td>03</td>
<td>Manhattan</td>
</tr>
<tr>
<td>04</td>
<td>Richmond</td>
</tr>
<tr>
<td>05</td>
<td>Queens</td>
</tr>
<tr>
<td>06</td>
<td>Nassau County; Suffolk County</td>
</tr>
<tr>
<td>07</td>
<td>Westchester County</td>
</tr>
<tr>
<td>08</td>
<td>New Jersey</td>
</tr>
<tr>
<td>88</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

204. How long have you lived in this city? (NAMED ABOVE) (DO NOT READ LIST)

Cols 32-34  (RECORD FIGURE IN MONTHS)
20-5 (EMI)

205. Where else have you lived? (FOR EACH PLACE ASK "HOW LONG?" ELIMINATE SERVICE IN THE ARMED FORCES.)

(Do not ask)

<table>
<thead>
<tr>
<th>Col 36</th>
<th>Total Number of Times Moved</th>
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<tbody>
<tr>
<td>1-8</td>
<td>(RECORD TOTAL NUMBER)</td>
</tr>
<tr>
<td>9</td>
<td>Nine or more</td>
</tr>
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<table>
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<tr>
<td>Cols 38-39</td>
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</tr>
<tr>
<td>03</td>
<td>Manhattan</td>
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<td>04</td>
<td>Richmond</td>
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<td>05</td>
<td>Queens</td>
</tr>
<tr>
<td>06</td>
<td>Nassau County, Suffolk</td>
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<td>07</td>
<td>Westchester County</td>
</tr>
<tr>
<td>08</td>
<td>New Jersey</td>
</tr>
<tr>
<td>09</td>
<td>New York State</td>
</tr>
<tr>
<td>10</td>
<td>Mid-Atlantic (not including above)</td>
</tr>
<tr>
<td>11</td>
<td>New England</td>
</tr>
<tr>
<td>12</td>
<td>South</td>
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<td>13</td>
<td>Midwest</td>
</tr>
<tr>
<td>14</td>
<td>South West</td>
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<td>19</td>
<td>Europe</td>
</tr>
<tr>
<td>20</td>
<td>Canada</td>
</tr>
<tr>
<td>88</td>
<td>Other Location</td>
</tr>
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<td></td>
<td>(SPECIFY)</td>
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205. cont.

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<th>Values</th>
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<tr>
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<td>Col 40 Col 41 Col 42</td>
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<td>Cols 44-48</td>
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<tr>
<td>Cols 50-54</td>
<td>Third Mention</td>
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<td>Cols 56-60</td>
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<td>Col 56 Col 57</td>
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<td>Location</td>
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<tr>
<td>Cols 62-66</td>
<td>Fifth Mention</td>
<td>Col 62 Col 63</td>
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205. cont.

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<tr>
<th>Cols 40-42</th>
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<tbody>
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<td>Cols 44-48</td>
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<td>Cols 50-51</td>
<td>Location</td>
</tr>
<tr>
<td>Cols 52-54</td>
<td>Length of residence (RECORD FIGURE IN MONTHS)</td>
</tr>
<tr>
<td>Cols 56-60</td>
<td>Fourth Mention</td>
</tr>
<tr>
<td>Cols 56-57</td>
<td>Location</td>
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<td>Cols 58-60</td>
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<tr>
<td>Cols 62-66</td>
<td>Fifth Mention</td>
</tr>
<tr>
<td>Cols 62-63</td>
<td>Location</td>
</tr>
<tr>
<td>Cols 64-66</td>
<td>Length of residence (RECORD FIGURE IN MONTHS)</td>
</tr>
</tbody>
</table>
206. Where were your parents born?

<table>
<thead>
<tr>
<th>Cols 68-69</th>
<th>Mother</th>
</tr>
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<tbody>
<tr>
<td>01</td>
<td>Brooklyn</td>
</tr>
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<td>02</td>
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<td>Manhattan</td>
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<td>Westchester County</td>
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<td>08</td>
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</tr>
<tr>
<td>09</td>
<td>New York State (not including above)</td>
</tr>
<tr>
<td>10</td>
<td>Mid-Atlantic (not including above)</td>
</tr>
<tr>
<td>11</td>
<td>New England</td>
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<td>South</td>
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<td>Canada</td>
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<table>
<thead>
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<th>Cols 70-71</th>
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<td>(Coder: Refer to above categories)</td>
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</tr>
</tbody>
</table>
206a. What does (or did) your father do for a living? (GET FULL DESCRIPTION AND JOB TITLE) ____________________________

(FOR CODER)
Cols 72-73 Functional Code

Col 74 Ownership
1 ___ Owner
2 ___ Employee

206b. What does (or did) your mother do for a living? (GET FULL DESCRIPTION AND JOB TITLE) ____________________________

(FOR CODER)
Cols 75-76 Functional Code

Col 77 Ownership
1 ___ Owner
2 ___ Employee

Cols 78-80 blank
<table>
<thead>
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<tr>
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<td>Col 6 Col 7 Col 8</td>
</tr>
<tr>
<td></td>
<td>Cols 9-20 blank</td>
</tr>
</tbody>
</table>
207. Are you:

Col 71 1__ Married? (ASK Q.207a)
2__ Never Married? (SKIP TO Q.207b)
3__ Widowed? (SKIP TO Q.207b)
4__ Divorced? (ASK Q.207a)
5__ Separated? (ASK Q.207a)
8__ Other (SPECIFY)________

207a. Is your husband (wife) working?

Col 22 1__ Yes (ASK Q.207ai)
3__ No (SKIP TO Q.207b)

207ai. What is his (her) job?________________

(FOR CODER)
Cols 23-24 FUNCTIONAL CODE

Col 25 OWNERSHIP
1__ Owner
2__ Employee

207b. Do you have any children?

Col 34 1__ Yes (ASK Q.207bi)
3__ No (SKIP TO Q.208)
207bi. How many? What are their ages?

CHILDREN      AGE

Col 38 ___ Total number of children
          0-5 years old

Col 39 ___ Total number of children
          6-10 years old

Col 40 ___ Total number of children
          11-16 years old

Col 41 ___ Total number of children
          17-20 years old

Col 42 ___ Total number of children
          21 and over

208. Who is the main support of your family?
(DO NOT READ CATEGORIES)

Col 43   1 ___ Self
        2 ___ Husband
        3 ___ Wife
        4 ___ Mother
        5 ___ Father
        6 ___ Siblings
        8 ___ Other (SPECIFY)______

210. How many people do you help support?

Col 46-47 _____________________________

Col 48-60 blank
Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT, NOT ASKED.)

212. Sex of respondent:
(CODER: CODE IN COL 15 OF EVERY CARD)

Col 15 1 _____ Male
2 _____ Female

213. Race of respondent (APPEARANCE):
(CODER: CODE IN COL 16 OF EVERY CARD)

Col 16 1 _____ White
2 _____ Negro
3 _____ Puerto Rican
4 _____ Oriental
8 _____ Other (SPECIFY) ___________

214. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Col 61 1 _____ None
2 _____ A little
3 _____ A great deal

215. Did the respondent have difficulty answering the questions?

Col 62 1 _____ None
2 _____ A Little
3 _____ A great deal
215. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE.)

Col 63
1 __ No difficulty
2 __ Some difficulty
3 __ Much difficulty

217. Did you have difficulty understanding respondent because of accent?

Col 64
1 __ Yes
2 __ No
3 __ Interview conducted in Spanish

221. How interested in the interview was the respondent?

Col 66
1 __ Was very interested
2 __ Fairly interested
3 __ Hardly interested
4 __ Not at all interested

222. What was the respondent's attitude toward you?

Col 67
1 __ Friendly and open
2 __ Somewhat reserved
3 __ Rather withdrawn and stiff
4 __ Belligerent

Cols 68-69 blank
Interviewee: ____________________________

Interviewer: ____________________________

Length of interview

Cols 72-74 FROM ____ TO ____

Date of Interview

Cols 75-76 Month

01 ____ January
02 ____ February
03 ____ March
04 ____ April
05 ____ May
06 ____ June
07 ____ July
08 ____ August
09 ____ September
10 ____ October
11 ____ November
12 ____ December

Cols 77-78 Day

01-31 ____

Cols 79-80 Year

66 ____ 1966
67 ____ 1967
68 ____ 1968

125
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<td>Col 8</td>
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</tbody>
</table>
1. What is your job called? (CODER: TRANSCRIBE INFORMATION FROM Qs.1 & 4, CARD 01)

Cols 21-24 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)

Cols 25-56 Functional Code

00-** Transcribe editing marks (Code Supplement C)

Col 27 GED (General Educational Development)

0-9 Transcribe editing marks (Code Supplement C)

Col 28 SVP (Specific Vocational Preparation)

0-9 Transcribe editing marks (Code Supplement C)

Col 29 Ownership

1 ___ Owner

2 ___ Employee

Cols 30-32 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing marks
(Code Supplement C)

Cols 33-34 blank
10. Did you have any other kind of job in this company (hospital) before the one you have now?

10a. What was it? (CODER: CODE INFORMATION FROM Q.10a, CARD 01)

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<tr>
<th>Col 41</th>
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<table>
<thead>
<tr>
<th>Col 42</th>
<th>SVP (Specific Vocational Preparation)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-9</td>
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<table>
<thead>
<tr>
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<th>Ownership</th>
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<tbody>
<tr>
<td>1</td>
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<td>2</td>
<td>Employee</td>
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<table>
<thead>
<tr>
<th>Cols 44-46</th>
<th>DOT (Dictionary of Occupational Titles)</th>
</tr>
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<tbody>
<tr>
<td>000-****</td>
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</tbody>
</table>
89. If you could have any job at all in this company (hospital), which would you like to have? (CODER: TRANSCRIBE INFORMATION FROM Q.89, CARD 16)

Cols 50-53. Industry
0000-**** Transcribe editing marks
(S.I.C. Manual)

Cols 54-55 Functional Code
00-** Transcribe editing marks
(Code Supplement C)

Col 56 GED (General Educational Development)
0-9 Transcribe editing marks
(Code Supplement C)

Col 57 SVP (Specific Vocational Preparation)
0-9 Transcribe editing marks
(Code Supplement C)

Col 58 Ownership
1 Owner
2 Employee

Cols 59-61 DOT (Dictionary of Occupational Titles)
000-*** Transcribe editing marks
(Code Supplement C)
89. Cont't

Col 62  **Same or Different**

1 ___ Same as present job

2 ___ Different from present job

94. Would you like to learn to do a different kind of work than the work you do now?

94a. What kind of work would you like to learn? (CODER: TRANSCRIBE INFORMATION FROM Q.94a, CARD 16)

Cols 65-66  **Functional Code**

00-**  Transcribe editing marks  
(Code Supplement C)

Col 67  **Ownership**

1 ___ Owner

2 ___ Employee

Col 68  **For entire question**

1 ___ Cols 65-67 coded

2 ___ Cols 65-66 coded only;  
Col 67 blank

3 ___ Col 67 coded only;  
Cols 65-66 blank

Col 69 blank
22-5 (EM1)

95. If you could choose anything at all, how would you choose to make your living?
(CODER: TRANSCRIBE INFORMATION FRC: Q.95, CARD 16)

Cols 70-71 Functional Code

00-** Transcribe editing marks
(Code Supplement C)

Col 72 Ownership
1 __ Owner
2 __ Employee

Col 73 For entire question
1 __ Cols 70-72 coded
2 __ Cols 70-71 coded only; Col 72 blank
3 __ Col 72 coded only; Cols 70-71 blank

Col 74 Same or Different
1 __ Same as present job
2 __ Different from present job

Cols 75-80 blank
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Respondent's Supervisor during Phase I

(CODER: TRANSCRIBE INFORMATION FROM Q. 3, CARD 01)
APPENDIX B-2

MODIFIED EMPLOYEE POST-TEST

INTERVIEW SCHEDULE
APPENDIX B-2

MODIFIED EMPLOYEE POST-TEST

INTERVIEW SCHEDULE
MODIFIED EMPLOYEE POST-TEST INTERVIEW SCHEDULE

B-2.001
My name is ______________________. This interview is part of a study that is being done by Cornell University. You were interviewed by us a few weeks ago, and now we would like to interview you again. Just as before, your answers will be private. No one will see your answers or know what you say. You can tell me exactly what you think. There are no right or wrong answers. This is not a test.

It is very important that you give true answers, so if there is a question you don't want to answer tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?
(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Training Status

Department (CODER: TRANSCRIBE INFORMATION FROM Q.2, PHASE I)

Sex of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 212, CARD 21)

Race of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 213, CARD 21)

Nationality (CODER: TRANSCRIBE INFORMATION FROM Q. 199, CARD 20, PHASE I)

Age (CODER: TRANSCRIBE INFORMATION FROM Q. 200, CARD 20, PHASE I)

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Interview Status, Phase II

<table>
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<tr>
<td>2</td>
<td>Refused</td>
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<td>3</td>
<td>Sick leave</td>
</tr>
<tr>
<td>4</td>
<td>Unable to be spared</td>
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<td>5</td>
<td>Not scheduled</td>
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<tr>
<td>6</td>
<td>Resigned</td>
</tr>
<tr>
<td>8</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

Cols 32-34 blank
First, I'd like to get an idea about the job you have here now.

1. What job do you have here now? (SPECIFIC JOB TITLE)

   ________________________________
   ________________________________
   ________________________________

1a. What exactly do you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES)

   ________________________________
   ________________________________
   ________________________________

(CODER: CODE IN CONJUNCTION WITH INFORMATION IN Q.1 AND FILE ON CARD 22, COLS 21-32)

2a. Is this job different from the one you had when you were interviewed a few weeks ago?

   Col 59 1 Yes (ASK Qs 2b-2f) 
   3 No (SKIP TO Q. 3)

(CODER: CODE ON CARD 42, COL 59)
2b. When was the change made?

Cols 61-62 Month

01 ___ January
02 ___ February
03 ___ March
04 ___ April
05 ___ May
06 ___ June
07 ___ July
08 ___ August
09 ___ September
10 ___ October
11 ___ November
12 ___ December

(CODER: CODE ON CARD 42, COLS 61-62)

Cols 63-64 Day

01-31 ___

(CODER: CODE ON CARD 42, COLS 63-64)

Cols 65-66 Year

67 ___ 1967
68 ___ 1968

(CODER: CODE ON CARD 42, COLS 65-66)

2c. What happened to bring about the change?  
(NOTE IF IT WAS RESULT OF TRAINING PROGRAM)

Col 67 1 ___ Training program

___ Other (SPECIFY) ___

(CODER: CODE ON CARD 42, COL 67)
2e. How much an hour do you get now?

Cols 68-71 ______/hour

(CODER: CODE ON CARD 42, COLS 68-71)

2ei. What is your take-home pay per week now?

Cols 77-79 ______

(CODER: CODE ON CARD 42, COLS 77-79)

2f. Do you miss your old job, or don't you miss it?

Col 73 1 ___ Miss it very much
2 ___ Miss it somewhat
3 ___ Mixed feelings
4 ___ Miss it a little bit
5 ___ Don't miss it at all

(CODER: CODE ON CARD 42, COL 73)

3. What do you call the person you get your orders from? (IF MORE THAN ONE PERSON GIVES ORDERS, SUCH AS SUPERVISOR AND FOREMAN, NOTE WHO IS IN CHARGE OF THE DEPARTMENT AND SECTION WITH AN ASTERISK(*)).

Cols 77-80 ___ Foreman
___ Supervisor
___ Boss
___ Something else(SPECIFY)
3a. What is person's name?

(INTERVIEWER: USE NAME IN FUTURE QUESTIONS WHERE RESPONDENT IS ASKED TO EVALUATE SUPERVISOR.) (CODER: CODE IN CONJUNCTION WITH Q.3& FILE ON CARD 31, COLS 77-80)

6. Do you think that anyone at all can do your job, or does it take something special? (DO NOT READ RESPONSE CATEGORIES)

Col 35 1 __ Training, experience or special knowledge needed

2 __ Must like it, be interested

3 __ Don't know, no response (IF RESPONDENT INSISTS)

4 __ It's not difficult to learn

5 __ Training, experience or special knowledge not needed

11. Do you think that your job is too hard, too easy, or just about right for you?

Col 58 1 __ Too easy

2 __ Sometimes easy

3 __ Just about right (IF RESPONDENT INSISTS)

4 __ Sometimes hard

5 __ Too hard

142
3a. What is person's name?

(INTerviewer: USE NAME IN FUTURE QUESTIONS WHERE RESPONDENT IS ASKED TO EVALUATE SUPERVISOR.) (CODER: CODE IN CONJUNCTION WITH Q.3& FILE ON CARD 31, COLS 77-80)

6. Do you think that anyone at all can do your job, or does it take something special? (DO NOT READ RESPONSE CATEGORIES)

Col 35 1 Training, experience or special knowledge needed

2 Must like it, be interested

3 Don't know, no response (IF RESPONDENT INSISTS)

4 It's not difficult to learn

5 Training, experience or special knowledge not needed

11. Do you think that your job is too hard, too easy, or just about right for you?

Col 58 1 Too easy

2 Sometimes easy

3 Just about right (IF RESPONDENT INSISTS)

4 Sometimes hard

5 Too hard
12. Would you say that your job is usually interesting or is it usually boring? (TIME REFERENCE: NOW)

Col 66 1 ___ Extremely interesting

2 ___ Somewhat interesting

3 ___ About the same

4 ___ Somewhat boring

5 ___ Extremely boring

13. How important would you say your job is to the company (hospital); would you say it is very important, fairly important, or not at all important?

Col 74 1 ___ Very important

2 ___ Fairly important

3 ___ Not at all important

___ Don't know (IF RESPONDENT INSISTS)

14. Do you think that you are important to the company (hospital) or that you are just another worker?

Col 77 1 ___ Important

3 ___ Just another worker

2 ___ It depends (IF RESPONDENT INSISTS)
15. How do you feel about your job? Do you like it, or dislike it?

Col 21 1 Like it very much

2 Like it a little

3 Like and dislike equally (IF RESPONDENT INSISTS)

4 Dislike it a little

5 Dislike it very much

Don't know (IF RESPONDENT INSISTS)
22. Is there a pension plan here?

(IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

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<th>Yes, and pays for some of it</th>
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<td></td>
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<td>Yes, and does not pay for some of it</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Yes, and does not know if pays for some of it</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>No pension plan</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>Does not know about pension plan</td>
</tr>
</tbody>
</table>

23. Is there a medical insurance plan here?

(IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

<table>
<thead>
<tr>
<th>Col 57</th>
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<th>Yes, and pays for some of it</th>
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<td>Yes, and does not pay for some of it</td>
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<tr>
<td></td>
<td>3</td>
<td>Yes, and does not know if pays for some of it</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>No medical insurance</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>Does not know about medical insurance</td>
</tr>
</tbody>
</table>

Cols 58-80 blank
29. Do you feel that your rate of pay is too high, about right, or too low for the work you do?

| Col 21 | 1 | Too high |
|        | 2 | About right |
|        | 3 | Too low |
|        |   | Don't know (IF RESPONDENT INSISTS) |

Cols 22-29 blank
31. When you think of this company (hospital) as a place to work, would you say that most other companies (hospitals) that you know about are better places to work in, are worse or are about the same?

Col 30  1  Most others are better
        3  Most others are worse
        2  Most others are about the same

33. Some people think that their job makes them feel like a nobody. Do you agree or disagree?

Col 42  1  Agree very much
        2  Agree a little
        3  Disagree a little
        4  Disagree very much

38. Would you rather work among people who have jobs like your job, or among people who have better jobs, or among people who have worse jobs?

Col 57  2  Like jobs
        1  Better jobs
        3  Worse jobs
39. Do you think that any of the workers in the higher skill jobs here think that they are somebody and look down on the workers in the lower skill jobs? Do you think this is true of most of the higher skill workers, some of them, or very few?

Col 60 1 ___ Most
2 ___ Some
3 ___ Very few
4 ___ None
___ Don't know (IF RESPONDENT INSISTS)

40. If you had some trouble with the foreman (supervisor) on the job, could you count on any of the people you work with to help you out of their own free will?

Col 62 1 ___ All of the people
2 ___ Most of the people
3 ___ Some of the people
4 ___ No

42. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or that each one is for himself?

Col 71 2 ___ Break into groups
1 ___ Everyone sticks together
3 ___ Each one for himself
___ It depends (IF RESPONDENT INSISTS)
04-1 (EMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

INTERVIEWER START HERE

226. Now that you have a better job with more money, do you think the people you used to work with here before, respect you more, respect you less, or didn't it make any difference to them?

Col 38 1 __ respect you more

3 __ respect you less

2 __ Makes no difference

227. Now that you have a better job with more money, do you think the people here you used to work with before are more friendly to you, less friendly, or didn't it make any difference to them?

Col 40 1 __ More friendly

3 __ Less friendly

2 __ Makes no difference

Cols 9-37 blank
48a. Do any workers around here (not your foreman) ask your advice about personal things?

| Col 44 | 1 | Very often |
|        | 2 | Often      |
|        | 3 | Occasionally |
|        | 4 | Seldom     |
|        | 5 | Never      |

48b. Do any workers around here (not your foreman) ask your advice about things to do with the job?

| Col 46 | 1 | Very often |
|        | 2 | Often      |
|        | 3 | Occasionally |
|        | 4 | Seldom     |
|        | 5 | Never      |

48bi. When you want to get advice about things to do with your job, do you go to any of the workers around here?

| Col 48 | 1 | Very often |
|        | 2 | Often      |
|        | 3 | Occasionally |
|        | 4 | Seldom     |
|        | 5 | Never      |
When you want to get advice about things to do with your job, do you go to your supervisor?

Col 50
1. Very often
2. Often
3. Occasionally
4. Seldom
5. Never

When you want to get advice about personal things, do you go to your supervisor?

Col 52
1. Very often
2. Often
3. Occasionally
4. Seldom
5. Never

When you want to get advice about personal things, do you ever go to other workers around here?

Col 54
1. Very often
2. Often
3. Occasionally
4. Seldom
5. Never
If you were to describe your supervisor (TITLE) would you say:

50. He takes a personal interest in his workers' problems?
   Col 65 1 ___ Strongly agree
          2 ___ Agree
          3 ___ Don't know (IF RESPONDENT INSISTS)
          4 ___ Disagree
          5 ___ Strongly disagree

51. He tries to get the most work out of his workers no matter what?
   Col 67 1 ___ Strongly agree
          2 ___ Agree
          3 ___ Don't know (IF RESPONDENT INSISTS)
          4 ___ Disagree
          5 ___ Strongly disagree

52. He will do anything to keep his own record good with the company (hospital) no matter who gets hurt?
   Col 69 1 ___ Strongly agree
          2 ___ Agree
          3 ___ Don't know (IF RESPONDENT INSISTS)
          4 ___ Disagree
          5 ___ Strongly disagree
53. He treats everyone alike?

| Col 71 | 1 | Strongly agree |
|        | 2 | Agree         |
|        | 3 | Don't know (IF RESPONDENT INSISTS) |
|        | 4 | Disagree      |
|        | 5 | Strongly disagree |

54. He treats his workers like children?

| Col 73 | 1 | Strongly agree |
|        | 2 | Agree         |
|        | 3 | Don't know (IF RESPONDENT INSISTS) |
|        | 4 | Disagree      |
|        | 5 | Strongly disagree |
55. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals), workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 21 1 ___ Part of a big family
3 ___ Part of a big machine
2 ___ Somewhere in between (IF RESPONDENT INSISTS)
56. Do you think that you could almost drop dead at work and the bosses wouldn't notice, or do you feel they care for you here as a person?

Col 27  3   ____ Nobody notices you
        1   ____ They really care for you
        2   ____ Some do, some don't (IF RESPONDENT INSISTS)

I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

57. Rules are changed here without warning.

Col 30  4   ____ Agree very much
        3   ____ Agree a little
        2   ____ Disagree a little
        1   ____ Disagree very much

58. Rules are changed here regardless of their effect on the workers.

Col 32  4   ____ Agree very much
        3   ____ Agree a little
        2   ____ Disagree a little
        1   ____ Disagree very much
59. Do you feel you could improve the way things are done around here?

Col 34 1 ___ Yes (ASK Q. 59b)

3 ___ No (SKIP TO Q. 60)

___ Don't know

59b. Would you consider offering any ideas about improving the way things are done around here?

Col 40 1 ___ Yes

3 ___ No

60. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it not as good as other companies (hospitals) to work for. What do you think is true?

Col 49 2 ___ Like any other

1 ___ Something that makes it better

3 ___ Something that makes it not as good

75. When somebody asks you, 'What work do you do?' do you have any feeling about telling what you do?

Col 55 1 ___ Yes (ASK Q. 75a)

3 ___ No (SKIP TO Q. 134)
75a. What do you feel? (DO NOT READ CATEGORIES)

Col 57
1 ___ Positive: good
2 ___ Negative: bad
7 ___ Does not apply
8 ___ Other (SPECIFY) _______

_____ Don't know

B-2.023
Col 56 blank

Col 57

Cols 50-80 blank
11-1(ENII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(INTERVIEWER: BEGIN HERE)

These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, ASK: "VERY MUCH OR A LITTLE ")

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

134. I think that I am a person who cares about the feelings of other people.

Col 21

Cols 9-20 blank

Col 21
135. I believe that people usually help each other.

   Col 22 ___

136. I think that I have to look out for myself in this world.

   Col 23 ___

137. I am able to do things as well as most other people.

   Col 24 ___

138. I believe that people are out for themselves.

   Col 25 ___

139. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

   Col 26 ___
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

140. I think that there are many people who care what happens to me.

141. There is much in my life that I am proud of.

142. I feel uncomfortable with many people.

143. I am respected as a person by all kinds of people.

144. All in all, I pretty much feel that I am a failure.

145. It upsets me very much to see another person suffer.
1  Agree very much
2  Agree a little
3  Disagree a little
4  Disagree very much

146. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.
Col 33

147. I hardly ever feel like picking a fight with anyone.
Col 34

148. There are times when I feel as if I'm getting a raw deal from life.
Col 35

149. It usually bothers me to see someone made fun of in front of others regardless of what he's done.
Col 36

150. I like arguing with a supervisor or someone I have to take orders from.
Col 37
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

151. I just can't stay mad even when I think I should.

Col 38 ___

152. At times I have a strong feeling to do something bad or shocking.

Col 39 ___

153. If I happen to hurt someone without meaning to, I usually don't let it bother me.

Col 40 ___

154. I enjoy taking chances in games and in life.

Col 41 ___

155. I have often either broken rules and regulations or really wanted to.

Col 42 ___
11-6 (EMII)

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

156. I don't admire anybody very much

Col 43

157. At times I feel like smashing things.

Col 44

158. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

Col 46

159. One way to do away with discrimination is to pass stronger laws.

Col 47

160. There will always be poor people.

Col 48

161. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

162. Unions don't help you; they just collect your dues.

Col 50

163. In this country most people don't want to see colored people moved up to better jobs.

Col 51

164. People who don't have much money can't expect to get justice in the courts.

Col 52

165. I am able to do much more skilled work than I do now.

Col 53

166. Groups that are for discrimination should be outlawed.

Col 54
11-8 (EMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

167. Unions have helped better conditions for working people.

Col 55

168. If you speak with a different accent it counts against you, no matter what you do.

Col 56

159. There will always be people who are discriminated against.

Col 57

170. Even if I could do more skilled work than I do now I would not get a chance to do it here.

Col 58

171. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59
11-9 (EMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

172. There is very little that minority groups can do to change things in this country.

Col 60

173. The civil rights movement is a good thing for this country.

Col 61

174. The civil rights movement is moving too slowly.

Col 62

175. Negroes can only win their rights if they fight for them themselves.

Col 63

176. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

177. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65 ___

178. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66 ___

179. This department is a pleasant place to work.

Col 68 ___

180. This department does good work.

Col 69 ___

181. This department is a friendly place to work.

Col 70 ___

182. The people in this department argue a lot.

Col 71 ___
11-11(EMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

104. There are a lot of stuck up people in this department.

Col 72 ___

These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

1 Very often
2 Sometimes
3 Hardly ever
4 Never

How often do you feel:

105. That you have no one to turn to.

Col 74 ___

106. That you have problems with your life that are too much for you.

Col 75 ___

107. Upset when people find fault with you.

Col 76 ___
1 Very often
2 Sometimes
3 Hardly ever
4 Never

How often do you feel:

109. That people laugh at you.

Col 77

A lot of people have different ideas about working. Here are some of these ideas. Do you agree or disagree?

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

98. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78

99. If you are willing to work hard, the boss will just take advantage of you.

Col 79
11-13 (EMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

100. People who try to get ahead are not really liked by other people.
91. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

____________________________________
____________________________________
____________________________________
____________________________________

(CODER: THIS QUESTION CODED ON CARD 22, COLS 50-62)

92. Do you think you could ever get it?

Col 45 1 __ Very likely

2 ___ Somewhat likely

3 ___ 50-50 chance

4 ___ Somewhat unlikely

5 ___ Very unlikely

Col 45
95. If you could choose anything at all, how would you choose to make your living?  
(This means actually working at something)  
(Get a full description and job title)

________________________________________

________________________________________

(Coder: This question coded on card 22, cols 70-72 and col 74)

102. How much take-home pay each week do you need now to just get along?

Cols 65-67 ______ (Record figure rounded to nearest whole dollar)

102a. Are you thinking of yourself?

Col 79 1 _____ Yourself

2 _____ You and your family

(Coder: This question coded in col 79, this card)

103. How much take-home pay each week do you need now in order to be comfortable?

Cols 69-71 ______ (Record figure rounded to nearest whole dollar)
Discrepancy between response to Q. 102 and Q. 103

Col 73 + ___ Plus
- ___ Minus

(CODER: DO NOT CODE IN COLS 74-77. THIS OPERATION WILL BE DONE BY MACHINE.)

Cols 74-76 DISCREPANCY

Col 78 CALCULATION OF DISCREPANCY

Blank ___ Discrepancy score can be determined

2 ___ Discrepancy score cannot be determined

Col 79
(CODER: TRANSCRIBE INFORMATION FROM Q. 102a, THIS CARD)
INTERVIEWER START HERE

105. If you had $100 clear coming in every week without working, would you want to quit working or would you want to continue working? (ANY KIND OF INCOME-PRODUCING ACTIVITY IS A CONTINUE WORKING RESPONSE)

Col 21 | 3 | Quit working
1 | Continue working full-time
2 | Continue working part-time
| don't know
Now that you have a better job, what do you think are your chances of getting a still better job in this company (hospital)? Do you think they are very good, good, fair, or poor?

Col 28 1 Very good
2 Good
3 Fair
4 Poor

Why do you say that? (DO NOT READ CATEGORIES)

Col 30 1 Opportunity structure mentioned e.g., they give you a chance here; if you get a little more experience, they promote you.
2 Self-appraisal mentioned e.g., I don't have a bad work record; they see the kind of work I do here.

Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it?

Col 33 1 Definitely interested
2 Probably interested
3 Undecided
4 Probably not interested
5 Definitely not interested
103b. Supposing they offered you the same kind of job with about a ten percent increase in pay, would you be interested in it?

Col 36 1 ____ Definitely interested
        2 ____ Probably interested
        3 ____ Undecided
        4 ____ Probably not interested
        5 ____ Definitely not interested

109. Supposing you quit your job today, do you think you would have any trouble getting another job at about the same rate of pay? (We mean person as they are now, without any special training, with their view of what's available.)

Col 45 1 ____ Yes, would have a great deal of trouble (Ask Q. 109a)
        2 ____ Maybe some trouble (Ask Q. 109a)
        3 ____ No trouble (Skip to Q. 109b)
        ____ Don't know (Skip to Q. 109b)
109a. Why do you think you would have trouble? (DO NOT READ CATEGORIES)

Col 47  1 __ Starting wage too low  
        2 __ Age; disability  
        3 __ Lack of education; no training  
        4 __ Racial discrimination  
        5 __ No job opportunities  
        8 __ Other (SPECIFY)________________________

109b. Do you think you would have any trouble getting a better job at more pay?

Col 48  1 __ Yes, would have a great deal of trouble  
        2 __ Yes, maybe some trouble  
        3 __ No trouble  
        ___ Don’t know  

Cols 49-80 blank
<table>
<thead>
<tr>
<th>Col 1</th>
<th>Col 2</th>
<th>Col 3</th>
<th>Col 4</th>
<th>Col 5</th>
<th>Col 6</th>
<th>Col 7</th>
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<td></td>
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</tr>
</tbody>
</table>

**INTERVIEWER START HERE**

122. Suppose you got a job in some other company (hospital), would you feel sorry about leaving here?

<table>
<thead>
<tr>
<th>Col 21</th>
<th>1</th>
<th>Very sorry</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Somewhat sorry</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Mixed feelings</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Somewhat glad</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Very glad</td>
</tr>
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</table>

123. Would you miss your friends here?

<table>
<thead>
<tr>
<th>Col 23</th>
<th>1</th>
<th>A great deal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Somewhat</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>A little bit</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Hardly at all</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Not at all</td>
</tr>
</tbody>
</table>
18-2(EMII)

124. Would you miss the people you work with?

Col 25
1 __ A great deal
2 __ Somewhat
3 __ A little bit
4 __ Hardly at all
5 __ Not at all

125. Would you miss your foreman (title)?

Col 27
1 __ A great deal
2 __ Somewhat
3 __ A little bit
4 __ Hardly at all
5 __ Not at all

127. Would you miss doing the kind of work you do here?

Col 29
1 __ A great deal
2 __ Somewhat
3 __ A little bit
4 __ Hardly at all
5 __ Not at all

Col 30 blank
128. Supposing you didn't have a job and somebody offered you a job that gave you $100 a week, and somebody else offered you a job for $75 a week now, with the chance of making $150 a week in the next few years, which would you take? (STRESS THE CHANCE IN THE SECOND CHOICE.)

Col 31 1 ___ $100 per week

3 ___ $75 now with a chance of $150 later

129. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1 ___ A chance at a better paying job

3 ___ Job like present job

130aa. Supposing somebody offered you a job around here or closer to home for the same amount of money you are making now, and somebody else offered you a job one half hour further away from home than you are now, with a chance of doubling your wages in the next few years. Which would you take?

Col 34 1 ___ Job close to home with same pay

3 ___ Job further away from home with a chance at double wages
19-1(EMII)

(FOR CODER)
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(INTerviewER: BEGIN HERE)

Now, some more questions about you in particular.

190. You said your take-home pay is _____ for a week. (THIS IS FROM Q. 28) How much a week do you think you will be making a year from now?

Cols 21-23 ________

191. How much a week do you think you will be making five years from now?

Cols 26-28 ________
21-1(EMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(INTERVIEWER: BEGIN HERE)

Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT. NOT ASKED.)

212. Sex of respondent:
   (CODER: CODE IN COL 15, CARD 01)
   
   Col 15  1 ___ Male
   2 ___ Female

213. Race of respondent (APPEARANÇê):
   (CODER: CODE IN COL 16, CARD 01)
   
   Col 16  1 ___ White
   2 ___ Negro
   3 ___ Puerto Rican
   4 ___ Oriental
   8 ___ Other (SPECIFY) _________
214. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

| Col 61 | 1 | None |
|        | 2 | A little |
|        | 3 | A great deal |

215. Did the respondent have difficulty answering the questions?

| Col 62 | 1 | None |
|        | 2 | A little |
|        | 3 | A great deal |

216. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE.)

| Col 63 | 1 | No difficulty |
|        | 2 | Some difficulty |
|        | 3 | Much difficulty |

217. Did you have difficulty understanding respondent because of accent?

| Col 64 | 1 | Yes |
|        | 3 | No |
|        | 4 | Interview conducted in Spanish |

Col 65 blank
221. How interested in the interview was the respondent?

Col 66  1 ___ Was very interested
        2 ___ Fairly interested
        3 ___ Hardly interested
        4 ___ Not at all interested

222. What was the respondent's attitude toward you?

Col 67  1 ___ Friendly and open
        2 ___ Somewhat reserved
        3 ___ Rather withdrawn and stiff
        4 ___ Belligerent

Interviewee: _______________________
Interviewer: _______________________

Cols 70-71 (INTERVIEWER PLEASE PRINT YOUR NAME HERE)

Length of Interview

Cols 72-74 FROM ___ TO ___
## Date of Interview

<table>
<thead>
<tr>
<th>Cols 75-76</th>
<th>Month</th>
<th>Col 75</th>
<th>Col 76</th>
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<tr>
<td>02</td>
<td>February</td>
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<td></td>
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<tr>
<td>03</td>
<td>March</td>
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<td></td>
</tr>
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<td>04</td>
<td>April</td>
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<td>12</td>
<td>December</td>
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<th>Day</th>
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<th>Col 78</th>
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<th>Year</th>
<th>Col 79</th>
<th>Col 80</th>
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<td>66</td>
<td>1966</td>
<td></td>
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<tr>
<td>67</td>
<td>1967</td>
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<tr>
<td>68</td>
<td>1968</td>
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</table>
(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(INTERVIEWER: DO NOT ASK THESE QUESTIONS. THESE ARE CODING INSTRUCTIONS.)

1. What is your job called?
(CODER: TRANSCRIBE INFORMATION FROM Qs. 1c1a, CARD 01)

Cols 21-24 Industry

0000-**** Transcribe editing marks
(S.I.C. Manual)

Cols 25-26 Functional Code

00-** Transcribe editing marks
(Code Supplement C)
89. If you could have any job at all in this company (hospital), which would you like to have?

(CODER: TRANSCRIBE INFORMATION FROM Q. 89, CARD 16)

Cols 50-53 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)
Cols 54-55 **Functional Code**
00-** Transcribe editing marks (Code Supplement C) 

Col 56 **GED** (General Educational Development)
0-9 Transcribe editing marks (Supplement C) 

Col 57 **SVP** (Specific Vocational Preparation)
0-9 Transcribe editing marks (Code Supplement C) 

Col 58 **Ownership**
1 ___ Owner
2 ___ Employee

Cols 59-61 **DOT** (Dictionary of Occupational Titles)
000-*** Transcribe editing marks (Code Supplement C) 

Col 62 **Same or Different**
1 ___ Same as present job
2 ___ Different from present job
95. If you could choose anything at all, how would you choose to make your living?
(CORDER: TRANSCRIBE INFORMATION FROM C.95, CARD 16)

<table>
<thead>
<tr>
<th>Col 70-71</th>
<th>Functional Code</th>
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<td></td>
<td>Transcribe editing marks (CODE SUPPLEMENT C)</td>
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<table>
<thead>
<tr>
<th>Col 72</th>
<th>Ownership</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Owner</td>
</tr>
<tr>
<td>2</td>
<td>Employee</td>
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</table>

<table>
<thead>
<tr>
<th>Col 73</th>
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<td>2</td>
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<td>3</td>
<td>Col 73 coded only; Cols 70-71 blank</td>
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<table>
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<tr>
<th>Col 74</th>
<th>Same or Different</th>
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<tbody>
<tr>
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<td>2</td>
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Cols 69-69 blank
Cols 75-C0 blank
31-1 (EMII)

(FOR CODER)

<table>
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</tr>
<tr>
<td>Card Number</td>
</tr>
<tr>
<td>Interview Phase</td>
</tr>
</tbody>
</table>

(CODER: TRANSCRIBE INFORMATION FROM Qs. 3 & 3a, CARD 01)
I would like to ask you about the training program you have just taken. In general, would you say you liked it, or disliked it, and how much; very much, or a little?

1. Liked it very much (ASK Q. 229a)
2. Liked it a little (ASK Q. 229a)
3. Liked it and disliked it equally (ASK Qs. 229a & b)
4. Disliked it a little (ASK Q. 229b)
5. Disliked it very much (ASK Q. 229b)
229a. What did you like most about it?  
(Do not read categories)

<table>
<thead>
<tr>
<th>Col 23</th>
<th>Col 24</th>
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</thead>
<tbody>
<tr>
<td><strong>Job Related</strong></td>
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<tr>
<td>01</td>
<td>Skill training e.g., what worker must know to meet demands of new job</td>
</tr>
<tr>
<td>02</td>
<td>Interpersonal e.g., how to deal with people</td>
</tr>
<tr>
<td>03</td>
<td>Management policies</td>
</tr>
<tr>
<td>04</td>
<td>Union policies</td>
</tr>
<tr>
<td>06</td>
<td>Other job related (specify)</td>
</tr>
</tbody>
</table>

**Non-Job Related**

| 07 | Medicaid, Medicare, personal health, career guidance, etc. |
| 88 | Other non-job related (specify) |
229b. What did you dislike most about it?
(Do not read categories)

<table>
<thead>
<tr>
<th>Cols 40-41</th>
<th>Job Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Skill training, e.g., what worker must know to meet demands of new job</td>
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<tr>
<td>02</td>
<td>Interpersonal e.g., how to deal with people</td>
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<tr>
<td>03</td>
<td>Management policies</td>
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<tr>
<td>04</td>
<td>Union policies</td>
</tr>
<tr>
<td>06</td>
<td>Other job related (specify)</td>
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</table>

<table>
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<th>Non-Job Related</th>
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</thead>
<tbody>
<tr>
<td>07</td>
</tr>
<tr>
<td>88</td>
</tr>
</tbody>
</table>

(Coder: code on this card, cols 40-41)
229A. Did you have any doubts about the people who were behind the program?

Col 77  5 __ A lot of doubt
        4 __ Some doubt
        2 __ Very little doubt
        1 __ No doubt at all
        3 __ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE ON THIS CARD, COL 77)

229B. Did you have any doubts about the program itself?

Col 78  5 __ A lot of doubt
        4 __ Some doubt
        2 __ Very little doubt
        1 __ No doubt at all
        3 __ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE ON THIS CARD, COL 78)

229C. Did you have any doubts about your own ability to get through the program?

Col 79  5 __ A lot of doubt
        4 __ Some doubt
        2 __ Very little doubt
        1 __ No doubt at all
        3 __ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE ON THIS CARD, COL 79)
229D. Did your feelings toward the training program change from the time you heard about it to the time you were selected for training?

In what way were your feelings changed?

Col 26 1  Very much in a positive direction
2  Somewhat in a positive direction
3  No change
4  Somewhat in a negative direction
5  Very much in a negative direction

(CODER: CODE ON THIS CARD, COL 26)

230. Did your feelings toward the training program change in any way while you were taking it?

Col 25 1  Very much in a positive direction (ASK Q. 230b)
2  Somewhat in a positive direction (ASK Q. 230b)
3  No change (SKIP TO Q. 232)
4  Somewhat in a negative direction (ASK Q. 230b)
5  Very much in a negative direction (ASK Q. 230b)
230b. When did this happen?

Col 20  1  Early in program
       2  Middle of program
       3  End of program
       4  After program was completed
       7  Does not apply

232. How useful do you think the training program was in preparing you for your new job? Was it very useful, somewhat useful, only a little useful or not at all useful?

Col 33  1  Very useful
       2  Somewhat useful
       3  Only a little useful
       4  Not at all useful

Col 26  (CODER: TRANSCRIBE INFORMATION FROM Q. 229D, THIS CARD)
232a. Why do you say that?

<table>
<thead>
<tr>
<th>Col 35-36</th>
<th>01</th>
<th>Job Related</th>
<th>Skill training e.g., what worker must know to meet demands of new job</th>
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<tbody>
<tr>
<td></td>
<td>02</td>
<td>Interpersonal e.g., how to deal with people</td>
<td></td>
</tr>
<tr>
<td></td>
<td>03</td>
<td>Management policies</td>
<td></td>
</tr>
<tr>
<td></td>
<td>04</td>
<td>Union policies</td>
<td></td>
</tr>
<tr>
<td></td>
<td>06</td>
<td>Other job related (SPECIFY) _____</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Job Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>07</td>
</tr>
<tr>
<td>83</td>
</tr>
</tbody>
</table>

233. How useful was the training program in teaching you the operations you need to know to do your new job? Very useful, somewhat, only a little, or not at all?

<table>
<thead>
<tr>
<th>Col 37</th>
<th>1</th>
<th>Very useful</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Somewhat useful</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Only a little useful</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Not at all useful</td>
</tr>
</tbody>
</table>

Col 3C blank
234. How useful was the training program in teaching you how to deal with people on your new job?

Col 39  1  Very useful
      2  Somewhat useful
      3  Only a little useful
      4  Not at all useful

Cols 40-41
(CODER: TRANSCRIBE INFORMATION FROM Q. 229b, THIS CARD)

235. How useful was the training program in teaching you how your work fits into the whole company?

Col 42  1  Very useful
      2  Somewhat useful
      3  Only a little useful
      4  Not at all useful

237. Did you find the training program was useful in teaching you things for your own use outside the job?

Col 49  (USE CATEGORIES ABOVE)
237a. What did you learn that was most helpful?

| Col 51 | 1 | Money management |
| | 2 | Health, e.g., personal, mental |
| | 3 | Family counseling |
| | 4 | Career guidance |
| | 5 | Broad cultural exposure |
| | 6 | Medicaid, Medicare |
| | 7 | Does not apply |
| | 8 | Other (SPECIFY) |
| | 9 | Interpersonal relations |

239. How good do you think the trainer was in teaching the program? Did he do a very good job, a good job, a fair job or a poor job?

| Col 55 | 1 | Very good |
| | 2 | Good |
| | 3 | Fair |
| | 4 | Poor |

240. Do you think the way the training program was run could be improved?

| Col 59 | 1 | A great deal |
| | 2 | Some |
| | 3 | Very little |
| | 4 | No |
241. **Did you have any difficulties with the program?**

<table>
<thead>
<tr>
<th>Col 62</th>
<th>1</th>
<th>A great deal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Some</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Very little</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>No</td>
</tr>
</tbody>
</table>

244. **How often did you feel like dropping out; very often, sometimes, almost never, or never?**

<table>
<thead>
<tr>
<th>Col 70</th>
<th>1</th>
<th>Very often</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Sometimes</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Almost never</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Never</td>
</tr>
</tbody>
</table>

245. **How well do you think you did as compared to the other trainees?**

<table>
<thead>
<tr>
<th>Col 73</th>
<th>1</th>
<th>In the top few</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Better than most</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>About average</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>A little below average</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Not well at all</td>
</tr>
</tbody>
</table>
245b. Why do you say that?

<table>
<thead>
<tr>
<th>Col 75</th>
<th>Degree of participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Degree of knowledge obtained</td>
</tr>
<tr>
<td>3</td>
<td>Supervisor evaluation</td>
</tr>
<tr>
<td>4</td>
<td>Diploma</td>
</tr>
<tr>
<td>4</td>
<td>Trainer's evaluation</td>
</tr>
<tr>
<td>8</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

246. If you had your choice, and could do it all over again, do you think you would still be interested in taking part in the training program?

<table>
<thead>
<tr>
<th>Col 76</th>
<th>Very interested</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Interested</td>
</tr>
<tr>
<td>3</td>
<td>Slightly interested</td>
</tr>
<tr>
<td>4</td>
<td>Not sure</td>
</tr>
<tr>
<td>5</td>
<td>Not interested</td>
</tr>
</tbody>
</table>

(CODER: TRANSCRIBE INFORMATION FROM Q. 229A, THIS CARD)

(CODER: TRANSCRIBE INFORMATION FROM Q. 229B, THIS CARD)

(CODER: TRANSCRIBE INFORMATION FROM Q. 229C, THIS CARD)

Col 80 blank
<table>
<thead>
<tr>
<th>INTERVIEWER: BEGIN HERE</th>
</tr>
</thead>
<tbody>
<tr>
<td>247. Did you get into discussions about the program with people at work who were not in the training program?</td>
</tr>
<tr>
<td>Col 21</td>
</tr>
<tr>
<td>2 __ Often</td>
</tr>
<tr>
<td>3 __ Once in awhile</td>
</tr>
<tr>
<td>4 __ Seldom</td>
</tr>
<tr>
<td>5 __ Never</td>
</tr>
<tr>
<td>247aii. Did you get into discussions about the program with other trainees outside the training sessions?</td>
</tr>
<tr>
<td>Col 25</td>
</tr>
<tr>
<td>2 __ Often</td>
</tr>
<tr>
<td>3 __ Once in awhile</td>
</tr>
<tr>
<td>4 __ Seldom</td>
</tr>
<tr>
<td>5 __ Never</td>
</tr>
</tbody>
</table>
247A. Did you get into discussions about the program with your friends outside the plant (hospital)?

    Col 27
1 ___ Very often
2 ___ Often
3 ___ Once in awhile
4 ___ Seldom
5 ___ Never

247B. Did you get into discussions about the program with your family?

    Col 28
1 ___ Very often
2 ___ Often
3 ___ Once in awhile
4 ___ Seldom
5 ___ Never

247aiv. Did you get into discussions about the program with supervisors or foremen?

    Col 29
1 ___ Very often
2 ___ Often
3 ___ Once in awhile
4 ___ Seldom
5 ___ Never
247ci. Did the people not in the training program think the program was a good thing?

Col 35
1 __ All of them
2 __ Most of them
3 __ Half of them
4 __ Few of them
5 __ None of them

247cii. Did the other trainees think the training program was a good thing?

Col 37
1 __ All of them
2 __ Most of them
3 __ Half of them
4 __ Few of them
5 __ None of them

247C. Did your friends outside the plant (hospital) think the training program was a good thing?

Col 38
1 __ All of them
2 __ Most of them
3 __ Half of them
4 __ Few of them
5 __ None of them
247D. Did your family think the training program was a good thing?

Col 40
1 ______ All of them
2 ______ Most of them
3 ______ Half of them
4 ______ Few of them
5 ______ None of them

247ci. Did the supervisors or foremen think the training program was a good thing?

Col 41
1 ______ All of them
2 ______ Most of them
3 ______ Half of them
4 ______ Few of them
5 ______ None of them

249. In general do any of the people you used to work with treat you differently now than they did before the training program?

Col 48
1 ______ Much better (e.g., they are friendly, respect me more)
2 ______ Slightly better
3 ______ No difference
4 ______ Slightly worse
5 ______ Much worse (e.g., resentful, jealous)
251a. In general do the supervisors or foremen treat you differently than they did before the training program?

Col 55

1 ____ Much better (e.g., they are more friendly, respect me more)
2 ____ Slightly better
3 ____ No difference
4 ____ Slightly worse
5 ____ Much worse (e.g., resentful, jealous)

252. In general do the people in your family treat you differently now than they did before the training program?

Col 65

1 ____ Much better (e.g., they are more friendly, respect me more)
2 ____ Slightly better
3 ____ No difference
4 ____ Slightly worse
5 ____ Much worse (e.g., resentful, jealous)

252A. In general do your friends outside the job treat you differently than they did before the training program?

Col 66

1 ____ Much better than before
2 ____ Better than before
3 ____ No difference
4 ____ Not as good as before
5 ____ Worse than before
253. Do you feel at all differently about yourself since you became a trainee in the program?

Col 70
1. Much better than before
   (ASK Q. 253a)

2. Better than before
   (ASK Q. 253a)

3. No difference
   (SKIP TO Q. 254)

4. Not as good as before
   (SKIP TO Q. 254)

5. Worse than before
   (SKIP TO Q. 254)

253a. In what ways do you feel differently?

Col 72
1. Increased feelings of responsibility, e.g., I feel I have to do a better job.

2. Improved self-image, e.g., I feel I've accomplished something.

3. Improved status, e.g., I'm in a better position.

4. Motivated, e.g., I feel I could accomplish more.

5. Opportunity structure, e.g., I have advanced & I could advance further.

8. Other (SPECIFY)
254. How good a job do you think you are doing on your new job, very good, good, fair or poor?

<table>
<thead>
<tr>
<th>Col 73</th>
<th>1</th>
<th>Very good</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Good</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Fair</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Poor</td>
</tr>
</tbody>
</table>
40-1 (EMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

INTERVIEWER START HERE

255. Now that you are on your new job, do you find that you have to work much harder than before?

Col 21  1 __ Yes

3 __ No

Col 22 blank

256. Now that you are on your new job, do you find that you have more responsibility?

Col 23  1 __ Yes

3 __ No

Col 24 blank

257. Now that you are on your new job, do you find that you have to boss other people?

Col 25  1 __ Yes

3 __ No

Col 26 blank
258. Now that you are on your new job, do you find that you have to boss the people you used to work with?

Col 27 1 ___ Yes
3 ___ No

259. Now that you are in a new job, would you say that the supervisors or foremen think of you as part of management, or as one of the workers?

Col 29 1 ___ As part of management
2 ___ Some of both
3 ___ As one of the workers

260. What about the people you worked with before; do most of them think of you as part of management, or as one of them?

Col 31 1 ___ As part of management
2 ___ Some of both
3 ___ As one of them

261. What about yourself? Do you think of yourself as part of management, or still as one of the workers?

Col 33 1 ___ As part of management
2 ___ Some of both
3 ___ As one of the workers
262. Suppose some of the people you worked with before asked you to go to management to handle a grievance they had, would you be willing to do it?

262a. How willing would you be?

Col 35
1 ___ Very willing
2 ___ Fairly willing
3 ___ Just a little willing
4 ___ No

263. Do you think that going to management with the workers' problems would be in conflict with the new job you have?

Col 37
1 ___ Agree very much
2 ___ Agree
3 ___ Don't know, can't say (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Disagree very much

270. Do you think that you have as many things in common with the people you used to work with as you did before?

Col 57
1 ___ Much more
2 ___ More
3 ___ Same
4 ___ Less
5 ___ Much less
40-4(EMII)

272. Now that you have taken the training program, would you be interested in getting more training like it, to get an even better job?

| Col 59 | 1  | Very interested |
|        | 2  | Interested      |
|        | 3  | Slightly interested |
|        | 4  | Not sure        |
|        | 5  | Not interested  |

273. Do you have any plans to further your training on your own?

| Col 61 | 1  | Yes (ASK 273a & b) |
|        | 3  | No (SKIPP TO Q.299) |

273a. What plans do you have?

| Cols 63-64 | 01  | Adult education |
|            | 02  | Trade or technical school |
|            | 03  | Secretarial; clerical or business course |
|            | 04  | College or university for a special course |
|            | 05  | College or university for a course of study |
|            | 06  | Correspondence course |
|            | 07  | To complete high school |
273b. What have you done about these plans?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes, formally applied</td>
<td>Yes, inquired directly</td>
<td>Yes, asked other people</td>
<td>Just thought about it</td>
<td>No, have not thought about going on</td>
</tr>
</tbody>
</table>

Cols 66-80 blank
<table>
<thead>
<tr>
<th>Col 1</th>
</tr>
</thead>
<tbody>
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<table>
<thead>
<tr>
<th>Col 2 Col 3 Col 4</th>
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<tbody>
<tr>
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<table>
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<table>
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<tr>
<td>Interview Phase</td>
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<table>
<thead>
<tr>
<th>Col 8</th>
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</thead>
<tbody>
<tr>
<td>Cols 9-44 blank</td>
</tr>
</tbody>
</table>
299. What effect do you think the training program had on the way the work is done around here?

Col 45  
1 ___ Very Positive

2 ___ Positive

3 ___ No effect

4 ___ Negative

5 ___ Very negative

___ Both (If RESPONDENT INSISTS)

300. Do you feel that most workers treat each other better or worse since there was a training program?

1 ___ Much better

2 ___ Better

3 ___ No difference

4 ___ Worse

5 ___ Much worse

___ Both (IF RESPONDENT INSISTS)

301. Do you feel that for the most part the supervisors and foremen treat people better or worse since there was a training program?

Col 53  
1 ___ Much better

2 ___ Better

3 ___ No difference

4 ___ Worse

5 ___ Much worse

___ Both (IF RESPONDENT INSISTS)
CODER: TRANSCRIBE INFORMATION FROM Q. 2a, CARD 01

CODER: TRANSCRIBE INFORMATION FROM Q. 2b, CARD 01
MONTH
DAY
YEAR

CODER: TRANSCRIBE INFORMATION FROM Q. 2c, CARD 01

CODER: TRANSCRIBE INFORMATION FROM Q. 2e, CARD 01

CODER: TRANSCRIBE INFORMATION FROM Q. 2f, CARD 01

CODER: RECORD TIME IN DAYS FROM START OF TRAINING PROGRAM TO CHANGE OF JOB (SEE Q. 2b).

CODER: TRANSCRIBE INFORMATION FROM Q. 2ei, CARD 01

B-2.082
Cols 54-58 blank
Col 59
Col 60 blank
Col 61 Col 62
Col 63 Col 64
Col 65 Col 66
Col 67
Col 68 Col 69 Col 70 Col 71
Col 72 blank
Col 73
Col 74 blank
Col 75 Col 76
Col 77 Col 78 Col 79
Col 80 blank

217
A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

VOLUME III, PART 2: APPENDICES B-3, 4 and 5

MODIFIED SUPERVISOR PRE- AND POST-TEST INTERVIEW SCHEDULES
TRAINEE PERFORMANCE RATING FORM

August 31, 1968
Technical Memorandum RES 200
Contract No. OSMP 82-34-67-10

218
A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

by

Earl E. Davis

VOLUME III, PART 2: APPENDICES B-3, 4 and 5

MODIFIED SUPERVISOR PRE- AND POST-TEST INTERVIEW SCHEDULES

TRAINEE PERFORMANCE RATING FORM

Contract No. OSMP 82-34-G7-10
Office of Manpower Policy, Evaluation and Research
U. S. Department of Labor

Skill Advancement Inc.
663 Fifth Avenue
New York, New York 10022

Sponsors:

New York State School of Industrial and Labor Relations at Cornell University
New York Urban League
Puerto Rican Forum, Inc.
APPENDIX B-3

MODIFIED SUPERVISOR PRE-TEST

INTERVIEW SCHEDULE
MODIFIED SUPERVISOR PRE-TEST

INTERVIEW SCHEDULE

B-3.001

221
My name is ______________. I am working on a study for Cornell University. We are trying to find out how employees in companies (hospitals) in New York feel about their jobs, and things in general. We have received permission to interview people such as yourself here.

We are asking many people these questions. Nobody will ever know what you say or see the answers, so you can say exactly what you think. It is very important that you give true answers, so if there is a question you don't want to answer, tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?
01-1 (SMI)

Name of Organization
Col 1 ____________________________

Population Identification Number
Cols 2-4 ____________________________

Card Number
Cols 6-7 ____________________________

Interview Phase
Col 8 ____________________________

Training Status
Col 9 ____________________________

Department
Cols 13-14
(CODER: TRANSCRIBE INFORMATION FROM Q. 2, THIS CARD)

Sex of Respondent
Col 15  1 ___ Male
2 ___ Female
(CODER: TRANSCRIBE INFORMATION FROM Q. 257, CARD 21)

B-3.003

Col 1
Col 2 Col 3 Col 4
Col 5 blank
Col 6 Col 7
Col 8
Col 9
Cols 10-12 blank
Col 13 Col 14
Col 15

223
Race of Respondent (DO NOT ASK)

Col 16  
1 ___ White
2 ___ Negro
3 ___ Puerto Rican
4 ___ Oriental
8 ___ Other (SPECIFY)_____

(CODER: TRANSCRIBE INFORMATION FROM Q. 258, CARD 21)

Nationality

Cols 17-18

(CODER: TRANSCRIBE INFORMATION FROM Q.243, CARD 20)

Age

Cols 19-20

(CODER: TRANSCRIBE INFORMATION FROM Q. 244, CARD 20)

Cols 21-31 blank
First, I'd like to get an idea about the job you have here now.

1. What is your job called? (SPECIFIC JOB TITLE)

2. What department do you work in?

3. How long have you worked here on the job you have now?
   Cols 32-34 000-*** (RECORD IN MONTHS)

4. What are the kinds of things you do on this job? (PROBE FOR A DETAILED DESCRIPTION OF DUTIES)

   (CODER: CODE IN CONJUNCTION WITH Q.1 AND FILE IN COLS 21-32, CARD 22)

Col 32 Col 33 Col 34

Cols 35-80 blank
5. Do you have the authority to hire? (WE MEAN WITHOUT HAVING TO GET SOMEONE ELSE'S APPROVAL)

   Col 21  1__ Yes
   3__ No

   (CODER: CODE THIS INFORMATION ON CARD 32, COL 21)

6. Do you have the authority to fire?

   Col 22  1__ Yes
   3__ No

   (CODER: CODE ON CARD 32, COL 22)

8. I want to ask you about the people you are in charge of now. How many are you in charge of this week?

   Cols 23-24  00-** (RECORD NUMBER GIVEN)

   (CODER: CODE ON CARD 32, COLS 23-24)

8a. Of the people you are in charge of, how many are in supervisory jobs? (SHOPS OR HOSPITALS)

   Cols 25-26  00-** (RECORD NUMBER GIVEN)

   Cols 27-28  00-** (CODER: PERCENT OF EMPLOYEES IN SUPERVISING JOBS)

   (CODER: CODE ON CARD 32, COLS 25-28)
8b. How many are skilled, either in blue collar, clerical or service jobs?

Cols 30-31 00-** (RECORD NUMBER GIVEN)

Cols 32-33 00-** (CODER: PERCENT OF WORKERS WHO ARE SKILLED)

(CODER: CODE ON CARD 32, COLS 30-33)

8c. How many are low-skilled manual, clerical or service workers?

Cols 35-36 00-** (RECORD NUMBER GIVEN)

Cols 37-38 00-** (CODER: PERCENT OF LOW-SKILLED WORKERS)

(CODER: CODE ON CARD 32, COLS 35-38)

9. When you got the job you have now, were you already working for this company (hospital) or were you brought in from the outside?

Col 40 1___ Already working (ASK Q. 9a)

3___ Brought in (SKIP TO Q. 10)

(CODER: CODE ON CARD 32, COL 40)
9a. How did it happen that you got this job?

1. Appointed because of seniority
2. Appointed because of quality of work
3. Applied for it
7. Does not apply; no second mention
8. Other (SPECIFY)

Col 41 ___ First Mention
Col 42 ___ Second Mention

(CODER: CODE ON CARD 32, COLS 41-42)
10. What qualifications did you have to have to get this job?

1  Prior experience
2  Knowledge about the job
3  Formal examination
4  Formal training
6  No special training required; none
7  No second mention
8  Other (SPECIFY)

Col 43  ___ First Mention
Col 44  ___ Second Mention

(PROBE FOR EXPERIENCE; EDUCATION; AND SPECIAL
TRAINING.)

(CODER: CODE ON CARD 32, COLS 43-44)
02-i (SMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank

B-3.010
11. How do you feel about your job? Do you like it, or dislike it?

Col 21 1. Like it very much

2. Like it a little

3. Like and dislike equally (IF RESPONDENT INSISTS)

4. Dislike it a little

5. Dislike it very much

6. Don't know (IF RESPONDENT INSISTS)

12. Have you worked overtime during the past year?

12a. How often? Would you say very often, once in a while, or almost never?

Col 39 1. Very often

2. Once in a while

3. Almost never

4. No, never

17. Is there a pension plan here? (IF YES, ASK: "DO YOU PAY FOR ANY OF IT?")

Col 56 1. Yes, and pays for some of it

2. Yes, and doesn't pay for it

3. Yes, and doesn't know if pays for some of it

4. No pension plan

9. Doesn't know about pension plan
18. Is there a medical insurance plan here? (IF YES, ASK: 'DO YOU PAY FOR ANY OF IT?')

Col 57 1 Yes, and pays for some of it
2 Yes, and does not pay for it
3 Yes, and does not know if pays for some of it
4 No medical insurance plan
9 Does not know about medical insurance plan

19i. How many fares do you pay to come to work?

Col 67 0 None
1 One
2 Two
3 Three or more

20. What is your current weekly salary?

Cols 73-75 (RECORD FIGURE ROUNDED TO NEAREST DOLLAR)

21. What is your usual take home pay for a week? (AVERAGE OVER THE LAST YEAR)

Cols 77-79 (RECORD FIGURE ROUNDED TO NEAREST DOLLAR)
### 03-1 (SMI)

<table>
<thead>
<tr>
<th>Field</th>
<th>Details</th>
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<tbody>
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<td>Col 1</td>
</tr>
<tr>
<td>Population Identification Number</td>
<td>Col 2, Col 3, Col 4</td>
</tr>
<tr>
<td>Card Number</td>
<td>Col 5 blank</td>
</tr>
<tr>
<td>Interview Phase</td>
<td>Col 6, Col 7</td>
</tr>
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<td>Col 8</td>
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<tr>
<td></td>
<td>Cols 9-20 blank</td>
</tr>
</tbody>
</table>
22. Do you think that for the kind of work you do, most other companies (hospitals) that you know about pay more than you get, pay less, or most pay about the same as you get?

Col 27 1   Most others pay more
       3   Most others pay less
       2   Most others pay about the same; some more, some less (IF RESPONDENT INSISTS)
       ___ Don't know (IF RESPONDENT INSISTS)

23. Do any workers around here come to you to get your advice about anything other than work?

1   Very often
2   Often
3   Occasionally
4   Seldom
5   Never

(CODER: CODE ON CARD 04, COL 42)

23a. Do they ask about personal things?

1   Very often
2   Often
3   Occasionally
4   Seldom
5   Never

(CODER: CODE ON CARD 04, COL 44)
In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 28  1 ___ Part of a big family
        3 ___ Part of a big machine
        2 ___ Somewhere in between

24. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you think low-skill workers in your department feel about working here?

   1 ___ Part of a big family
   3 ___ Part of a big machine
   2 ___ Somewhere in between

(CODER: CODE ON CARD 05, COL 21)
25. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or that each one is for himself?

Col 71 2 ___ Break up into groups
1 ___ Everyone sticks together
3 ___ Each one for himself

___ It depends (IF RESPONDENT INSISTS)

26. Do you think that any of the workers in the higher skill jobs here think that they are somebody and look down on the workers in the lower skill jobs? Do you think this is true of most of the higher skill workers, some of them, or very few?

1 ___ Most
2 ___ Some
3 ___ Very few
4 ___ None

___ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE IN COL 60)
<table>
<thead>
<tr>
<th>Firm Identification Number</th>
<th>Col 1</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Col 2 Col 3 Col 4</td>
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<tr>
<td>Card Number</td>
<td>Col 5 blank</td>
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<tr>
<td>Interview Phase</td>
<td>Col 6 Col 7</td>
</tr>
<tr>
<td></td>
<td>Col 8</td>
</tr>
<tr>
<td></td>
<td>Cols 9-20 blank</td>
</tr>
</tbody>
</table>

B-3.017
I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

27. Rules are changed here without any warning.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree very much</td>
<td>4</td>
</tr>
<tr>
<td>Agree a little</td>
<td>3</td>
</tr>
<tr>
<td>Disagree a little</td>
<td>2</td>
</tr>
<tr>
<td>Disagree very much</td>
<td>1</td>
</tr>
</tbody>
</table>

(CODER: CODE THIS INFORMATION ON CARD 05, COL 30)

28. Rules are changed here regardless of their effect on the workers.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree very much</td>
<td>4</td>
</tr>
<tr>
<td>Agree a little</td>
<td>3</td>
</tr>
<tr>
<td>Disagree a little</td>
<td>2</td>
</tr>
<tr>
<td>Disagree very much</td>
<td>1</td>
</tr>
</tbody>
</table>

(CODER: CODE THIS INFORMATION ON CARD 05, COL 32)
29. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it worse than other companies (hospitals) to work for. What do you think is true?

Col 49 2 ___ Like any other

1 ___ Something that makes it better

3 ___ Something that makes it worse

(CODER: CODE THIS INFORMATION ON CARD 05, COL 49)

30. If someone you are in charge of got a better job with more money here, do you think the people he (she) works with would be more friendly to him (her); less friendly?

1 ___ Would be more friendly

3 ___ Would be less friendly

(CODER: CODE ON THIS CARD, COL 40)

31. If someone you are in charge of got a better job with more money here, do you think the people he (she) works with would respect him (her) more; respect him (her) less?

Col 38 1 ___ Would respect him more

3 ___ Would respect him less

Col 39 blank
Imagine that the workers you are in charge of were asked to describe you as a supervisor (TITLE OF RESPONDENT). How do you think they would respond in general to the following questions:

32. You take a personal interest in your worker's problems?

1  ____ Strongly agree
2  ____ Agree
3  ____ Don't know (IF RESPONDENT INSISTS)
4  ____ Disagree
5  ____ Strongly disagree

(CODER: CODE ON CARD 32, COL 45)
33. You try to get the most work out of your workers no matter what?

1 ____ Strongly agree  
2 ____ Agree  
3 ____ Don't know (IF RESPONDENT INSISTS)  
4 ____ Disagree  
5 ____ Strongly disagree  

(CODER: CODE ON CARD 32, COL 50)

34. You would do anything to keep your own record good with the company (hospital) no matter who gets hurt?

1 ____ Strongly agree  
2 ____ Agree  
3 ____ Don't know (IF RESPONDENT INSISTS)  
4 ____ Disagree  
5 ____ Strongly disagree  

(CODER: CODE ON CARD 32, COL 55)

36. You treat everyone alike?

1 ____ Strongly agree  
2 ____ Agree  
3 ____ Don't know (IF RESPONDENT INSISTS)  
4 ____ Disagree  
5 ____ Strongly disagree  

(CODER: CODE ON CARD 32, COL 65)
37. You treat your workers like children?

   1 ___ Strongly agree
   2 ___ Agree
   3 ___ Don't know (IF RESPONDENT INSISTS)
   4 ___ Disagree
   5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 70)

38. What do you think a good supervisor (TITLE OF RESPONDENT) should be like? How should he treat his workers? (DO NOT READ CATEGORIES)

   1 Treat with respect, dignity
   2 Treat with warmth, conviviality
   3 Treat fairly
   4 Treat firmly, show authority
   7 Does not apply; no second mention; no third mention; no fourth mention; no fifth mention
   8 Other (SPECIFY) ____________

   Col 75 ___ First Mention
   Col 76 ___ Second Mention
   Col 77 ___ Third Mention
   Col 78 ___ Fourth Mention
   Col 79 ___ Fifth Mention

(CODER: CODE ON CARD 32, COLS 75-79)
If you were to describe a good supervisor (TITLE), would you say:

39. He should take a personal interest in his worker's problems?

Col 65 1 __ Strongly agree

2 __ Agree

3 __ Don't know (IF RESPONDENT INSISTS)

4 __ Disagree

5 __ Strongly disagree

40. He should play favorites?

1 __ Strongly agree

2 __ Agree

3 __ Don't know (IF RESPONDENT INSISTS)

4 __ Disagree

5 __ Strongly disagree

(CODER: CODE ON CARD 05, COL 47)
41. He should treat all his workers alike?
   1 ___ Strongly agree
   2 ___ Agree
   3 ___ Don't know (IF RESPONDENT INSISTS)
   4 ___ Disagree
   5 ___ Strongly disagree
   (CODER: CODE ON THIS CARD, COL 71)

42. He should treat his workers like children?
   Col 73 1 ___ Strongly agree
   2 ___ Agree
   3 ___ Don't know (IF RESPONDENT INSISTS)
   4 ___ Disagree
   5 ___ Strongly disagree
   (CODER: CODE ON THIS CARD, COL 73)

44. He should get the most work out of his workers no matter what?
   Col 67 1 ___ Strongly agree
   2 ___ Agree
   3 ___ Don't know (IF RESPONDENT INSISTS)
   4 ___ Disagree
   5 ___ Strongly disagree
47. He should do anything to keep his own record good with the company (hospital) no matter who gets hurt?

<table>
<thead>
<tr>
<th>Col 69</th>
<th>1 _ Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2 _ Agree</td>
</tr>
<tr>
<td></td>
<td>3 _ Don't know (IF RESPONDENT INSISTS)</td>
</tr>
<tr>
<td></td>
<td>4 _ Disagree</td>
</tr>
<tr>
<td></td>
<td>5 _ Strongly disagree</td>
</tr>
</tbody>
</table>

(CODER: TRANSCRIBE INFORMATION FROM Q. 41, THIS CARD)

(CODER: TRANSCRIBE INFORMATION FROM Q. 42, THIS CARD)
05-1 (SMI)

Firm Identification

Population Identification Number

Card Number

Interview Phase

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q.24, CARD 03)

(TRANSCRIBE INFORMATION FROM Q.27, CARD 04)

(TRANSCRIBE INFORMATION FROM Q.28, CARD 04)

(TRANSCRIBE INFORMATION FROM Q.40, CARD 04)

(TRANSCRIBE INFORMATION FROM Q.29, CARD 04)
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

B-3.027

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
55. Do you work at any other job besides the one you have in this company (hospital) now? (MEANS WORKS AT SECOND JOB NOW)

Col 21 1  Yes, regularly (ASK Q. 65a)
2  Occasionally (ASK Q. 65a)
3  No (SKIP TO Q. 65)

55a. What kind of job is it? (GET FULL DESCRIPTION JOB TITLE AND TYPE OF INDUSTRY.)

_____________________________________________________________
_____________________________________________________________
_____________________________________________________________

(FOR CODER)
Cols 23-26  INDUSTRY
Cols 27-2C  FUNCTIONAL CODE
Col 29  OWNERSHIP
1  Owner
2  Employee

66. Did you have a full-time job before you came to work here? (A TEMPORARY JOB IS ACCEPTABLE: WE MEAN THE LAST JOB BEFORE THIS ONE REGARDLESS OF ANY PERIOD OF UNEMPLOYMENT IN BETWEEN. INCLUDES WORK ON A FARM.)

Col 33 1  Yes (ASK Qs. 66a-1)
3  No (SKIP TO Q. 66i)
66a. What was your job? What did you do?  
(GET A FULL DESCRIPTION AND JOB TITLE)  

66b. What kind of company was it in?  

(FOR CODER)  
Cols 35-38  INDUSTRY  
Cols 39-40  FUNCTIONAL CODE  
Col 41  OWNERSHIP  
1 ___ Owner  
2 ___ Employee
66c. What city?

66d. What (country) (state) or (borough)?
(DO NOT READ CHOICES)

Cols 45-46

01 New York City

02 New York State
   (not including New York City)

03 New England

04 Mid Atlantic

05 South

06 Midwest

07 South West

08 North West

10 Puerto Rico

11 Caribbean

12 South America

13 Europe

14 Canada

06 Other (SPECIFY)

66e. How long were you there?

Cols 47-49

(RECORD NUMBER OF MONTHS)
**Self-Initiated**

<table>
<thead>
<tr>
<th>Col 51</th>
<th>Col 52</th>
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<tbody>
<tr>
<td>01</td>
<td>Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment</td>
</tr>
<tr>
<td>02</td>
<td>Illness or disability</td>
</tr>
<tr>
<td>03</td>
<td>Household responsibilities</td>
</tr>
<tr>
<td>04</td>
<td>School responsibilities</td>
</tr>
<tr>
<td>05</td>
<td>Other, self-initiated (Specify)</td>
</tr>
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</table>

**Other-Initiated**

<table>
<thead>
<tr>
<th>Col 51</th>
<th>Col 52</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Job loss through plant shutdown; or permanent plant move</td>
</tr>
<tr>
<td>12</td>
<td>Lay-off</td>
</tr>
<tr>
<td>13</td>
<td>Dismissal</td>
</tr>
<tr>
<td>14</td>
<td>Termination of temporary job</td>
</tr>
<tr>
<td>15</td>
<td>Other, other-initiated (Specify)</td>
</tr>
<tr>
<td>16</td>
<td>Other (Specify)</td>
</tr>
</tbody>
</table>
Did you have a full-time job before that?  
Col 53  
1 Yes (ASK Q. 66g1)  
3 No (SKIP TO Q. 66i)  

What did you do? (GET A FULL DESCRIPTION AND JOB TITLE)  

What kind of company was it in?  

(FOR CODER)  
Cols 55-56  INDUSTRY  
Cols 59-60  FUNCTIONAL CODE  
Col 61  OWNERSHIP  
1 Owner  
2 Employee  

Cols 62-64 blank
66giii. What city?

66giv. What (country) (state) or (borough)?
(DO NOT READ CHOICES)

Cols 65-66
01 New York City
02 New York State
(not including New York City)
03 New England
04 Mid Atlantic
05 South
06 Midwest
07 South West
08 North West
10 Puerto Rico
11 Caribbean
12 South America
13 Europe
14 Canada
CC Other (SPECIFY)

66gv. How long were you there?

Cols 67-69 (RECORD NUMBER OF MONTHS)
**66gvi. Why did you leave? (DO NOT READ CATEGORIES)**

<table>
<thead>
<tr>
<th>Col 71-72</th>
<th>SELF-INITIATED</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment</td>
</tr>
<tr>
<td>02</td>
<td>Illness or disability</td>
</tr>
<tr>
<td>03</td>
<td>Household responsibilities</td>
</tr>
<tr>
<td>04</td>
<td>School responsibilities</td>
</tr>
<tr>
<td>05</td>
<td>Other, self-initiated (SPECIFY)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Col 71-72</th>
<th>OTHER-INITIATED</th>
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<tbody>
<tr>
<td>11</td>
<td>Job loss through plant shutdown; or permanent plant move</td>
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<tr>
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<td>Lay-off</td>
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<tr>
<td>13</td>
<td>Dismissal</td>
</tr>
<tr>
<td>14</td>
<td>Termination of temporary job</td>
</tr>
<tr>
<td>16</td>
<td>Other, other-initiated (SPECIFY)</td>
</tr>
<tr>
<td>66</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
56h. Did you have another full-time job before that one?

| Col 21 | 1___ Yes (ASK C. 66hi) |
| Col 21 | 3___ No (SKIP TO C. 66i) |

56hi. What did you do (occupation)? (GET A FULL DESCRIPTION AND JOB TITLE)

| Col 22 blank |

56hii. What kind of company was it in?

| (FOR CODER) |
| Cols 23-26 | INDUSTRY |
| Cols 27-28 | FUNCTIONAL CODE |
| Col 29 | OWNERSHIP |
| 1___ Owner |
| 2___ Employee |

| Col 23 | Col 24 | Col 25 | Col 26 |
| Col 27 | Col 28 |
| Col 29 |
| Cols 30-32 blank |
| Cols 33-34 | 01 | New York City |
| 02 | New York State (not including New York City) |
| 03 | New England |
| 04 | Mid Atlantic |
| 05 | South |
| 06 | Midwest |
| 07 | South West |
| 08 | North West |
| 10 | Puerto Rico |
| 11 | Caribbean |
| 12 | South America |
| 13 | Europe |
| 14 | Canada |
| CC | Other (SPECIFY) |

Col 35-37 (RECORD NUMBER OF MONTHS)
GQhvi. Why did you leave? (DO NOT READ CATEGORIES)

Cols 39-40 SELF-INITIATED

01 Improvement in status, e.g., better job; more money; dissatisfaction with kind of work; conditions of employment

02 Illness or disability

03 Household responsibilities

04 School responsibilities

05 Other, self-initiated

SPECIFY

OTHER-INITIATED

11 Job loss through plant shutdown; or permanent plant move

12 Lay-off

13 Dismissal

14 Termination of temporary job

15 Other, other-initiated (SPECIFY)

16 Other (SPECIFY)
66i. How many years ago did you get your first full-time job?
Cols 41-42 ______

66j. How many jobs, including the present one, have you had in the past year?
Cols 43-44 ______

66k. How many jobs, including the present one, have you had in the past 5 years?
Cols 45-46 ______

66l. How many jobs, including the present one, have you had in the past 10 years?
Cols 47-48 ______
Cols 49-50 blank
<table>
<thead>
<tr>
<th>Firm Identification Number</th>
<th>Population Identification Number</th>
</tr>
</thead>
<tbody>
<tr>
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<th>Col 4</th>
<th>Col 5</th>
<th>Col 6</th>
<th>Col 7</th>
<th>Col 8</th>
<th>Cols 9-20</th>
</tr>
</thead>
</table>
These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(Ask after reading each, "Do you agree with that or disagree?" Then, if agree, "Very much or a little?" If disagree, "Very much or a little?")

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

101. I think that I am a person who cares about the feelings of other people.

Col 21 ___

102. I believe that people usually help each other.

Col 22 ___

103. I think that I have to look out for myself in this world.

Col 23 ___

104. I am able to do things as well as most other people.

Col 24 ___
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

105. I believe that people are out for themselves.

Col 25 ___

106. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26 ___

107. I think that there are many people who care what happens to me.

Col 27 ___

108. There is much in my life that I am proud of.

Col 28 ___

109. I feel uncomfortable with many people.

Col 29 ___
1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

190. I am respected as a person by all kinds of people
   Col 30

191. All in all, I pretty much feel that I am a failure.
   Col 31

192. It upsets me very much to see another person suffer.
   Col 32

193. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.
   Col 33
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

194. I hardly ever feel like picking a fight with any one.

Col 34 __

195. There are times when I feel as if I'm getting a raw deal from life.

Col 35 __

196. It usually bothers me to see someone made fun of in front of others regardless of what he's done.

Col 36 __
1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

197. I like arguing with a supervisor of someone I have to take orders from.

Col 37 __

Col 37

198. I just can't stay mad even when I think I should.

Col 38 __

Col 38

199. At times I have a strong feeling to do something bad or shocking.

Col 39 __

Col 39

200. If I happen to hurt someone without meaning to I usually don't let it bother me.

Col 40 __

Col 40

201. I enjoy taking chances in games and in life.

Col 41 __

Col 41
11-(SII)

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

202. I have often either broken rules and regulations or really wanted to.

203. I don't admire anybody very much.

204. At times I feel like smashing things.

205. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

206. One way to do away with discrimination is to pass stronger laws.
11-7(SHI)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

207. There will always be poor people.

Col 43

208. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

Col 49

209. Unions don't help you; they just collect your dues.

Col 50

210. In this country most people don't want to see colored people move up to better jobs.

Col 51

211. People who don't have much money can't expect to get justice in the courts.

Col 52
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

212. I am able to do much more skilled work than I do now.

Col 53

214. Groups that are for discrimination should be outlawed.

Col 54

215. Unions have helped better conditions for working people.

Col 55

216. If you speak with a different accent it counts against you, no matter what you do.

Col 56

217. There will always be people who are discriminated against.

Col 57
11-9 (SMI)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

213. The Negro and Puerto Rican worker who wants to get ahead today can to so without any real difficulty.

Col 58 __

218. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59 __

219. Negro and Puerto Rican workers just don't seem to get the hang of doing complicated jobs.

Col 45 ___
(CODER: CODE IN COL 45, THIS CARD)

220. There is very little that minority groups can do to change things in this country.

Col 60 __

221. The civil rights movement is a good thing for this country.

Col 61 __

222. The civil rights movement is moving too slowly.

Col 62 __
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

224. Negroes can only win their rights if they fight for them themselves.

Col 63 ___

225. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64 ___

226. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65 ___

227. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66 ___

Cols 67-73 blank
If the low-skill workers in your department were asked to describe the way they felt about it as a place to work in, how do you think they would respond? (REFERS TO WORKERS IN GENERAL)

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

22. That the department is a pleasant place to work.

   Col 53
   (CODER: CODE ON CARD 35, COL 53)

230. That the department does good work.

   Col 58
   (CODER: CODE ON CARD 35, COL 58)

231. That the department is a friendly place to work.

   Col 63
   (CODER: CODE ON CARD 35, COL 63)

232. That the people in the department argue a lot.

   Col 71
   (CODER: CODE ON CARD 35, COL 71)

233. That there are a lot of stuck-up people in the department.

   Col 76
   (CODER: CODE ON CARD 35, COL 76)
These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

1. Very often
2. Sometimes
3. Hardly ever
4. Never

How often do you feel:

234. That you have no one to turn to.
   Col 74 __

235. That you have problems with your life that are too much for you.
   Col 75 __

236. Upset when people find fault with you.
   Col 76 __

337. That people laugh at you.
   Col 77 __
11-13 (SMI)

(FOR CODER)

<table>
<thead>
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<tbody>
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<td>Col 80</td>
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</table>

273
12-i (SMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20

B-3.054

274
60. Now I want to ask you some questions about your schooling. What was the last grade of school you finished? (ASK: "DID YOU FINISH THAT GRADE?" IF NO, MAKE CORRECT CHANGE IN ANSWER.)

<table>
<thead>
<tr>
<th>Cols 21-22</th>
<th>Number of years completed</th>
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<tbody>
<tr>
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<td>01</td>
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<td>03</td>
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<td>04</td>
<td>Elementary School</td>
</tr>
<tr>
<td>05</td>
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</tr>
<tr>
<td>06</td>
<td></td>
</tr>
<tr>
<td>07</td>
<td></td>
</tr>
<tr>
<td>08</td>
<td>Jr. High School</td>
</tr>
<tr>
<td>09</td>
<td></td>
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<tr>
<td>10</td>
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<tr>
<td>11</td>
<td>High School</td>
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<tr>
<td>12</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>College or University</td>
</tr>
<tr>
<td>15</td>
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</tr>
<tr>
<td>16</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Col 23 blank
30a. What kind of school was the last one you attended?

Col 24  1. Elementary School
        2. Junior High School
        3. High School: Ordinary
        4. High School: Commercial
        5. High School: Trade
        6. College or University
        7. Professional
        8. Other (SPECIFY) __________

__________________________
60c. What city, country, state or borough?

<table>
<thead>
<tr>
<th>Col 25-26</th>
<th>01</th>
<th>New York City</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>02</td>
<td>New York State, not including N.Y.C.</td>
</tr>
<tr>
<td></td>
<td>03</td>
<td>New England</td>
</tr>
<tr>
<td></td>
<td>04</td>
<td>Mid-Atlantic, not including N.Y.S.</td>
</tr>
<tr>
<td></td>
<td>05</td>
<td>South</td>
</tr>
<tr>
<td></td>
<td>06</td>
<td>Midwest</td>
</tr>
<tr>
<td></td>
<td>07</td>
<td>South West</td>
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<td></td>
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<td>North West</td>
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<tr>
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<td>10</td>
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<td></td>
<td>11</td>
<td>Caribbean</td>
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<td></td>
<td>12</td>
<td>South America</td>
</tr>
<tr>
<td></td>
<td>13</td>
<td>Europe</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>Canada</td>
</tr>
<tr>
<td></td>
<td>88</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

FOR THOSE WITH LESS THAN 12TH GRADE EDUCATION, ASK:

30e. Do you have a high school equivalency diploma?

| Col 28 | 1 | Yes |
|        | 3 | No |
61. Have you ever thought about going on with school? (IN ADDITION TO FORMAL EDUCATION MENTIONED IN Q. 78)

61a. Have you ever done anything about it?

<table>
<thead>
<tr>
<th>Col 32</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes, formally applied</td>
</tr>
<tr>
<td>2</td>
<td>Yes, inquired directly</td>
</tr>
<tr>
<td>3</td>
<td>Yes, asked other people</td>
</tr>
<tr>
<td>4</td>
<td>Just thought about it</td>
</tr>
<tr>
<td>5</td>
<td>No, have not thought about going on</td>
</tr>
</tbody>
</table>
I'd like to ask you now about any training you may have had that was especially taken to teach you to do a job.

A62. Did you ever learn to do a job in high school?

Col 41 1__ Yes (ASK Q.'A62b)

3__ No (SKIP TO Q. B62)

First Mention

A62b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

________________________
________________________
________________________

(FOR CODER)

Cols 42-43 ___ Functional Code

A62c. How long did you study?

Cols 48-49 ___ (RECORD IN MONTHS)

A62d. Did you finish?

Col 51 1__ Attended but did not complete studies or training

2__ Still attending

3__ Completed studies or training
A62e. Did you ever get such a job?

Col 53 1__ Yes

3__ No

Second Mention

A62bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE.)

____________________________________________________________
____________________________________________________________
____________________________________________________________

(FOR CODER)

Cols 55-56 ___ Functional Code

A62ci. How long did you study?

Cols 61-62 ___ (RECORD IN MONTHS)

A62di. Did you finish?

Col 64 1__ Attended but did not complete studies or training

2__ Still attending

3__ Completed studies or training

A62ei. Did you ever get such a job?

Col 66 1__ Yes

3__ No
| Firm Identification Number | Col 1 |
| Population Identification Number | Col 2 Col 3 Col 4 |
| Card Number | Col 5 blank |
| Interview Phase | Col 6 Col 7 |
| | Col 8 |
| | Cols 9-20 |
B62. Did you ever learn to do a job in a special school?

Col 21  1 __ Yes (ASK Q. B62b)

3 __ No (SKIP TO Q. 63)

First Mention

B62b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

______________________________

______________________________

______________________________

(FOR CODER)

Cols 22-23 __ (FUNCTIONAL CODE)

B62c. How long did you study?

Cols 28-29 ___ (RECORD IN MONTHS)

B62d. Did you finish?

Col 31  1 __ Attended but did not complete studies or training

2 __ Still attending

3 __ Completed studies or training
B62e. Did you ever get such a job?

Col 33 1 ___ Yes

3 ___ No

Second Mention

B62bi. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

______________________________
______________________________
______________________________

(FOR CODER)
Cols 35-36 _____ (FUNCTIONAL CODE)

B62ci. How long did you study?

Cols 41-42 _____ (RECORD IN MONTHS)

B62di. Did you finish?

Col 44 1 ___ Attended but did not complete studies or training.

2 ___ Still attending

3 ___ Completed studies or training

B62ei. Did you ever get such a job?

Col 46 1 ___ Yes

3 ___ No
13-3 (SMI)

Third Mention

B62bii. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

(FOR CODER)
Cols 48-49 _____ (FUNCTIONAL CODE)

B62cii. How long did you study?
Cols 54-55 _____ (RECORD IN MONTHS)

B62dii. Did you finish?
Col 57 1 ___ Attended but did not complete studies or training
2 ___ Still attending
3 ___ Completed studies or training

B62eii. Did you ever get such a job?
Col 59 1 ___ Yes
3 ___ No

Col 47 blank

Col 48 Col 49
Cols 50-53 blank

Col 54 Col 55
Col 56 blank

Col 57 blank

Col 58 blank

Cols 60-80 blank
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<th>Col 6</th>
<th>Col 7</th>
<th>Col 8</th>
<th>Col 9-20 blank</th>
</tr>
</thead>
</table>

Firm Identification Number
Interview Phase
Card Number
Population Identification Number

L 285

14-1 (SMI)
63. Did you ever learn to do a job through a correspondence course?

<table>
<thead>
<tr>
<th>Col 21</th>
<th>Yes (ASK Q. 63b)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>No (SKIP TO Q. A63)</td>
</tr>
</tbody>
</table>

63b. What job were you learning? *(GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)*

____________________

____________________

____________________

(FOR CODER)
Cols 22-23 ____(FUNCTIONAL CODE) ______________________________

63c. How long did you study?

Cols 28-29 ____ (RECORD IN MONTHS)

63d. Did you finish?

<table>
<thead>
<tr>
<th>Col 31</th>
<th>Attended but did not complete studies or training</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Still attending</td>
</tr>
<tr>
<td>3</td>
<td>Completed studies or training</td>
</tr>
</tbody>
</table>

63e. Did you ever get such a job?

<table>
<thead>
<tr>
<th>Col 33</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>No</td>
</tr>
</tbody>
</table>
A63. Did you ever learn to do a job in a course run by a union?

Col 36 1 ___ Yes (ASK Q. A63b)

3 ___ No (SKIP TO Q. B63)

A63b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

_______________________________
_______________________________

(FOR CODER)
Cols 37-38 ___ (FUNCTIONAL CODE)

A63c. How long did you train?

Cols 43-44 ___ (RECORD IN MONTHS)

A63d. Did you finish?

Col 46 1 ___ Attended but did not complete studies or training

2 ___ Still attending

3 ___ Completed studies or training

A63e. Did you ever get such a job?

Col 48 1 ___ Yes

3 ___ No
14-3 (SMI)

B63. Did you ever learn to do a job in a community center?

Col 51 1  Yes (ASK Q. B63b)

3  No  (SKIP TO Q. C63)

B63b. What job were you learning? (GET A FULL DESCRIPTION OF DUTIES AND JOB TITLE)

FILL IN

FILL IN

(FOR CODER)

Cols 52-53 ___ (FUNCTIONAL CODE)

B63c. How long did you train?

Cols 58-59 ___ (RECORD IN MONTHS)

B63d. Did you finish?

Col 61 1  Attended but did not complete studies or training

2  Still attending

3  Completed studies or training

B63e. Did you ever get such a job?

Col 63 1  Yes

3  No
<table>
<thead>
<tr>
<th>Col 1</th>
<th>Col 2</th>
<th>Col 3</th>
<th>Col 4</th>
</tr>
</thead>
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<tr>
<td>Col 5 blank</td>
<td>Col 6</td>
<td>Col 7</td>
<td>Col 8</td>
</tr>
<tr>
<td>Cols 9-20</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
C63. Did you ever learn to do a job in a course run by the government? (PROBE FOR CITY, STATE OR FEDERAL PROGRAMS OR MILITARY)

Col 21  1 Yes (ASK Q. C63b)  
            3 No (SKIP TO Q. 54)  

First Mention

C63b. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

______________________________  
______________________________  
______________________________  
(FOR CODER)  
Cols 22-23 _____ (FUNCTIONAL CODE)  

C63c. How long did you train?

Cols 20-29 _____ (RECORD IN MONTHS)  

C63d. Did you finish?

Col 31  1 Attended but did not complete studies or training  
            2 Still attending  
            3 Completed studies or training  

Col 32 blank
CG3e. Did you ever get such a job?

Col 33  1__ Yes
     3__ No

Second Mention

CG3bi What job were you learning? (GET A FULL DESCRIPTION AND JOB TITLE)

______________________________________
______________________________________
______________________________________

(FOR CODER)

Cols 35-36 ___(FUNCTIONAL CODE)

CG3c How long did you train?

Cols 41-42 ___(RECORD IN MONTHS)

CG3di Did you finish?

Col 44  1__ Attended but did not complete studies or training
     2__ Still attending
     3__ Completed studies or training
C63ei. Did you ever get such a job?

Col 46  1  ____ Yes

3  ____ No

Third Mention

C63bii. What job were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

__________________________
__________________________
__________________________

(FOR CODER)
Cols 48-49  ____ (FUNCTIONAL CODE)

C63cii. How long did you train?

Cols 54-55  ____ (RECORD IN MONTHS)

C63dii. Did you finish?

Col 57  1  ____ Attended but did not complete studies or training

2  ____ Still attending

3  ____ Completed studies or training

C63dii. Did you ever get such a job?

Col 59  1  ____ Yes

3  ____ No
Did you ever take training to do a job by being in an apprentice program or in classes run by a company?

Col 62 1 Yes (ASK Q. 64b)
3 No (SKIP TO Q. 67)

What were you learning? (GET FULL DESCRIPTION OF DUTIES AND JOB TITLE)

(for coder)
Cols 63-64 (FUNCTIONAL CODE)

How long did the training last?
Cols 69-70 (RECORD IN MONTHS)

Did you finish?
Col 72 1 Yes
3 No

Did you ever get such a job?
Col 74 1 Yes
3 No
(FOR CODER)

Record total number of programs mentioned (All institutions).

Cols 76-77

Col 76 Col 77

Cols 78-20 blank
16-1 (SMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

B-3.075

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
67. Of all the jobs you have had, including the one you have here, which did you like best? (GET A FULL DESCRIPTION AND JOB TITLE; ALSO THE TYPE OF COMPANY)

__________________________

__________________________

(FOR CODER)
Cols 21-24 INDUSTRY

Cols 25-26 FUNCTIONAL CODE

Col 27 OWNERSHIP

1 ___ Owner

2 ___ Employee

68. Over the past two years were you ever unemployed? That is, were you out of work and looking for work? (DO NOT INCLUDE LAYOFFS AT PRESENT JOB IN PAST YEAR)

Col 34 1 ___ Yes, a great deal

2 ___ Yes, only a few times

3 ___ No

69. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

__________________________

(CODER: CODE ON CARD 22, COLS 50-62)
71. Do you think you could ever get it?

   Col 45  1 ___ Very likely
   2 ___ Somewhat likely
   3 ___ 50-50 chance
   4 ___ Somewhat unlikely
   5 ___ Very unlikely

72. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

73. What would you like your son to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

   (FOR CODER)
   Cols 53-54  FUNCTIONAL CODE
   Col 55  OWNERSHIP
   1 ___ Owner
   2 ___ Employee
### 73b. What sort of schooling would he need to make his living that way? (DO NOT READ CATEGORIES)

<table>
<thead>
<tr>
<th>Col</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Finish high school</td>
</tr>
<tr>
<td>2</td>
<td>Some college; specific number of years not given</td>
</tr>
<tr>
<td>3</td>
<td>Finish college</td>
</tr>
<tr>
<td>4</td>
<td>Graduate or professional school</td>
</tr>
<tr>
<td>5</td>
<td>Trade, technical or commercial training</td>
</tr>
<tr>
<td>8</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

### 74. What would you like your daughter to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE)

__________________________

__________________________

__________________________

(FOR CODER)

<table>
<thead>
<tr>
<th>Col</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>58</td>
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</tr>
<tr>
<td>59</td>
<td>OWNERSHIP</td>
</tr>
<tr>
<td>60</td>
<td>Owner</td>
</tr>
<tr>
<td>61</td>
<td>Employee</td>
</tr>
<tr>
<td>61</td>
<td>blank</td>
</tr>
</tbody>
</table>
74b. What sort of schooling would she need to make her living that way? (DO NOT READ CATEGORIES)

<table>
<thead>
<tr>
<th>Col 62</th>
<th>1</th>
<th>Finish high school</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Some college; specific number of years not given</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Finish college</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Graduate or professional school</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Trade, technical or commercial training</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>
A lot of people have different ideas about working. Here are some of their ideas. Do you agree or disagree?

(ASK, "DO YOU AGREE OR DISAGREE?" AND THEN, "VERY MUCH, OR A LITTLE?")

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

75. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 _____

(CODER: CODE ON CARD 11, COL 78)

76. If you are willing to work hard, the boss will just take advantage of you.

Col 79 _____

(CODER: CODE ON CARD 11, COL 79)

77. People who try to get ahead are not really liked by other people.

Col 80 _____

(CODER: CODE ON CARD 11, COL 80)
16-6 (SMI)

78. How much take-home pay each week do you need now just to get along?

Cols 65-67 \[(\text{RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR})\]

79. How much take-home pay each week do you need now in order to be comfortable?

Cols 69-71 \[(\text{RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR})\]

(FOR CODER)

Discrepancy between response to Q. 78 and Q. 79

Col 73 + \# Plus
- \# Minus
Cols 74-77 Discrepancy

Col 78 Calculation of Discrepancy

B-3.081

Col 65 Col 66 Col 67

Col 68 blank

Col 69 Col 70 Col 71

Col 72 blank

Col 73

Col 74 Col 75 Col 76 Col 77

Col 78

Cols 79-80 blank
17-i (SMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

B-3.082

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
30. Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it?

<table>
<thead>
<tr>
<th>Col 33</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Definitely interested</td>
</tr>
<tr>
<td>2</td>
<td>Probably interested</td>
</tr>
<tr>
<td>3</td>
<td>Undecided</td>
</tr>
<tr>
<td>4</td>
<td>Probably not interested</td>
</tr>
<tr>
<td>5</td>
<td>Definitely not interested</td>
</tr>
</tbody>
</table>

Obi. Supposing they offered you the same kind of job with about a ten per cent increase in pay. Would you be interested in it?

<table>
<thead>
<tr>
<th>Col 36</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Definitely interested</td>
</tr>
<tr>
<td>2</td>
<td>Probably interested</td>
</tr>
<tr>
<td>3</td>
<td>Undecided</td>
</tr>
<tr>
<td>4</td>
<td>Probably not interested</td>
</tr>
<tr>
<td>5</td>
<td>Definitely not interested</td>
</tr>
</tbody>
</table>
81. Supposing you quit your job today, do you think you would have any trouble getting another job at about the same rate of pay? (We mean person as they are now, without any special training, with their view of what's available.)

Col 45  1. Yes, would have a great deal of trouble (Ask Q. 81a)
        2. Maybe some trouble (Ask Q. 81a)
        3. No trouble (Skip to Q. 81b)
        4. Don't know (Skip to Q. 81b)

81a. Why do you think you would have trouble? (Do not read categories)

Col 47  1. Starting wage too low
        2. Age; disability
        3. Lack of education; no training
        4. Racial discrimination
        5. No job opportunities
        6. Other (Specify)
81b. Do you think you would have any trouble getting a better job at more pay?

Col 48  1  Yes, would have a great deal of trouble
         2  Yes, maybe some trouble
         3  No trouble
         __ Don't know

When people are looking for work, there are different things they do to find work. Which things have you done? (READ ONE AT A TIME, AND CHECK APPROPRIATE COLUMN. AFTER EACH YES RESPONSE, ASK, "DID THIS EVER LAND YOU A JOB?")

83. Have you ever gone "cold" to a company and asked if there was work?

Col 53  1  Yes, and landed a job
         2  Yes, but did not land a job
         3  No; Don't know

84. Have you ever asked friends or relatives if they knew of work?

Col 54  1  Yes, and landed a job
         2  Yes, but did not land a job
         3  No; Don't know
85. Have you asked "around" if people knew of work?

Col 55  1_ Yes, and landed a job
        2_ Yes, but did not land a job
        3_ No; Don't know

86. Have you ever registered at the unemployment office (employment office, USES)?

Col 56  1_ Yes, and landed a job
        2_ Yes, but did not land a job
        3_ No; Don't know

87. Have you ever gone to a private employment agency?

Col 57  1_ Yes, and landed a job
        2_ Yes, but did not land a job
        3_ No; Don't know

88. Have you ever asked at a community agency (like church, Urban League or government agency)?

Col 58  1_ Yes, and landed a job
        2_ Yes, but did not land a job
        3_ No; Don't know
89. Have you ever asked local politicians?
   - Col 59 1. Yes, and landed a job
   - 2. Yes, but did not land a job
   - 3. No; Don’t know

90. Have you ever gone to a union to ask?
   - Col 60 1. Yes, and landed a job
   - 2. Yes, but did not land a job
   - 3. No; Don’t know

91. Have you ever read want ads in papers?
   - Col 61 1. Yes, and landed a job
      (ASK Q. 91a)
   - 2. Yes, but did not land a job
      (ASK Q. 91a)
   - 3. No; Don’t know
      (SKIP TO Q. 93)
17-6 (SMI)

91a. Which papers? (DO NOT READ LIST)

Cols 62-67
01 New York Times
02 Daily News; Mirror
03 Amsterdam News
04 Long Island Press
05 Newsday
06 El Diario; La Prensa
07 New York World-Telegram
08 New York Post
09 Civil Service; the Chief; Leader

88 Other (SPECIFY)

________________________

First Mention

Cols 62-63

Second Mention

Cols 64-65

Third Mention

Cols 66-67
93. Which of these things do you use most to find work? (DO NOT READ LIST)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Going 'cold' to a company</td>
</tr>
<tr>
<td>02</td>
<td>Friends or relatives</td>
</tr>
<tr>
<td>03</td>
<td>Asking 'around'</td>
</tr>
<tr>
<td>04</td>
<td>Unemployment office</td>
</tr>
<tr>
<td>05</td>
<td>Going to a private employment agency</td>
</tr>
<tr>
<td>06</td>
<td>Community agency</td>
</tr>
<tr>
<td>07</td>
<td>Local politicians</td>
</tr>
<tr>
<td>08</td>
<td>Union</td>
</tr>
<tr>
<td>09</td>
<td>Want ads in papers</td>
</tr>
<tr>
<td>10</td>
<td>School placement service</td>
</tr>
<tr>
<td>11</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>
94. How did you find your job in this company (hospital)? (If respondent had other jobs in the same company, the first job there.)

<table>
<thead>
<tr>
<th>Cols 74-75</th>
<th>01. Going &quot;cold&quot; to company</th>
</tr>
</thead>
<tbody>
<tr>
<td>02.</td>
<td>Friends or relatives</td>
</tr>
<tr>
<td>03.</td>
<td>Asking &quot;around&quot;</td>
</tr>
<tr>
<td>04.</td>
<td>Unemployment office</td>
</tr>
<tr>
<td>05.</td>
<td>Going to a private employment agency</td>
</tr>
<tr>
<td>06.</td>
<td>Community agency</td>
</tr>
<tr>
<td>07.</td>
<td>Local politicians</td>
</tr>
<tr>
<td>08.</td>
<td>Union</td>
</tr>
<tr>
<td>09.</td>
<td>Want ads in papers</td>
</tr>
<tr>
<td>10.</td>
<td>School placement Service</td>
</tr>
<tr>
<td>55.</td>
<td>Other (Specify)</td>
</tr>
</tbody>
</table>

Cols 76-80 blank
<table>
<thead>
<tr>
<th>18-i (SMI)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firm Identification Number</td>
</tr>
<tr>
<td>Population Identification Number</td>
</tr>
<tr>
<td>Card Number</td>
</tr>
<tr>
<td>Interview Phase</td>
</tr>
</tbody>
</table>

| Col 1 |
| Col 2 | Col 3 | Col 4 |
| Col 5 blank |
| Col 6 | Col 7 |
| Col 8 |
| Col 9-20 blank |
32. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1 A chance at a better paying job

3 Job like present job
19-i (SMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Col 1

Col 2 Col 3 Col 4 Col 5 blank Col 6 Col 7 Col 8 Col 9-20 blank
Now, some more questions about you in particular.

238. You said your take home pay is ________ for a week. (THIS IS FROM QUESTION 28.) How much do you think you will be making a year from now?
   Cols 21-23 ________

239. How much a week do you think you will be making five years from now?
   Cols 26-28 ________

240. How often do you read newspapers?
   Col 46 1 ___ Very often
            2 ___ Often
            3 ___ Occasionally
            4 ___ Seldom
            5 ___ Never
**19-2 (SM1)**

**248a. Which ones do you read? (DO NOT READ LIST)**

<table>
<thead>
<tr>
<th>Col 48-58</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>New York Times</td>
</tr>
<tr>
<td>02</td>
<td>Daily News; Mirror</td>
</tr>
<tr>
<td>03</td>
<td>Amsterdam News; Mohammed Speaks</td>
</tr>
<tr>
<td>04</td>
<td>Long Island Press</td>
</tr>
<tr>
<td>05</td>
<td>Newsday</td>
</tr>
<tr>
<td>06</td>
<td>El Diario; La Prensa; Imparcial</td>
</tr>
<tr>
<td>07</td>
<td>New York World-Telegram</td>
</tr>
<tr>
<td>08</td>
<td>New York Post</td>
</tr>
<tr>
<td>09</td>
<td>Civil Service, e.g. Leader; Chief</td>
</tr>
<tr>
<td>10</td>
<td>Religious papers, e.g. Catholic News</td>
</tr>
<tr>
<td>11</td>
<td>Enquirer</td>
</tr>
<tr>
<td>12</td>
<td>Union papers</td>
</tr>
<tr>
<td>83</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

**First Mention**

<table>
<thead>
<tr>
<th>Col 43</th>
<th>Col 49</th>
</tr>
</thead>
</table>

**Second Mention**

<table>
<thead>
<tr>
<th>Col 50</th>
<th>Col 51</th>
</tr>
</thead>
</table>

**Third Mention**

<table>
<thead>
<tr>
<th>Col 52</th>
<th>Col 53</th>
</tr>
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</table>

**Fourth Mention**

<table>
<thead>
<tr>
<th>Col 54</th>
<th>Col 55</th>
</tr>
</thead>
</table>

**Fifth Mention**

<table>
<thead>
<tr>
<th>Col 56</th>
<th>Col 57</th>
</tr>
</thead>
</table>

**TOTAL NUMBER OF NEWSPAPERS READ**

<table>
<thead>
<tr>
<th>Col 58</th>
</tr>
</thead>
</table>

**240b. Which one do you read the most? (DO NOT READ LIST)**

<table>
<thead>
<tr>
<th>Col 59</th>
<th>Col 60</th>
</tr>
</thead>
</table>

**315**
241. Do you belong to any organizations other than a union?

Col 61 1 ___ Yes (ASK Q. 241a)

3 ___ No (SKIP TO Q. 242)
241a Which ones? (DO NOT READ LIST)

241b. Do you attend meetings? (ASK FOR EACH ORGANIZATION MENTIONED.)

<table>
<thead>
<tr>
<th>Cols 63-78</th>
<th>Type of Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Business</td>
</tr>
<tr>
<td>02</td>
<td>Fraternal</td>
</tr>
<tr>
<td>03</td>
<td>Recreational</td>
</tr>
<tr>
<td>04</td>
<td>Religious</td>
</tr>
<tr>
<td>05</td>
<td>Cultural</td>
</tr>
<tr>
<td>06</td>
<td>Political</td>
</tr>
<tr>
<td>07</td>
<td>Civil Rights</td>
</tr>
<tr>
<td>08</td>
<td>Neighborhood Improve-ment; Block Association</td>
</tr>
<tr>
<td>09</td>
<td>Educational, e.g. PTA</td>
</tr>
<tr>
<td>10</td>
<td>Veterans Association</td>
</tr>
<tr>
<td>33</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

Attendance

<table>
<thead>
<tr>
<th>Cols 63-64</th>
<th>___ First Mention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 65</td>
<td>___ Attendance</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cols 66-67</th>
<th>___ Second Mention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 68</td>
<td>___ Attendance</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cols 69-70</th>
<th>___ Third Mention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 71</td>
<td>___ Attendance</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cols 72-73</th>
<th>___ Fourth Mention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 74</td>
<td>___ Attendance</td>
</tr>
<tr>
<td>Col 75-76</td>
<td>Fifth Mention</td>
</tr>
<tr>
<td>-----------</td>
<td>--------------</td>
</tr>
<tr>
<td>Col 77</td>
<td>Attendance</td>
</tr>
<tr>
<td>Col 78</td>
<td>TOTAL NUMBER OF ORGANIZATIONS MENTIONED</td>
</tr>
</tbody>
</table>

Cols 79-80 blank.
20-i (SMI)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

B-3.099

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
242. What language can you understand and speak fairly well?

Cols 21-23

1 ___ Spanish
2 ___ English
3 ___ Other (SPECIFY) ___

Col 21 ___ First Mention
Col 22 ___ Second Mention
Col 23 ___ Third Mention

243. What nationality, other than American, would you say you are? (DO NOT READ CHOICES)

00 None
01 American, excluding American Negro, Negro, or American Indian
02 American Negro, or Negro
03 American Indian
04 Irish
05 Italian
06 Puerto Rican
07 French
08 Jamaican
09 Haitian
10 Spanish
11 English
12 German
13 West Indian
14 French Canadian
15 Mixed European
16 British
17 African
18 Afro-American
19 Mixed Negro and European
20 Black
21 Polish
22 Other European
23 Mixed Indian and European
24 Other, non-European
88 Other
99 Information not available

(CODED IN COLS 17-18 OF EVERY CARD)
244. How old are you?
(CODED IN COLS 19-20 OF EVERY CARD)

245. Where were you born? Was it on a farm, in a small town, in a city?

Col 27 1 ___ Farm
2 ___ Small town
3 ___ City

246. What state (country if not U.S.) was it in?
(DO NOT READ LIST)

Cols 28-29 01 ___ New York City
02 ___ New York State, not including N.Y.C.
03 ___ New England
04 ___ Mid-Atlantic, not including N.Y.S.
05 ___ South
06 ___ Midwest
07 ___ South West
08 ___ North West
10 ___ Puerto Rico
11 ___ Caribbean
12 ___ South America
13 ___ Europe
14 ___ Canada
88 ___ Other (SPECIFY) ___
247. Where do you live now? (DO NOT READ LIST)

Cols 30-31

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Brooklyn</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>02</td>
<td>Bronx</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>03</td>
<td>Manhattan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>04</td>
<td>Richmond</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>05</td>
<td>Queens</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>06</td>
<td>Nassau County; Suffolk County</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07</td>
<td>Westchester County</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>08</td>
<td>New Jersey</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>88</td>
<td>Other (SPECIFY)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

248. How long have you lived in this city? (NAMED ABOVE) (DO NOT READ LIST)

Cols 32-34

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(RECORD FIGURE IN MONTHS)</td>
<td></td>
</tr>
</tbody>
</table>

249. Where else have you lived? (FOR EACH PLACE ASK "HOW LONG?" ELIMINATE SERVICE IN THE ARMED FORCES.)

Col 36

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(DO NOT ASK)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-8</td>
<td>(RECORD TOTAL NUMBER)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Nine or more</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Col 37 blank
Cols 38-42  **First Mention**

**Location**

01  Brooklyn  
02  Bronx  
03  Manhattan  
04  Richmond  
05  Queens  
06  Nassau County, Suffolk  
07  Westchester County  
08  New Jersey  
09  New York State (not including above)  
10  Mid-Atlantic (not including above)  
11  New England  
12  South  
13  Midwest  
14  South West  
15  North West  
16  Puerto Rico  
17  Caribbean  
18  South America  
19  Europe  
20  Canada  
88  Other (SPECIFY)  

Cols 38-39  ____ Location  

Cols 40-42  ____ Length of residence  
(RECORD FIGURE IN MONTHS)  

Cols 44-48  **Second Mention**

Cols 44-45  ____ Location  

Cols 46-48  ____ Length of residence  
(RECORD FIGURE IN MONTHS)  

323
20-5 (SM1)

Cols 50-54  Third Mention
Cols 50-51  Location
Cols 52-54  Length of residence
(RECORD FIGURE IN MONTHS)

Cols 56-60  Fourth Mention
Cols 56-57  Location
Cols 58-60  Length of residence
(RECORD FIGURE IN MONTHS)

Cols 62-66  Fifth Mention
Cols 62-63  Location
Cols 64-66  Length of residence
(RECORD FIGURE IN MONTHS)
250. Where were your parents born?

Cols 68-69 ___ Mother

01 Brooklyn
02 Bronx
03 Manhattan
04 Richmond
05 Queens
06 Nassau County, Suffolk
07 Westchester County
08 New Jersey
09 New York State (not including above)
10 Mid-Atlantic (not including above)
11 New England
12 South
13 Midwest
14 South West
15 North West
16 Puerto Rico
17 Caribbean
18 South America
19 Europe
20 Canada
88 Other
(SPECIFY)_________

Cols 70-71 ___ Father

(CODER: REFER TO ABOVE CATEGORIES)
20-7 (SMI)

251. What does (or did) your father do for a living? (GET FULL DESCRIPTION AND JOB TITLE) __________________________________________

<table>
<thead>
<tr>
<th>Cols 72-73</th>
<th>Functional Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 74</td>
<td>Ownership</td>
</tr>
<tr>
<td>1</td>
<td>Owner</td>
</tr>
<tr>
<td>2</td>
<td>Employee</td>
</tr>
</tbody>
</table>

Col 72 Col 73

Col 74

252. What does (or did) your mother do for a living? (GET FULL DESCRIPTION AND JOB TITLE) __________________________________________

<table>
<thead>
<tr>
<th>Cols 75-76</th>
<th>Functional Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 77</td>
<td>Ownership</td>
</tr>
<tr>
<td>1</td>
<td>Owner</td>
</tr>
<tr>
<td>2</td>
<td>Employee</td>
</tr>
</tbody>
</table>

Col 75 Col 76

Col 77

Cols 78-80 blank

326
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

21-1 (SMI)

B=3.107

Col 1

Col 2 Col 3 Col 4
Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank
253. Are you:

Col 21 1 __ Married? (ASK Q. 253a)
2 __ Never married? (SKIP TO Q. 255)
3 __ Widowed? (SKIP TO Q. 254)
4 __ Divorced? (ASK Q. 253a)
5 __ Separated? (ASK Q. 253a)
8 __ Other (SPECIFY) __________

253a. Is your husband (wife) working?

Col 22 1 __ Yes (ASK Q. 253ai)
3 __ No (SKIP TO Q. 254)

253ai. What is his (her) job?

(FOR CODER)
Cols 23-24 FUNCTIONAL CODE

Col 25 OWNERSHIP
1 __ Owner
2 __ Employee

254. Do you have any children?

Col 34 1 __ Yes (ASK Q. 254i)
3 __ No (SKIP TO Q. 255)
2.54i. How many? What are their ages?

<table>
<thead>
<tr>
<th>Column</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 3C</td>
<td>Total number of children</td>
</tr>
<tr>
<td></td>
<td>0-5 years old</td>
</tr>
<tr>
<td>Col 39</td>
<td>Total number of children</td>
</tr>
<tr>
<td></td>
<td>5-10 years old</td>
</tr>
<tr>
<td>Col 40</td>
<td>Total number of children</td>
</tr>
<tr>
<td></td>
<td>11-16 years old</td>
</tr>
<tr>
<td>Col 41</td>
<td>Total number of children</td>
</tr>
<tr>
<td></td>
<td>17-20 years old</td>
</tr>
<tr>
<td>Col 42</td>
<td>Total number of children</td>
</tr>
<tr>
<td></td>
<td>21 and over</td>
</tr>
</tbody>
</table>

2.55. Who is the main support of your family? (DO NOT READ CATEGORIES)

<table>
<thead>
<tr>
<th>Column</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 43</td>
<td>Self</td>
</tr>
<tr>
<td></td>
<td>2. Husband</td>
</tr>
<tr>
<td></td>
<td>3. Wife</td>
</tr>
<tr>
<td></td>
<td>4. Mother</td>
</tr>
<tr>
<td></td>
<td>5. Father</td>
</tr>
<tr>
<td></td>
<td>6. Siblings</td>
</tr>
<tr>
<td></td>
<td>7. Other (SPECIFY)</td>
</tr>
</tbody>
</table>

2.56. How many people do you help support?

<table>
<thead>
<tr>
<th>Columns</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>46-47</td>
<td></td>
</tr>
</tbody>
</table>
Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT)

257. Sex of respondent:

Col 15  1__ Male
        2__ Female

(CODER: CODE IN COL 15 OF EVERY CARD)

258. Race of respondent (APPEARANCE)

Col 16  1__ White
        2__ Negro
        3__ Puerto Rican
        4__ Oriental
        8__ Other (SPECIFY)________________

(CODER: CODE IN COL 16 OF EVERY CARD)

259. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Col 61  1__ None
        2__ A little
        3__ A great deal
260. Did the respondent have difficulty answering the questions?

Col 32
1. None
2. A little
3. A great deal

261. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE)

Col 63
1. No difficulty
2. Some difficulty
3. Much difficulty

262. Did you have difficulty understanding respondent because of accent?

Col 64
1. Yes
2. No
4. Interview conducted in Spanish

263. How interested in the interview was the respondent?

Col 66
1. Was very interested
2. Fairly interested
3. Hardly interested
4. Not at all interested
267. What was the respondent's attitude toward you?

Col 67 1___ Friendly and open
2___ Somewhat reserved
3___ Rather withdrawn and stiff
4___ Belligerent

Interviewee: __________________________

Interviewer:

Cols 70-71 (INTERVIEWER PLEASE PRINT YOUR NAME HERE)

Length of Interview

Cols 72-74 FROM _____ TO _____
<table>
<thead>
<tr>
<th>Cols 75-76</th>
<th>Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>January</td>
</tr>
<tr>
<td>02</td>
<td>February</td>
</tr>
<tr>
<td>03</td>
<td>March</td>
</tr>
<tr>
<td>04</td>
<td>April</td>
</tr>
<tr>
<td>05</td>
<td>May</td>
</tr>
<tr>
<td>06</td>
<td>June</td>
</tr>
<tr>
<td>07</td>
<td>July</td>
</tr>
<tr>
<td>08</td>
<td>August</td>
</tr>
<tr>
<td>09</td>
<td>September</td>
</tr>
<tr>
<td>10</td>
<td>October</td>
</tr>
<tr>
<td>11</td>
<td>November</td>
</tr>
<tr>
<td>12</td>
<td>December</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cols 77-78</th>
<th>Day</th>
</tr>
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<tbody>
<tr>
<td>01-31</td>
<td></td>
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<table>
<thead>
<tr>
<th>Cols 79-80</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>56</td>
<td>1966</td>
</tr>
<tr>
<td>57</td>
<td>1967</td>
</tr>
<tr>
<td>68</td>
<td>1968</td>
</tr>
<tr>
<td>Col 1</td>
<td>Col 2</td>
</tr>
<tr>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>Firm Identification Number</td>
<td></td>
</tr>
<tr>
<td>Population Identification Number</td>
<td></td>
</tr>
<tr>
<td>Card Number</td>
<td></td>
</tr>
<tr>
<td>Interview Phase</td>
<td></td>
</tr>
</tbody>
</table>

B-3.114
95. Think about the low-skill people you are in charge of. How interested do you think most of them are in getting a better job at more pay here?

Col 21
1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

36. How interested do you think they would still be if it meant they had to work longer hours than now?

Col 26
1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

37. How interested do you think they would be if it meant they had to take on more responsibilities?

Col 31
1 ___ Very interested
2 ___ Interested
3 ___ Slightly Interested
4 ___ Not sure
5 ___ Not interested
33-2 (SM1)

93. How interested do you think they would be if it meant they had to "boss" somebody else?

Col 39 1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

93a. If they had to leave people they are presently working with?

Col 40 1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

93b. If they had to lose their seniority?

Col 41 1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested

Cols 42-43 blank
99. If there were jobs open above the lowest-paying jobs in the company (hospital), how do you think they should be filled? Should experienced workers be hired from the outside, or people from the low jobs inside the company (hospital) be trained to do them?

Col 44 1 __ Hire from outside
        2 __ Train from within

100. Let's suppose a training program were given here so that low-skill workers here could learn to do other, more skilled work. How interested do you think the low-skill workers you are in charge of would be in taking part in it?

Col 53 1 __ Very interested
        2 __ Interested
        3 __ Slightly interested
        4 __ Not sure
        5 __ Not interested

101. How interested do you think they would be if it meant they had to stay after their regular hours of work even if they didn't get paid?

Col 53 1 __ Very interested
        2 __ Interested
        3 __ Slightly interested
        4 __ Not sure
        5 __ Not interested
102. How interested do you think they would be if it meant they had to do some studying at home?

Col 73 1 __ Very interested

2 __ Interested

3 __ Slightly interested

4 __ Not sure

5 __ Not interested

Cols 74-80 blank
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<td>Col 6 Col 7</td>
</tr>
<tr>
<td>Col 8</td>
<td>Col 9-20 blank</td>
</tr>
</tbody>
</table>
105. How interested do you think they would be if it meant they would be trained for a job that would make them a part of management, like a foreman or supervisor?

Col 21 1 Very interested
       2 Interested
       3 Slightly interested
       4 Not sure
       5 Not interested

106. How soon do you think they would be willing to start in such a training program if it were given?

Col 26 1 Immediately
       2 Sometime in the very near future
       3 Sometime later
       4 Not in the foreseeable future

107. Do you think that workers taking a training program should be paid while they are training during their regular hours of work?

Col 31 1 Strongly agree
       2 Agree
       3 Undecided
       4 Disagree
       5 Strongly disagree
108. Do you think that workers taking a training program should be paid for time they spend in the program after their regular working hours?

<table>
<thead>
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<tr>
<td></td>
<td>2</td>
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<tr>
<td></td>
<td>3</td>
<td>Undecided</td>
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<tr>
<td></td>
<td>4</td>
<td>Disagree</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Strongly disagree</td>
</tr>
</tbody>
</table>

109. If a training program were started here, do you think it would have an overall effect that was beneficial, harmful, both, or no effect?

<table>
<thead>
<tr>
<th>Col 39</th>
<th>1</th>
<th>Very positive</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>Somewhat positive</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Neutral, no effect</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Somewhat negative</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Very negative</td>
</tr>
</tbody>
</table>

110. What effect would it have on the productivity of the workers?

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<thead>
<tr>
<th>Col 41</th>
<th>1</th>
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<tbody>
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</tr>
<tr>
<td></td>
<td>3</td>
<td>Neutral, no effect</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Somewhat negative</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Very negative</td>
</tr>
</tbody>
</table>
111. What effect would it have on the quality of the work?

<table>
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<tr>
<th></th>
<th>1</th>
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<tbody>
<tr>
<td></td>
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<td>Somewhat positive</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Neutral, no effect</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Somewhat negative</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Very negative</td>
</tr>
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</table>

112. What effect would it have on attendance?

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<td>Somewhat negative</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Very negative</td>
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113. What effect would it have on the workers' morale?

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</thead>
<tbody>
<tr>
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<td>2</td>
<td>Somewhat positive</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Neutral, no effect</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Somewhat negative</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Very negative</td>
</tr>
</tbody>
</table>
114. What effect would it have on workers' feelings about the company (hospital)?

Col 49 1____ Very positive
2____ Somewhat positive
3____ Neutral, no effect
4____ Somewhat negative
5____ Very negative

Let's suppose a training program were started here to teach people to be a [INSERT NAME OF JOB FOR WHICH THE TRAINING PROGRAM WILL BE GIVEN.] From your knowledge of what such a job would involve, what would you say are the qualifications needed to do the job? For example,

115. How much skill do you personally feel is needed for this job?

Col 51 1____ A great deal
2____ A moderate amount
3____ A slight amount
4____ Hardly any
5____ None

Col 50 blank

Col 52 blank
115. How much former work experience is needed?

Col 53  1. A great deal
       2. A moderate amount
       3. A slight amount
       4. Hardly any
       5. None

117. What do you think is the least education a person would need for the job? (READ CATEGORIES)

Col 57  1. Few years of grammar school
       2. Completion of grammar school
       3. Junior high school
       4. Some high school
       5. Completion of high school
       6. Some college
       7. Completion of college
118. In your opinion, must a person be able to read English to do the job? (IF YES, ASK: "HOW WELL?")

Col 59  
1. Yes, very well
2. Yes, moderately well
3. Yes, just barely
4. No

119. Must a person be able to write English to do the job? (IF YES, ASK: "HOW WELL?")

Col 61  
1. Yes, very well
2. Yes, moderately well
3. Yes, just barely
4. No

120. In your opinion, how well must a person be able to speak English to do the job? Must he be able to speak very well, moderately well, just barely, or isn't it necessary to the job?

Col 63  
1. Yes, very well
2. Yes, moderately well
3. Yes, just barely
4. No
121a. What age do you think is best to do such a job?

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<td></td>
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<td></td>
<td>3</td>
<td>35-44 years</td>
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<td>65 or over</td>
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121ai How important do you think age is to do the job?

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<td>4</td>
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121b At about what age do you think someone is too old to be able to do the job?

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<td>Col 8</td>
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</table>
Personal traits are often important requirements for a person to do a particular job. I would like your ideas about some traits that may be needed to do the job of _________________.

I will name a trait and you tell me whether, for this job, the trait is in one of five categories. Is it (1) absolutely necessary? That is, the job can't be done if a person hasn't got the trait. (2) Is it desirable? That is, it is helpful to have the trait. (3) Is it undesirable? That is, it holds back performance on the job. (4) Is it absolutely unacceptable? That is, the job can't be done if someone has the trait. And (5), is it irrelevant? That is, the trait has no effect on the performance on the job.

(READ EACH CATEGORY ALOUD UNTIL THE RESPONDENT GETS USED TO THEM.)

1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

How important is it that a person:

122. Be neat

123. Has a sense of humor
1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

124. Likes to dominate people
Col 23 ___

125. Is cooperative
Col 24 ___

126. Is easily irritated
Col 25 ___

127. Keeps to himself
Col 26 ___

128. Is self assured
Col 27 ___

129. Likes responsibilities
Col 28 ___
Absolutely necessary
Desirable
Irrelevant
Undesirable
Absolutely unacceptable

130. Does only what he is told
   Col 29 ___

131. Is friendly
   Col 30 ___

132. Is easy going
   Col 31 ___

133. Is sympathetic
   Col 32 ___

134. Is ambitious
   Col 33 ___

135. Has a sense of duty
   Col 34 ___
1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

136. Gets along well with co-workers
   Col 35

137. Is loyal to the company (hospital)
   Col 36

138. Is calm
   Col 37

Now think about the traits you would look for if you were to recommend people to be trained to be __________________. (INSERT NAME OF JOB) Using the same five categories, how important is it that a trainee be the following:

(READ EACH CATEGORY ALOUD UNTIL THE RESPONDENT GETS USED TO THEM.)

How important is it that a trainee:

139. Is sociable
   Col 41
1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

140. Gets angry easily.
   Col 42

141. Has many friends at work
   Col 43

142. Is hard to talk to
   Col 44

143. Is unsatisfied with his present job
   Col 45

144. Shows initiative
   Col 46

145. Mixes only with people of the same race or nationality
   Col 47

146. If often late to work
   Col 48
147. Is a leader

Col 49

1 Absolutely necessary
2 Desirable
3 Irrelevant
4 Undesirable
5 Absolutely unacceptable

148. Follows orders well

Col 50

149. Is not interested in the company (hospital)

Col 51

(FOR CODER)

(TRANSCRIBE INFORMATION FROM Q. 229, CARD 11)

Col 53
Cols 54-57 blank

(TRANSCRIBE INFORMATION FROM Q. 230, CARD 11)

Col 58
Cols 59-62 blank

(TRANSCRIBE INFORMATION FROM Q. 231, CARD 11)

Col 63
Cols 64-70 blank

(TRANSCRIBE INFORMATION FROM Q. 232, CARD 11)

Col 71
Cols 72-75 blank

(TRANSCRIBE INFORMATION FROM Q. 233, CARD 11)

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36-i (SMI)

B-3.134

354
150. If you were asked to pick one of the low skill workers you are in charge of to take part in a training program to learn to be (INSERT NAME OF JOB), who would you most strongly recommend?

(FOR CODER)
Cols 21-24 Worker's I.D. #

Now think of the person you said you would recommend most strongly for training to be a (INSERT NAME OF JOB). I'd like you to rate this person on some of the traits just mentioned. I'll read you a pair of traits and I'd like you to tell me whether you think this person is more like the one trait or the other, or somewhere in between.

For example:

153. Would you say that this person is neat or sloppy or somewhere in between?

(IF NEAT, ASK: "WOULD YOU SAY VERY NEAT OR SOMEWHAT NEAT?")

(IF SLOPPY, ASK: "WOULD YOU SAY VERY SLOPPY OR SOMEWHAT SLOPPY?")

(IF IN BETWEEN, ASK: "WOULD YOU SAY SLIGHTLY MORE NEAT OR SLIGHTLY MORE SLOPPY?")
1. Would you say this person has a sense of humor or is humorless or is somewhere in between?

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<tr>
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<td>Very good sense of humor</td>
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<tr>
<td>2</td>
<td>Somewhat of a sense of humor</td>
</tr>
<tr>
<td>3</td>
<td>In between (IF RESPONDENT INSISTS)</td>
</tr>
<tr>
<td>4</td>
<td>Somewhat humorless</td>
</tr>
<tr>
<td>5</td>
<td>Very humorless</td>
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</table>

(CODER: CODE Qs 153-175 ON CARD 37, COLS 21-43)
156. Would you say that this person is cooperative or uncooperative or somewhere in between?

1. Very cooperative
2. Somewhat cooperative
3. In between (IF RESPONDENT INSISTS)
4. Somewhat uncooperative
5. Very uncooperative

157. Would you say this person is irritable or even-tempered or somewhere in between?

1. Very irritable
2. Somewhat irritable
3. In between (IF RESPONDENT INSISTS)
4. Somewhat even-tempered
5. Very even-tempered

158. Would you say this person keeps to himself or is out-going or is somewhere in between?

1. Keeps very much to himself
2. Keeps somewhat to himself
3. In between (IF RESPONDENT INSISTS)
4. Somewhat out-going
5. Very out-going
159. Would you say this person is self-assured or lacking in self-confidence, or somewhere in between?

1. Very self-assured
2. Somewhat self-assured
3. In between (IF RESPONDENT INSISTS)
4. Somewhat lacking in self-confidence
5. Very lacking in self-confidence

160. Would you say this person likes responsibilities or dislikes responsibilities or is somewhere in between?

1. Likes responsibilities very much
2. Likes responsibilities somewhat
3. In between (IF RESPONDENT INSISTS)
4. Dislikes responsibilities somewhat
5. Dislikes responsibilities very much

161. Would you say this person does only what he/she is told or takes initiative or is somewhere in between?

1. Tends very much to do only what is told
2. Tends somewhat to do only what is told
3. In between (IF RESPONDENT INSISTS)
4. Tends somewhat to take initiative
5. Tends very much to take initiative
162. Would you say this person is friendly or unfriendly or somewhere in between?

1 __ Very friendly
2 __ Somewhat friendly
3 __ In between (IF RESPONDENT INSISTS)
4 __ Somewhat unfriendly
5 __ Very unfriendly

163. Would you say this person is easy going or takes things seriously or somewhere in between?

1 __ Very easy going
2 __ Somewhat easy going
3 __ In between (IF RESPONDENT INSISTS)
4 __ Takes things somewhat seriously
5 __ Takes things very seriously

164. Would you say this person is sympathetic or unsympathetic or somewhere in between?

1 __ Very sympathetic
2 __ Somewhat sympathetic
3 __ In between (IF RESPONDENT INSISTS)
4 __ Somewhat unsympathetic
5 __ Very unsympathetic
165. Would you say this person is ambitious or lacks ambition or somewhere in between?

1 ___ Very ambitious
2 ___ Somewhat ambitious
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat lacking in ambition
5 ___ Very lacking in ambition

166. Would you say this person has a sense of duty or lacks a sense of duty or somewhere in between?

1 ___ Strong sense of duty
2 ___ Somewhat of a sense of duty
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Is somewhat lacking in sense of duty
5 ___ Is very lacking in sense of duty

167. Would you say this person gets along well with co-workers or gets along poorly with co-workers or somewhere in between?

1 ___ Gets along very well
2 ___ Gets along well
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Gets along poorly
5 ___ Gets along very poorly
168. Would you say this person is loyal to the hospital or is not loyal to the company (hospital) or somewhere in between?
   1 ___ Very loyal
   2 ___ Somewhat loyal
   3 ___ In between (IF RESPONDENT INSISTS)
   4 ___ Not very loyal
   5 ___ Not at all loyal

169. Would you say this person is calm or excitable or somewhere in between?
   1 ___ Very calm
   2 ___ Somewhat calm
   3 ___ In between (IF RESPONDENT INSISTS)
   4 ___ Somewhat excitable
   5 ___ Very excitable

170. Would you say this person is sociable or unsociable or somewhere in between?
   1 ___ Very sociable
   2 ___ Somewhat sociable
   3 ___ In between (IF RESPONDENT INSISTS)
   4 ___ Somewhat unsociable
   5 ___ Very unsociable
171. Would you say this person gets angry easily or does not get angry easily or somewhere in between?

1 ___ Gets angry very easily
2 ___ Gets angry easily
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Seldom gets angry
5 ___ Never gets angry

172. Would you say this person is hard to talk to or is easy to talk to or somewhere in between?

1 ___ Very hard to talk to
2 ___ Somewhat hard to talk to
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat easy to talk to
5 ___ Very easy to talk to

173. Would you say this person is unsatisfied with his/her present job or is satisfied with his/her present job or somewhere in between?

1 ___ Very unsatisfied with present job
2 ___ Somewhat unsatisfied with present job
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat satisfied with present job
5 ___ Very satisfied with present job
175. Would you say this person follows orders well or follows orders poorly or somewhere in between?

1 ___ Follows orders very well
2 ___ Follows orders well
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Follows orders poorly
5 ___ Follows orders very poorly

How well would you say the following statements apply to this person (PERSON REFERRED TO IN Qs 153-175):

1 Applies very well
2 Applies somewhat
4 Does not apply very well
5 Does not apply at all
3 Don't know (IF RESPONDENT INSISTS)

176. Has many friends at work?

Col 61 ___

177. Mixes only with people of the same race or nationality?

Col 62 ___
1. Applies very well
2. Applies somewhat
4. Does not apply very well
5. Does not apply at all
3. Don't know (IF RESPONDENT INSISTS)

178. Is often late to work?
   Col 63

179. Is a leader?
   Col 64

130. Is interested in the company (hospital)?
   Col 65

Cols 66-80 blank
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(CODER: TRANSCRIBE INFORMATION FROM Qs. 1 & 4, CARD 01)

1. What is your job called?

Cols 21-24 Industry

0000-*** Transcribe editing marks (S.I.C. Manual)

Cols 25-26 Functional Code

00-** Transcribe editing marks (Code Supplement C)

Col 27 GED (General Educational Development)

0-9 Transcribe editing marks (Code Supplement C)

Col 28 SVP (Specific Vocational Preparation)

0-9 Transcribe editing marks (Code Supplement C)

Col 29 Ownership

1 Owner
2 Employee

Cols 30-32 DOT (Dictionary of Occupational Titles)

000-*** Transcribe editing marks (Code Supplement C)
69. If you could have any job at all in this company (hospital), which would you like to have?

(CODER: TRANSCRIBE INFORMATION FROM Q. 69, CARD 16)

Cols 50-53 **Industry**

0000-**** Transcribe editing marks (S.I.C. Manual)

Cols 54-55 **Functional Code**

00-** Transcribe editing marks (Code Supplement C)

Col 56 **GED (General Educational Development)**

0-9 Transcribe editing marks (Code Supplement C)

Col 57 **SVP (Specific Vocational Preparation)**

0-9 Transcribe editing marks (Code Supplement C)

Col 58 **Ownership**

1 ___ Owner

2 ___ Employee

Cols 59-61 **DOT (Dictionary of Occupational Titles)**

000-*** Transcribe editing marks (Code Supplement C)

Col 62 **Same or Different**

1 ___ Same as present job

2 ___ Different from present job

Cols 63-69 blank
72. If you could choose anything at all, how would you choose to make your living?

(CODER: TRANSCRIBE INFORMATION FROM Q. 72, CARD 16)

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B-3.148
(FOR CODER)

(TRANSCRIBE INFORMATION FROM C. 5, CARD 01)

(TRANSCRIBE INFORMATION FROM C. 6, CARD 01)

(TRANSCRIBE INFORMATION FROM C. 8, CARD 01)

(TRANSCRIBE INFORMATION FROM C. 8a, CARD 01)

(TRANSCRIBE INFORMATION FROM C. 8a, CARD 01)

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(TRANSCRIBE INFORMATION FROM C. 8b, CARD 01)

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369
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| Cols 71-74 blank |
(FOR CODER)

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APPENDIX B-4

MODIFIED SUPERVISOR POST-TEST

INTERVIEW SCHEDULE
MODIFIED SUPERVISOR POST-TEST

INTERVIEW SCHEDULE

B-4.001

376
My name is __________. I am working on a study for Cornell University. You were interviewed by us a few weeks ago, and now we would like to interview you again. Just as before, your answers will be private. No one will see your answers or know what you say. You can tell me exactly what you think. There are no right or wrong answers. This is not a test.

It is very important that you give true answers, so if there is a question you don't want to answer tell me, rather than give me an answer you think I want to hear.

Please tell me if there is anything you don't understand about any question.

Is there anything you want to ask me now?
01-1 (SMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

Department (CODER: TRANSCRIBE INFORMATION FROM Q. 2, THIS CARD)

Sex of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 257, CARD 21)

Race of Respondent (CODER: TRANSCRIBE INFORMATION FROM Q. 258, CARD 21)

Nationality (CODER: TRANSCRIBE INFORMATION FROM Q. 243, CARD 20, SMI)

Age (CODER: TRANSCRIBE INFORMATION FROM Q. 244, CARD 20, SMI)
Interview Status, Phase II

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<tr>
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<td>Interviewed</td>
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<tr>
<td>2</td>
<td>Refused</td>
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<td>3</td>
<td>Sick Leave</td>
</tr>
<tr>
<td>4</td>
<td>Unable to be spared</td>
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<td>5</td>
<td>Not scheduled</td>
</tr>
<tr>
<td>6</td>
<td>Resigned</td>
</tr>
<tr>
<td>8</td>
<td>Other (SPECIFY)</td>
</tr>
</tbody>
</table>

01-2(SNII)

(INTELLREWER: BEGIN HERE)

First, I'd like to get an idea about the job you have here now.

1. What is the title of the job you have here now?  
   (SPECIFIC JOB TITLE)

   ____________________________________________
   ____________________________________________
   ____________________________________________

1a. What exactly do you do on this job?  
   (PROBE FOR A DETAILED DESCRIPTION OF DUTIES)

   ____________________________________________
   ____________________________________________
   ____________________________________________

(CODER: CODE IN CONJUNCTION WITH INFORMATION IN Q. 1 AND FILE ON CARD 22, COLS 21-32)
2. What department do you work in?

______________________________

(CODER: CODE INFORMATION ON THIS CARD, COLS 13-14)

2a. Is this job different from the one you had when you were interviewed a few weeks ago?

1 ___ Yes (ASK 2b, 2c)

3 ___ No (SKIP TO 2e)

(CODER: CODE INFORMATION ON CARD 42, COL 59)

2b. When was the change made?

Month

01 ___ January

02 ___ February

03 ___ March

04 ___ April

05 ___ May

06 ___ June

07 ___ July

08 ___ August

09 ___ September

10 ___ October

11 ___ November

12 ___ December

(CODER: CODE INFORMATION ON CARD 42, COLS 61-62)
01-4 (SMII)

Day
01-31 Record day given

(CODER: CODE INFORMATION ON CARD 42, CCLS 63-64)

Year
67 ___ 1967
68 ___ 1968

(CODER: CODE INFORMATION ON CARD 42, COLS 65-66)

2c. What happened to bring about the change?
1 ___ Training program
8 ___ Other (SPECIFY)___

(CODER: CODE INFORMATION ON CARD 42, COL 67)

2e. Do you have the authority to hire?
1 ___ Yes
3 ___ No

(CODER: CODE INFORMATION ON CARD 32, COL 21)

2f. Do you have the authority to fire?
1 ___ Yes
3 ___ No

(CODER: CODE INFORMATION ON CARD 32, COL 22)
11. How do you feel about your job? Do you like it, or dislike it?

   1 ___ Like it very much
   2 ___ Like it a little
   3 ___ Like and dislike equally
       (IF RESPONDENT INSISTS)
   4 ___ Dislike it a little
   5 ___ Dislike it very much
       _____ Don't know (IF RESPONDENT INSISTS)

(CODER: CODE INFORMATION ON CARD 02, COL 21)

8. I want to ask you about the people you are in charge of now. How many are you in charge of this week?

   00-** Record number given

(CODER: CODE INFORMATION ON CARD 32, COLS 23-24)

8a. Of the people you are in charge of, how many are in supervisory jobs?

   00-** Record number given

(CODER: CODE INFORMATION ON CARD 32, COLS 25-26)

   00-** Percent of employees in supervisory jobs

(CODER: CODE INFORMATION ON CARD 32, COLS 27-28)
8b. How many are skilled workers, either hourly or salaried? (Shops)

How many are skilled, either in blue collar, clerical or service jobs? (Hospitals)

Cols 30-31  Record number given
(FOR CODER)
(CODER: CODE ON CARD 32, COLS 30-31)

Cols 32-33  Percent of skilled workers
(CODER: CODE ON CARD 32, COLS 32-33)

400. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you feel about working here?

Col 28  1  Part of a big family
        3  Part of a big machine
        2  Somewhere in between (IF RESPONDENT INSISTS)
(CODER: CODE ON CARD 03, COL 28)

24. In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you think the low-skill workers in your department feel about working here?

Col 21  1  Part of a big family
        3  Part of a big machine
        2  Somewhere in between (IF RESPONDENT INSISTS)
(CODER: CODE ON CARD 05, COL 21)
02-1 (SMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(TRANSCRIBE INFORMATION FROM CARD 01, Q. 11)

B-4.009

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-20 blank

Col 21

Cols 22-80 blank
INTERVIEWER: BEGIN HERE

23. Do any workers around here come to you to get your advice about anything other than work?

1 ___ Very often  
2 ___ Often  
3 ___ Occasionally  
4 ___ Seldom  
5 ___ Never  

(CODER: CODE INFORMATION ON CARD 04, COL 42)  

23a. Do they ask about personal things?

1 ___ Very often  
2 ___ Often  
3 ___ Occasionally  
4 ___ Seldom  
5 ___ Never  

(CODER: CODE INFORMATION ON CARD 04, COL 44)
25. Do you have the feeling when there is trouble that workers in your department break up into little groups, that everyone sticks together, or each one is for himself?

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<th>Col 71</th>
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<tbody>
<tr>
<td>1</td>
<td>Everyone sticks together</td>
<td></td>
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<td></td>
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<tr>
<td>2</td>
<td>Break up into groups</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>3</td>
<td>Each one for himself</td>
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<td></td>
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<tr>
<td></td>
<td>It depends (IF RESPONDENT INSISTS)</td>
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</table>

26. Do you think that any of the workers in the higher-skill jobs here think that they are somebody and look down on the workers in the lower-skill jobs? Do you think this is true of most of the higher-skill workers, some of them, or very few?

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<td>3</td>
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<td>4</td>
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</tbody>
</table>
I am going to read two statements about changes in rules that are made here. I would like you to tell me if you agree or disagree.

27. Rules are changed here without any warning.

4 ___ Agree very much
3 ___ Agree a little
2 ___ Disagree a little
1 ___ Disagree very much

(CODER: CODE THIS INFORMATION ON CARD 05, Col 30)
28. Rules are changed here regardless of their effect on the workers.

4 ___ Agree very much
3 ___ Agree a little
2 ___ Disagree a little
1 ___ Disagree very much

(CODER: CODE THIS INFORMATION ON CARD 05, COL 32)

29. Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better, or that makes it worse than other companies (hospitals) to work for. What do you think is true?

1 ___ Like any other
2 ___ Something that makes it better
3 ___ Something that makes it worse

(CODER: CODE THIS INFORMATION ON CARD 05, COL 49)

(FOR CODER)

(CODER: TRANSCRIBE INFORMATION FROM Q. 330, CARD 38)  

(CODER: TRANSCRIBE INFORMATION FROM Q. 331, CARD 38)
Imagine that the workers you are in charge of were asked to describe you as a supervisor (TITLE OF RESPONDENT). How do you think they would respond in general to the following questions:

32. You take a personal interest in your workers' problems?

1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 45)

33. You try to get the most work out of your workers no matter what?

1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree

(CODER: CODE ON CARD 32, COL 50)
34. You would do anything to keep your own record good with the company (hospital) no matter who gets hurt?

1. Strongly agree
2. Agree
3. Don't know (IF RESPONDENT INSISTS)
4. Disagree
5. Strongly disagree

(CODER: CODE ON CARD 32, COL 55)

36. You treat everyone alike?

1. Strongly agree
2. Agree
3. Don't know (IF RESPONDENT INSISTS)
4. Disagree
5. Strongly disagree

(CODER: CODE ON CARD 32, COL 65)

37. You treat your workers like children?

1. Strongly agree
2. Agree
3. Don't know (IF RESPONDENT INSISTS)
4. Disagree
5. Strongly disagree

(CODER: CODE ON CARD 32, COL 70)
38. What do you think a good supervisor (TITLE OF RESPONDENT) should be like? How should he treat his workers? (DO NOT READ CATEGORIES)

1. Treat with respect, dignity
2. Treat with warmth, conviviality
3. Treat fairly
4. Treat firmly, show authority
5. Does not apply; no second mention; no third mention; no fourth mention; no fifth mention
6. Other (SPECIFY)

| Col 75 | First Mention |
| Col 76 | Second Mention |
| Col 77 | Third Mention |
| Col 78 | Fourth Mention |
| Col 79 | Fifth Mention |

(CODER: CODE ON CARD 32, COLS 75-79)

If you were to describe a good supervisor (TITLE), would you say:

39. He should take a personal interest in his workers' problems?

| Col 65 | 1 | Strongly agree |
| 2 | Agree |
| 3 | Don't know (IF RESPONDENT INSISTS) |
| 4 | Disagree |
| 5 | Strongly disagree |
40. He should play favorites?
1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree
(CODER: CODE ON CARD 05, COL 47)

41. He should treat all his workers alike?
Col 71 1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree
(CODER: CODE ON THIS CARD, COL 71)

42. He should treat his workers like children?
Col 73 1 ___ Strongly agree
2 ___ Agree
3 ___ Don't know (IF RESPONDENT INSISTS)
4 ___ Disagree
5 ___ Strongly disagree
(CODER: CODE ON THIS CARD, COL 73)
44. He should get the most work out of his workers no matter what?

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<tr>
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<tr>
<td>2</td>
<td>Agree</td>
</tr>
<tr>
<td>3</td>
<td>Don't know (IF RESPONDENT INSISTS)</td>
</tr>
<tr>
<td>4</td>
<td>Disagree</td>
</tr>
<tr>
<td>5</td>
<td>Strongly disagree</td>
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</table>

47. He should do anything to keep his own record good with the company (hospital) no matter who gets hurt?

<table>
<thead>
<tr>
<th>Col</th>
<th>Response</th>
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<tbody>
<tr>
<td>1</td>
<td>Strongly agree</td>
</tr>
<tr>
<td>2</td>
<td>Agree</td>
</tr>
<tr>
<td>3</td>
<td>Don't know (IF RESPONDENT INSISTS)</td>
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<tr>
<td>4</td>
<td>Disagree</td>
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<tr>
<td>5</td>
<td>Strongly disagree</td>
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(CODER: TRANSCRIBE INFORMATION FROM Q. 41, THIS CARD)

(CODER: TRANSCRIBE INFORMATION FROM Q. 42, THIS CARD)
Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(CODER: TRANSCRIBE INFORMATION FROM Q. 24, CARD 01)

(CODER: TRANSCRIBE INFORMATION FROM Q. 27, CARD 04)

(CODER: TRANSCRIBE INFORMATION FROM Q. 28, CARD 04)

(CODER: TRANSCRIBE INFORMATION FROM Q. 40, CARD 04)

(CODER: TRANSCRIBE INFORMATION FROM Q. 29, CARD 04)
67. Of all the jobs you have had, including the one you have here, which did you like best? (GET A FULL DESCRIPTION AND JOB TITLE; ALSO THE TYPE OF COMPANY)
63. Over the past two years, were you ever unemployed? That is, were you out of work and looking for work? (DO NOT INCLUDE LAYOFFS AT PRESENT JOB IN PAST YEAR)

Col 34 1 ___ Yes, a great deal
2 ___ Yes, only a few times
3 ___ No

69. If you could have any job at all in this company (hospital), which would you like to have? (GET A FULL DESCRIPTION AND JOB TITLE)

________________________________________

________________________________________

(CODER: CODE ON CARD 22, COLS 50-62)

71. Do you think you could ever get it?

Col 45 1 ___ Very likely
2 ___ Somewhat likely
3 ___ 50 - 50 chance
4 ___ Somewhat unlikely
5 ___ Very unlikely

72. If you could choose anything at all, how would you choose to make your living? (THIS MEANS ACTUALLY WORKING AT SOMETHING) (GET A FULL DESCRIPTION AND JOB TITLE)

________________________________________

________________________________________

(CODER: CODE ON CARD 22, COLS 70-72 AND COL 74)
73. What would you like your son to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE) 

(FOR CODER)
Cols 53-54 FUNCTIONAL CODE
Col 55 OWNERSHIP
1 ___ Owner
2 ___ Employee

73b. What sort of schooling would he need to make his living that way? (DO NOT READ CATEGORIES)
Col 57 1 ___ Finish high school
2 ___ Some college; specific number of years not given
3 ___ Finish college
4 ___ Graduate or professional school
5 ___ Trade, technical or commercial training
8 ___ Other (SPECIFY)
16-4 (SMII)

(ASK RESPONDENT REGARDLESS OF PARENTAL STATUS)

74. What would you like your daughter to do for a living? (GET A FULL DESCRIPTION AND JOB TITLE) ____________________________

______________________________

(FOR CODER)

Cols 58-59 FUNCTIONAL CODE
Col 60 OWNERSHIP

1 Owner
2 Employee

74b. What sort of schooling would she need to make her living that way?

Col 62 1 Finish school
2 Some college; specific number of years not given
3 Finish college
4 Graduate or professional school
5 Trade, technical or commercial training
8 Other (SPECIFY) ______________________

______________________________

Cols 63-64 blank
16-5 (SMII)

78. How much take-home pay each week do you need now to just get along?

Cols 65-67 _____ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

78a. Are you thinking of yourself?

Col 79 1 __ Yourself
2 __ You and your family

(CODER: CODE IN COL 79, THIS CARD)

79. How much take-home pay each week do you need now in order to be comfortable?

Cols 69-71 _____ (RECORD FIGURE ROUNDED TO NEAREST WHOLE DOLLAR)

(FOR CODER)
Discrepancy between response to Q. 102 and Q. 103

Col 73 + ____ Plus
- ____ Minus

(CODER: DO NOT CODE IN COLS 73-76. THIS OPERATION WILL BE DONE BY MACHINE)

Cols 74-76 DISCREPANCY

Col 78 CALCULATION OF DISCREPANCY

Blank ____ Discrepancy score can be determined
2 ____ Discrepancy score cannot be determined

(CODER: TRANSCRIBE INFORMATION FROM Q. 78a, THIS CARD)
Supposing another company (hospital) offered you the same kind of job you have here at the same pay. Would you be interested in taking it?

Col 33 1 __ Definitely interested
2 __ Probably interested
3 __ Undecided
4 __ Probably not interested
5 __ Definitely not interested
CObi. Supposing they offered you the same kind of job with about a ten per cent increase in pay. Would you be interested in it?

<table>
<thead>
<tr>
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<tbody>
<tr>
<td></td>
<td>1</td>
<td>Definitely interested</td>
<td></td>
<td>2</td>
<td>Probably interested</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td></td>
<td>3</td>
<td>Undecided</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td></td>
<td>5</td>
<td>Definitely not interested</td>
<td></td>
</tr>
</tbody>
</table>

Cols 37-30 blank
C2. Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good at it, or would you rather work at a job like you have which you are sure you can do?

Col 33 1 ___ A chance at a better paying job

3 ___ Job like present job
18-2 (SMII)

306. I would like to ask you about the training program given here recently.

306a. Did you discuss the program with trainees?

1   ___ Very often
2   ___ Often
3   ___ Once in awhile
4   ___ Seldom
5   ___ Never

(CODER: CODE ON CARD 40, COL 70)

306b. Did you discuss the program with workers not in it?

1   ___ Very often
2   ___ Often
3   ___ Once in awhile
4   ___ Seldom
5   ___ Never

(CODER: CODE ON CARD 39, COL 21)

306c. Did you discuss the program with other supervisors or foremen?

1   ___ Very often
2   ___ Often
3   ___ Once in awhile
4   ___ Seldom
5   ___ Never

(CODER: CODE ON CARD 39, COL 29)
18-3 (SMII)

306d. With whom did you discuss the program most?

1 ___ Trainees
2 ___ Non-trainees
3 ___ Supervisors or foremen
4 ___ About equal for all

(CODER: CODE ON CARD 40, COL 72)

307. What do you think the people in the program gained from it?

1 Promotion, e.g., higher job
2 Wage increase
3 Technical skills
4 Interpersonal skills, e.g., how to get along with people
5 Nothing
6 Self esteem
7 No second mention; no third mention
8 Other
9 Don't know

First Mention

(CODER: CODE ON CARD 41, COL 29)

Second Mention

(CODER: CODE ON CARD 41, COL 30)

Third Mention

(CODER: CODE ON CARD 41, Col 31)
307a  Did they get a different job?

1  ____ Yes (ASK Q. 307ai)

3  ____ No (SKIP TO Q. 307b)

(CODER: CODE ON CARD 41, COL 32)

307ai. What job?  __________________________

(CODER: CODE ON CARD 41, COLS 34-35)

** Functional Code **

00-**  Transcribe editing marks (Code Supplement C)

307b. Did they get any sort of wage increase?

1  ____ Yes

3  ____ No

(CODER: CODE ON CARD 41, COL 37)

307d. Did they get anything else?

1  ____ Wage increase - specific amount mentioned

2  ____ Wage increase: non-specific

3  ____ Promotion: better job

4  ____ Diploma, certificate

6  ____ Self-esteem

7  ____ Does not apply

8  ____ Other (SPECIFY)  ____________

9  ____ Don’t know

(CODER: CODE ON CARD 41, COL 39)
307c. Did they get anything that would help them personally?

1  Yes (ASK Q. 307ci)
3  No (SKIP TO Q. 308)

(CODER: CODE ON CARD 41, COL 40)

307ci. What was that?

1  Promotion e.g., a better job
2  Wage increase
3  Learned technical skills
4  Learned interpersonal skills
5  Certificate, diploma
6  Personal satisfaction e.g., happy, satisfied, self esteem
7  Does not apply; no second mention
8  Other (SPECIFY)
9  Don't know

First Mention __________________________

(CODER: CODE ON CARD 41, COL 42)

Second Mention __________________________

(CODER: CODE ON CARD 41, COL 43)

308. Do you think the way the people were chosen for the program was fair or unfair?

1  Fair
2  Unfair

(CODER: CODE ON CARD 41, COL 47)
309. Do you think the best people were chosen?
   1 ___ Yes
   3 ___ No
   (CODER: CODE ON CARD 41, COL 49)

311. In your opinion, how do most of the workers who were not in the program feel about it? Do they think it was a good thing?
   1 ___ All of them
   2 ___ Most of them
   3 ___ Half of them
   4 ___ Few of them
   5 ___ None of them
   (CODER: CODE ON CARD 41, COL 66)

312. Did the trainees think the training program was a good thing?
   1 ___ All of them
   2 ___ Most of them
   3 ___ Half of them
   4 ___ Few of them
   5 ___ None of them
   (CODER: CODE ON CARD 41, COL 68)
313. Did the supervisors or foremen think the training program was a good thing?
   
   1 ___ All of them
   
   2 ___ Most of them
   3 ___ Half of them
   4 ___ Few of them
   5 ___ None of them

   (CODER: CODE ON CARD 41, COL 70)

314. How about yourself: do you think the training program was a good thing?

   1 ___ Good thing
   2 ___ Both good and bad
   3 ___ Bad thing

   (CODER: CODE ON CARD 41, COL 72)

315. Before the program began, were you in favor of it, opposed to it, or didn't you care one way or the other?

   1 ___ In favor of it
   2 ___ Didn't care one way or the other
   3 ___ Opposed to it

   (CODER: CODE ON CARD 34, COL 33)
316. Did the program do what you expected it would do?
   1 ___ Yes
   2 ___ Both yes and no
   3 ___ No
   (CODER: CODE ON CARD 38, COL 29)

317. Did you take part in the training program in any way, either directly or indirectly?
   1 ___ Yes
   3 ___ No
   (CODER: CODE ON CARD 34, COL 69)

319. Do you feel at all differently about yourself as a supervisor since the training program was begun?
   1 ___ Yes
   3 ___ No
   (CODER: CODE ON CARD 34, COL 71)

320. How useful do you think the training program was in teaching the trainees operations they need to know to do their new jobs?
   1 ___ Very useful
   2 ___ Somewhat useful
   3 ___ Only a little useful
   4 ___ Not at all useful
   (CODER: CODE ON CARD 38, COL 37)
18-9 (SMII)

321. How useful do you think the training program was in teaching the trainees how to deal with people on their new jobs?

1  Very useful
2  Somewhat useful
3  Only a little useful
4  Not at all useful

(CODER: CODE ON CARD 38, COL 39)

322. How useful do you think the training program was in teaching the trainees how their work fits into the whole company?

1  Very useful
2  Somewhat useful
3  Only a little useful
4  Not at all useful

(CODER: CODE ON CARD 38, COL 42)

323. Was the training program useful in any other ways in teaching the trainees how to do their new jobs?

1  Yes
3  No

(CODER: CODE ON CARD 38, COL 45)
325. Do you think the way the training program was run, could be improved in any way?

1 ___ A great deal
2 ___ Some
3 ___ Very little
4 ___ No

(CODER: CODE ON CARD 38, COL 59)

326. What effect do you think the training program had on the way the work is done around here?

1 ___ Very positive
2 ___ Positive
3 ___ No effect
4 ___ Negative
5 ___ Very negative

___ Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, COL 45)

327. Do you feel that most workers treat each other better or worse since there was a training program?

1 ___ Much better
2 ___ Better
3 ___ No difference
4 ___ Worse
5 ___ Much worse

___ Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, COL 48)
328. What effect do you think the training program had on the way you do things on the job?

1. Very positive
2. Positive
3. No effect
4. Negative
5. Very negative

Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, COL 53)

329. What effect do you think the training program had on the way other supervisors and foremen do things on the job?

1. Very positive
2. Positive
3. No difference
4. Negative
5. Very negative

Both (IF RESPONDENT INSISTS)

(CODER: CODE ON CARD 42, COL 77)
38-1 (SMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.316)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 320)

(INTerviewer: BEGIN HERE)

330. Now what about the people who just became (TITLE OF PRESENT JOB), do you think the people they used to work with here respect them more, respect them less, or didn't it make any difference?

1 ___ Respect them more

3 ___ Respect them less

2 ___ Made no difference

(CODER: CODE ON CARD 04, COL 38)
331. Do you think the people the trainees used to work with are more friendly to them, less friendly, or didn't it make any difference?

1  ___ More friendly to them
3  ___ Less friendly to them
2  ___ Made no difference

(CODER: CODE ON CARD 04, COL 40)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 321)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.322)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.323)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.324)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.325)

Col 38 Blank

Cols 40-41 blank

Cols 43-44 blank

Cols 46-51 blank

Cols 53-58 blank

Cols 60-80 blank
110. What effect do you think the training program had on the productivity of the workers?

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<tr>
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<tbody>
<tr>
<td>1</td>
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<tr>
<td>2</td>
<td>Somewhat positive</td>
</tr>
<tr>
<td>3</td>
<td>Neutral, no effect</td>
</tr>
<tr>
<td>4</td>
<td>Somewhat negative</td>
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<tr>
<td>5</td>
<td>Very negative</td>
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</table>

111. What effect did it have on the quality of the work?

<table>
<thead>
<tr>
<th>Col 43</th>
<th>Very positive</th>
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<tbody>
<tr>
<td>1</td>
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<tr>
<td>4</td>
<td>Somewhat negative</td>
</tr>
<tr>
<td>5</td>
<td>Very negative</td>
</tr>
</tbody>
</table>
112. What effect did it have on attendance?

Col 45
1 ___ Very positive
2 ___ Somewhat positive
3 ___ Neutral, no effect
4 ___ Somewhat negative
5 ___ Very negative

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 317)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 319)
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<tr>
<td>Col 29</td>
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</tbody>
</table>
332. From what you have seen, do you think most of the new trainees (TITLE OF UPGRADED TRAINEES) are as friendly with people as they were before?

Col 33

1. __ Much more friendly
2. __ More friendly
3. __ No change
4. __ Less friendly
5. __ Much less friendly

333. Do you think most of the trainees see themselves as part of management now, or still as part of the workers?

Col 37

1. __ Part of the management
2. __ Some of both (IF RESPONDENT INSISTS)
3. __ One of the workers

Cols 30-32 blank
Col 33
Cols 34-36 blank
Col 37
Cols 38-44 blank
335. Do any of the ______________s (TITLE OF UPGRADED TRAINEES) work for you now?

1. Yes
3. No

(CODER: CODE ON THIS CARD, COL 21)

335a. How many work with you now?

00-** _____ (RECORD ACTUAL NUMBER)

(CODER: CODE ON THIS CARD, COLS 23-24)

335i. Does he (she) (they) work much harder than before?

1. Yes
3. No

(CODER: CODE ON CARD 40, COL 21)

335ii. Does he (she) (they) have more responsibility?

1. Yes
3. No

(CODER: CODE ON CARD 40, COL 23)

335iii. Does he (she) (they) have to boss other people?

1. Yes
3. No

(CODER: CODE ON CARD 40, COL 25)
335c. Do you think your new group leaders are doing a very good job, a good job, a fair job or a poor job?

1  Very good job
2  Good job
3  Fair job
4  Poor job

(CODER: CODE INFORMATION ON THIS CARD, COL 27)

335d. Do you think he (she) (they) could have done as well, better, or worse without training?

2  As well
1  Better
3  Worse

(CODER: CODE INFORMATION ON THIS CARD, COL 29)

Col 45
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 326)

Col 48
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 327)

Col 53
(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 328)
42-5 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.2a)

(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.2b)

Month

Day

Year

(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.2c)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.329)

B-4.046

Col 59

Col 60 blank

Col 61 Col 62

Col 63 Col 64

Col 65 Col 66

Col 67

Cols 68-76 blank

Col 77

Cols 78-80 blank
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<td>Col 8</td>
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<td></td>
<td>Cols 9-20 blank</td>
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</tbody>
</table>
(INTERVIEWER, BEGIN HERE)

(IF ONE OF THE TRAINEES IS NOW WORKING FOR RESPONDENT, ASK:)

Think of the trainee who is working for you now. I'd like you to rate that person on the traits I will mention. I'll read you a pair of traits and I'd like you to tell me whether you think this person is more like the one trait or the other, or somewhere in between.

For example:

335. Would you say that this person is neat or sloppy or somewhere in between?

(IF NEAT, ASK: "WOULD YOU SAY VERY NEAT OR SOMEWHAT NEAT?")

(IF SLOPPY, ASK: "WOULD YOU SAY VERY SLOPPY OR SOMEWHAT SLOPPY?")

(IF IN BETWEEN, ASK: "WOULD YOU SAY SLIGHTLY MORE NEAT OR SLIGHTLY MORE SLOPPY?")

Col 21

1 ___ Very neat

2 ___ Somewhat neat

3 ___ In between (IF RESPONDENT INSISTS)

4 ___ Somewhat sloppy

5 ___ Very sloppy
337. Would you say this person has a sense of humor or is humorless or is somewhere in between?

| Col 22 | 1 | Very good sense of humor |
|        | 2 | Somewhat of a sense of humor |
|        | 3 | In between (IF RESPONDENT INSISTS) |
|        | 4 | Somewhat humorless |
|        | 5 | Very humorless |

338. Would you say this person is dominating or submissive or somewhere in between?

| Col 23 | 1 | Very dominating |
|        | 2 | Somewhat dominating |
|        | 3 | In between (IF RESPONDENT INSISTS) |
|        | 4 | Somewhat submissive |
|        | 5 | Very submissive |

339. Would you say that this person is cooperative or uncooperative or somewhere in between?

| Col 24 | 1 | Very cooperative |
|        | 2 | Somewhat cooperative |
|        | 3 | In between (IF RESPONDENT INSISTS) |
|        | 4 | Somewhat uncooperative |
|        | 5 | Very uncooperative |
340. Would you say this person is irritable or even-tempered or somewhere in between?

Col 25  1 ___ Very irritable
    2 ___ Somewhat irritable
    3 ___ In between (IF RESPONDENT INSISTS)
    4 ___ Somewhat even-tempered
    5 ___ Very even-tempered

341. Would you say this person keeps to himself or is out-going or is somewhere in between?

Col 26  1 ___ Keeps very much to himself
    2 ___ Keeps somewhat to himself
    3 ___ In between (IF RESPONDENT INSISTS)
    4 ___ Somewhat out-going
    5 ___ Very out-going

342. Would you say this person is self-assured or lacking in self-confidence, or somewhere in between?

Col 27  1 ___ Very self-assured
    2 ___ Somewhat self-assured
    3 ___ In between (IF RESPONDENT INSISTS)
    4 ___ Somewhat lacking in self-confidence
    5 ___ Very lacking in self-confidence
343. Would you say this person likes responsibilities or dislikes responsibilities or is somewhere in between?

Col 23  1 ___ Likes responsibilities very much
        2 ___ Likes responsibilities somewhat
        3 ___ In between (IF RESPONDENT INSISTS)
        4 ___ Dislikes responsibilities somewhat
        5 ___ Dislikes responsibilities very much

344. Would you say this person does only what he/she is told or takes initiative or is somewhere in between?

Col 29  1 ___ Tends very much to do only what is told
        2 ___ Tends somewhat to do only what is told
        3 ___ In between (IF RESPONDENT INSISTS)
        4 ___ Tends somewhat to take initiative
        5 ___ Tends very much to take initiative
345. Would you say this person is friendly or unfriendly or somewhere in between?

Col 30
1 ___ Very friendly
2 ___ Somewhat friendly
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat unfriendly
5 ___ Very unfriendly

346. Would you say this person is easy going or takes things seriously or somewhere in between?

Col 31
1 ___ Very easy going
2 ___ Somewhat easy going
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Takes things somewhat seriously
5 ___ Takes things very seriously

347. Would you say this person is sympathetic or unsympathetic or somewhere in between?

Col 32
1 ___ Very sympathetic
2 ___ Somewhat sympathetic
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat unsympathetic
5 ___ Very unsympathetic
348. Would you say this person is ambitious or lacks ambition or is somewhere in between?

| Col 33 | 1 | Very ambitious |
| 2 | Somewhat ambitious |
| 3 | In between (IF RESPONDENT INSISTS) |
| 4 | Somewhat lacking in ambition |
| 5 | Very lacking in ambition |

349. Would you say this person has a sense of duty or lacks a sense of duty or is somewhere in between?

| Col 34 | 1 | Strong sense of duty |
| 2 | Somewhat of a sense of duty |
| 3 | In between (IF RESPONDENT INSISTS) |
| 4 | Is somewhat lacking in a sense of duty |
| 5 | Is very lacking in a sense of duty |

350. Would you say this person gets along well with co-workers or gets along poorly with co-workers or is somewhere in between?

| Col 35 | 1 | Gets along very well |
| 2 | Gets along well |
| 3 | In between (IF RESPONDENT INSISTS) |
| 4 | Gets along poorly |
| 5 | Gets along very poorly |
351. Would you say this person is **loyal to the company** or is **not loyal to the company** or is somewhere in between?

Col 36  
1  **Very loyal to company**
2  Somewhat loyal to company
3  In between (IF RESPONDENT INSISTS)
4  Not very loyal to company
5  Not at all loyal to company

352. Would you say this person is **calm** or is **excitable** or is somewhere in between?

Col 37  
1  **Very calm**
2  Somewhat calm
3  In between (IF RESPONDENT INSISTS)
4  Somewhat excitable
5  Very excitable

353. Would you say this person is **sociable** or **unsociable** or somewhere in between?

Col 38  
1  **Very sociable**
2  Somewhat sociable
3  In between (IF RESPONDENT INSISTS)
4  Somewhat unsociable
5  Very unsociable
354. Would you say this person gets angry easily or does not get angry easily or is somewhere in between?

Col 39 1 ___ Gets angry very easily
2 ___ Gets angry easily
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Seldom gets angry
5 ___ Never gets angry

355. Would you say this person is hard to talk to or is easy to talk to or is somewhere in between?

Col 40 1 ___ Very hard to talk to
2 ___ Somewhat hard to talk to
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat easy to talk to
5 ___ Very easy to talk to

356. Would you say this person is unsatisfied with his/her present job or is satisfied with his/her present job or is somewhere in between?

Col 42 1 ___ Very unsatisfied with present job
2 ___ Somewhat unsatisfied with present job
3 ___ In between (IF RESPONDENT INSISTS)
4 ___ Somewhat satisfied with present job
5 ___ Very satisfied with present job
357. Would you say this person follows orders well or follows order poorly or is somewhere in between?

| Col 43 | 1 | Follows orders very well |
| 2 | Follows orders well |
| 3 | In between (IF RESPONDENT INSISTS) |
| 4 | Follows orders poorly |
| 5 | Follows orders very poorly |
How well would you say the following statements apply to this person (PERSON REFERRED TO IN Cols 36-357):

35C. Has many friends at work?

Col 61  1 ___ Applies very well
       2 ___ Applies somewhat
       4 ___ Does not apply very well
       5 ___ Does not apply at all
       3 ___ Don't know (IF RESPONDENT INSISTS)
359. Mixes only with people of the same race or nationality?

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<td>Does not apply very well</td>
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<td></td>
<td>5</td>
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</tr>
<tr>
<td></td>
<td>3</td>
<td>Don't know (IF RESPONDENT INSISTS)</td>
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360. Is often late to work?

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<td>5</td>
<td>Does not apply at all</td>
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<td></td>
<td>3</td>
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361. Is a leader?

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<th>Col 64</th>
<th>1</th>
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<td>3</td>
<td>Don't know (IF RESPONDENT INSISTS)</td>
</tr>
</tbody>
</table>

362. (OMITTED)
365. Do you think it would be desirable or undesirable to have another training program here to upgrade workers?

1 ___ Very desirable
2 ___ Desirable
3 ___ Uncertain
4 ___ Not very desirable
5 ___ Undesirable

(CODER: CODE ON CARD 42, COL 55)
100. Let's suppose another training program were given here so that low-skill workers here could learn to do other, more skilled work. How interested do you think the low-skill workers you are in charge of would be in taking part in it?

Col 53 1 ___ Very interested
2 ___ Interested
3 ___ Slightly interested
4 ___ Not sure
5 ___ Not interested
11-1 (SMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

INTERVIEWER: BEGIN ON NEXT PAGE
These are things that people may believe or that they may feel. Tell me whether you agree or disagree with them.

(ASK AFTER READING EACH, "DO YOU AGREE WITH THAT OR DISAGREE?" THEN, IF AGREE, "VERY MUCH OR A LITTLE?" IF DISAGREE, "VERY MUCH OR A LITTLE?")

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

181. I think that I am a person who cares about the feelings of other people.

Col 21 __

182. I believe that people usually help each other.

Col 22 __

183. I think that I have to look out for myself in this world.

Col 23 __

184. I am able to do things as well as most other people.

Col 24 __

185. I believe that people are out for themselves.

Col 25 __
1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

186. I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.

Col 26 ___

137. I think that there are many people who care what happens to me.

Col 27 ___

138. There is much in my life that I am proud of.

Col 28 ___

189. I feel uncomfortable with many people.

Col 29 ___

190. I am respected as a person by all kinds of people.

Col 30 ___

191. All in all, I pretty much feel that I am a failure.

Col 31 ___
11-4 (SMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

92. It upsets me very much to see another person suffer.
   Col 32

93. I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.
   Col 33

94. I hardly ever feel like picking a fight with anyone.
   Col 34

95. There are times when I feel as if I'm getting a raw deal from life.
   Col 35

96. It usually bothers me to see someone made fun of in front of others regardless of what he's done.
   Col 36

97. I like arguing with a supervisor or someone I have to take orders from
   Col 37
11-5 (SMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

198. I just can't stay mad even when I think I should.

Col 38

199. At times I have a strong feeling to do something bad or shocking.

Col 39

200. If I happen to hurt someone without meaning to I usually don't let it bother me.

Col 40

201. I enjoy taking chances in games and in life.

Col 41

202. I have often either broken rules and regulations or really wanted to.

Col 42

203. I don't admire anybody very much.

Col 43

204. At times I feel like smashing things.

Col 44
11-6 (SMII)

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

(CODER: TRANSCRIBE FROM Q. 219)

205. There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.

206. One way to do away with discrimination is to pass stronger laws.

207. There will always be poor people.

208. The police are tougher on Negroes and Puerto Ricans than they are on most other people.

209. Unions don't help you; they just collect your dues.

210. In this country most people don't want to see colored people move up to better jobs.
11-7 (SMII)

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

211. People who don't have much money can't expect to get justice in the courts.

   Col 52

212. I am able to do much more skilled work than I do now.

   Col 53

214. Groups that are for discrimination should be outlawed.

   Col 54

215. Unions have helped better conditions for working people.

   Col 55

216. If you speak with a different accent it counts against you, no matter what you do.

   Col 56

217. There will always be people who are discriminated against.

   Col 57
11-8 (SMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

213. The Negro and Puerto Rican worker who wants to get ahead today can do so without any real difficulty.

Col 58

218. Negro and Puerto Rican children are receiving as good an education as white children.

Col 59

219. Negro and Puerto Rican workers just don't seem to get the hang of doing complicated jobs.

Col 45
(CODER: CODE ON COL 45, THIS CARD)

220. There is very little that minority groups can do to change things in this country.

Col 60

221. The civil rights movement is a good thing for this country.

Col 61

222. The civil rights movement is moving too slowly.

Col 62
11-9 (SMII)

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

224. Negroes can only win their rights if they fight for them themselves.

Col 63

225. In the next five years we can expect that the attitude of white people about civil rights will be worse.

Col 64

226. Negroes and Puerto Ricans are better off today than they were five years ago.

Col 65

227. Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.

Col 66

If the low-skill workers in your department were asked to describe the way they felt about it as a place to work in, how do you think they would respond? (REFERS TO WORKERS IN GENERAL)

229. That the department is a pleasant place to work.

1 Agree very much
2 Agree a little
3 Disagree a little
4 Disagree very much

(CODER: CODE ON CARD 35, COL 53)
230. That the department does good work.
   1 ___ Agree very much
   2 ___ Agree a little
   3 ___ Disagree a little
   4 ___ Disagree very much
   (CODER: CODE ON CARD 35, COL 58)

231. That the department is a friendly place to work.
   1 ___ Agree very much
   2 ___ Agree a little
   3 ___ Disagree a little
   4 ___ Disagree very much
   (CODER: CODE ON CARD 35, COL 63)

232. That the people in the department argue a lot.
   1 ___ Agree very much
   2 ___ Agree a little
   3 ___ Disagree a little
   4 ___ Disagree very much
   (CODER: CODE ON CARD 35, COL 71)

233. That there are a lot of stuck-up people in the department.
   1 ___ Agree very much
   2 ___ Agree a little
   3 ___ Disagree a little
   4 ___ Disagree very much
   (CODER: CODE ON CARD 35, COL 76)
These are ways people sometimes feel. Please tell me if you feel that way very often, sometimes, hardly ever, or never.

How often do you feel:

234. That you have no one to turn to.

| Col 74 | 1 | Very often |
| Col 74 | 2 | Sometimes |
| Col 74 | 3 | Hardly ever |
| Col 74 | 4 | Never |

235. That you have problems with your life that are too much for you.

| Col 75 | 1 | Very often |
| Col 75 | 2 | Sometimes |
| Col 75 | 3 | Hardly ever |
| Col 75 | 4 | Never |

236. Upset when people find fault with you.

| Col 76 | 1 | Very often |
| Col 76 | 2 | Sometimes |
| Col 76 | 3 | Hardly ever |
| Col 76 | 4 | Never |

237. That people laugh at you.

| Col 77 | 1 | Very often |
| Col 77 | 2 | Sometimes |
| Col 77 | 3 | Hardly ever |
| Col 77 | 4 | Never |
11-12 (SMII)

1. Agree very much
2. Agree a little
3. Disagree a little
4. Disagree very much

75. A job is just a way to make money and it's better to find the easiest job that pays the most.

Col 78 __________

76. If you are willing to work hard, the boss will just take advantage of you.

Col 79 __________

77. People who try to get ahead are not really liked by other people.

Col 80 __________
Interviewer Check List (TO BE FILLED OUT BY INTERVIEWER AFTER INTERVIEW HAS TAKEN PLACE AND NOT IN THE PRESENCE OF THE RESPONDENT)

257. Sex of respondent:

Col 15 1 ___ Male
2 ___ Female

(CODER: CODE IN COL 15, CARD 71)

258. Race of respondent (APPEARANCE)

Col 16 1 ___ White
2 ___ Negro
3 ___ Puerto Rican
4 ___ Oriental
8 ___ Other (SPECIFY) _________

(CODER: CODE IN COL 16, CARD 71)
259. Did respondent have difficulty understanding the questions? That is, did you need to rephrase questions?

Col 61
1 None
2 A little
3 A great deal

260. Did the respondent have difficulty answering the questions?

Col 62
1 None
2 A little
3 A great deal

261. Was the respondent able to communicate his ideas? (THIS REFERS TO ENGLISH USAGE)

Col 63
1 No difficulty
2 Some difficulty
3 Much difficulty

262. Did you have difficulty understanding respondent because of accent?

Col 64
1 Yes
3 No
4 Interview conducted in Spanish
266. How interested in the interview was the respondent?

1. Was very interested
2. Fairly interested
3. Hardly interested
4. Not at all interested

267. What was the respondent's attitude toward you?

1. Friendly and open
2. Somewhat reserved
3. Rather withdrawn and stiff
4. Belligerent

Interviewee: ____________________________

Interviewer: ____________________________

(INTERVIEWER PLEASE PRINT YOUR NAME HERE)

Length of Interview

FROM _____ TO _____
Date of Interview

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<th>Col 75-76</th>
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<td>1967</td>
<td>67</td>
</tr>
<tr>
<td>1968</td>
<td>68</td>
</tr>
</tbody>
</table>
22-1 (SMII)

(FOR CODER)
Firm Identification Number

Population Number

Card Number

Interview Phase

(CODER: TRANSCRIBE FROM Qs 1 & 1a, CARD 01)

1. What is the title of the job you have here now?

1a. What are your duties on this new job?

Cols 21-24 Industry

0000-**** Transcribe editing marks (S.I.C. Manual)

Cols 25-26 Functional Code

00-** Transcribe editing marks (Code Supplement C)

Col 27 GED (General Education Development)

0-9 Transcribe editing marks (Code Supplement C)
22-2 (SMII)

<table>
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<tr>
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<th>SVP</th>
<th>(Specific Vocational Preparation)</th>
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<tr>
<td>Col 29</td>
<td>Ownership</td>
<td>1 Owner 2 Employee</td>
</tr>
<tr>
<td>Cols 30-32</td>
<td>DOT</td>
<td>(Dictionary of Occupational Titles)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>000-*** Transcribe editing marks (Code Supplement C)</td>
</tr>
<tr>
<td>Cols 33-49</td>
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<td></td>
</tr>
</tbody>
</table>

(CODER: TRANSCRIBE FROM CARD 16, Q. 69)

69. If you could have any job at all in this company (hospital), which would you like to have?

| Cols 50-53 | Industry* | 0000-**** Transcribe editing marks (S.I.C. Manual) |
| Cols 54-55 | Functional Code | 00-** Transcribe editing marks (Code Supplement C) |
| Col 56 | GED | 0-9 Transcribe editing marks (Code Supplement C) |

453
22-3 (SMII)

Col 57  SVP
0-9 Transcribe editing marks (Code Supplement C)

Col 58 Ownership
1 Owner
2 Employee

Cols 59-61 DOT
000-*** Transcribe editing marks (Code Supplement C)

Col 62 Same or Different
1 Same as present job
2 Different from present job

(CODER: TRANSCRIBE FROM Q. 72, CARD 16)

72. If you could choose anything at all, how would you choose to make your living?

Cols 70-71 Functional Code
00-** Transcribe editing marks (Code Supplement C)

Col 72 Ownership
1 Owner
2 Employee

Col 73 For Entire Question
1 Cols 70-72 coded
2 Cols 70-71 coded only; Col 72 blank
3 Col 72 coded only; Cols 70-71 blank

Col 74 Same or Different
1 Same as present job
2 Different from present job

Cols 75-80 blank
| Col 1 | Col 12 | Col 13 | Col 14 | Col 5 | Col 6 | Col 7 | Col 8 | Cols 9-20 | Col 21 | Col 22 | Col 23 | Col 24 | Col 25 | Col 26 | Col 27 | Col 28 | Col 29 | Col 30 | Col 31 | Col 32 | Col 33 |
|-------|--------|--------|--------|-------|-------|-------|-------|---------|--------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|       |        |        |        |       |       |       |       |         |        |        |        |        |       |        |        |        |        |        |        |        |        |
32-2 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.8c).

(CODER: TRANSCRIBE INFORMATION FROM CARD 01, Q.8c)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.32)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.33)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.34)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.36)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.37)

B-4.081

Col 34 blank

Col 35  Col 36

Col 37  Col 38

Cols 39-44 blank

Col 45

Cols 46-49 blank

Col 50

Cols 51-54 blank

Col 55

Cols 56-64 blank

Col 65

Cols 66-69 blank

Col 70

Cols 71-74 blank
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<th>Col 75</th>
<th>Col 76</th>
<th>Col 77</th>
<th>Col 78</th>
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</table>

32-3 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 04, Q.38)
| Column 1 | Column 2 | Column 3 | Column 4 | Column 5 | Column 6 | Column 7 | Column 8 | Columns 9-52 | Columns 54-57 | Columns 59-62 | Columns 64-70 | Columns 72-75 | Columns 77-80 |
|----------|----------|----------|----------|----------|----------|----------|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| B-4.083  |          |          |          |          |          |          |          |             |             |             |             |             |             |             |

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(CODER: TRANSCRIBE INFORMATION FROM Q. 229, CARD 11)

(CODER: TRANSCRIBE INFORMATION FROM Q. 230, CARD 11)

(CODER: TRANSCRIBE INFORMATION FROM Q. 231, CARD 11)

(CODER: TRANSCRIBE INFORMATION FROM Q. 232, CARD 11)

(CODER: TRANSCRIBE INFORMATION FROM Q. 233, CARD 11)
39-1 (SMII)

(FOR CODER)

Firm Identification Number

Population Identification Number

Card Number

Interview Phase

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.306b)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 306c)

B-4.084

Col 1

Col 2 Col 3 Col 4

Col 5 blank

Col 6 Col 7

Col 8

Cols 9-70 blank

Col 21

Cols 22-28 blank

Col 29

Cols 30-80 blank
(FOR CODER)

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(CODER: TRANSCRIBE INFORMATION FROM CARD 42, Q.335i)

(CODER: TRANSCRIBE INFORMATION FROM CARD 42, Q.335ii)

(CODER: TRANSCRIBE INFORMATION FROM CARD 42, Q.335iii)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.306a)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.306d)
(FOR CODER)

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(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 307)

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<tr>
<td>Third Mention</td>
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(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q. 307a)

| Col 1 |
| Col 2 | Col 3 | Col 4. |
| Col 5 blank |
| Col 6 | Col 7 |
| Col 8 |
| Col 9-28 blank |
| Col 29 |
| Col 30 |
| Col 31 |
| Col 32 |
| Col 33 blank |

B=4.086
41-2 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307a)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307b)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307c)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307d)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.307ci)

| First Mention |
| Col 34 | Col 35 |
| Col 36 blank |
| Col 37 |
| Col 38 blank |
| Col 39 |
| Col 40 |
| Col 41 blank |
| Col 42 |
| Col 43 |
| Cols 44-46 blank |
| Col 47 |
| Col 48 blank |
| Col 49 |
| Cols 50-65 blank |
41-3 (SMII)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.311)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.312)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.313)

(CODER: TRANSCRIBE INFORMATION FROM CARD 18, Q.314)

B-4.088

Col 66

Col 67 blank

Col 68

Col 69 blank

Col 70

Col 71 blank

Col 72

Cols 73-80 blank
APPENDIX B-5

TRAINEE PERFORMANCE RATING FORM
# Trainee Performance Rating Form

**Organization**: (Col 1)

**Employee's Name**: (Col 2-4)

**Department**: (Col 5-8)

**Job Title**: (Cols 9-16)

**Date**: (Cols 17-22)

**Job Title (Cols 17-22)**

**Describe briefly the specific work this employee is now doing:**

**Rater**: (Cols 17-22)

**Employee**: (Cols 17-22)

**Nrs**: (Cols 17-22)

---

1. Same as present job
2. Different from present job

Cols 75-80 Blank
1. How acquainted are you with the employee's work?

<table>
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<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Extremely</td>
<td>Moderately</td>
<td>Moderately</td>
<td>Moderately</td>
<td>Extremely</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Well Acquainted</td>
<td>Well Acquainted</td>
<td>Unacquainted</td>
<td>Unacquainted</td>
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</tr>
</tbody>
</table>

2. How easy is it for the worker to fit in with new work groups?

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<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Extremely</td>
<td>Moderately</td>
<td>Moderately</td>
<td>Extremely</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Easy</td>
<td>Easy</td>
<td>Difficult</td>
<td>Difficult</td>
<td></td>
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</table>

3. How easy is it for the worker to learn new duties?

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<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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<th>7</th>
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<tbody>
<tr>
<td></td>
<td>Extremely</td>
<td>Moderately</td>
<td>Moderately</td>
<td>Extremely</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Easy</td>
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<td>Difficult</td>
<td>Difficult</td>
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3. How dependable is the worker in carrying through what is expected of him?

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<td>Moderately</td>
<td>Moderately</td>
<td>Extremely</td>
<td>Dependable</td>
<td>Dependable</td>
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<td>Undependable</td>
<td>Undependable</td>
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4. Is the worker able to accept responsibility?

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<td>Extremely</td>
<td>Able</td>
<td>Able</td>
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<td>Unable</td>
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5. How punctual is the worker?

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<th>4</th>
<th>5</th>
<th>6</th>
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<tbody>
<tr>
<td>Almost always</td>
<td>Usually</td>
<td>Usually</td>
<td>Very Frequently</td>
<td>On Time</td>
<td>On Time</td>
<td>Late</td>
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Col 28

Col 29

Col 30
6. How often is the worker out for other than medical reasons?

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<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very often</td>
<td>Once in A While</td>
<td>Rarely</td>
<td>Almost Never</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7. To what extent does the worker know the rules and regulations of the company?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Extremely Knowledgeable</td>
<td>Moderately Knowledgeable</td>
<td>Not Very Knowledgeable</td>
<td>Very Unknowledgeable</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. To what extent does the worker break company rules and regulations?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Almost never</td>
<td>Rarely</td>
<td>Once in A While</td>
<td>Very Often</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
9. How adequate is the employee's technical knowledge?

1 2 3 4 5 6 7
Very Adequate Moderately Somewhat Very Inadequate Adequate Inadequate

10. How skilled is the employee in his use of machines and equipment?

1 2 3 4 5 6 7
Very Skilled Moderately Moderate Total Lack of Skill Skilled Lack of Skill

11. How much care does the employee exercise to prevent damage or misuse of property and equipment?

1 2 3 4 5 6 7
Extremely Moderately Moderately Extremely Careful Careful Careless Careless

Col 34
Col 35
Col 36
12. What is the worker's average output?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Much Above Average</td>
<td>Slightly Above Average</td>
<td>Slightly Below Average</td>
<td>Much Below Average</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

13. What is your estimate of the worker's quality of work output?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistently High Quality</td>
<td>High Quality</td>
<td>Low Quality</td>
<td>Consistently Low Quality</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

14. What is the worker's ability to explain work-related instructions?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Able</td>
<td>Moderately Able</td>
<td>Has Some Difficulty</td>
<td>Has Great Difficulty</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
15. What is the worker's ability to keep the flow of work paced properly?  

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Able</td>
<td>Moderately Able</td>
<td>Moderately Unable</td>
<td>Very Unable</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

16. How able is the worker in getting along with his foreman?  

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Extremely Able</td>
<td>Moderately Able</td>
<td>Has Some Difficulty</td>
<td>Has Great Difficulty</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

17. How able is the worker in getting along with other workers?  

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Extremely Able</td>
<td>Moderately Able</td>
<td>Has Some Difficulty</td>
<td>Has Great Difficulty</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
18. How able is the worker in getting along with other group leaders?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Extremely Able</td>
<td>Moderately Able</td>
<td>Has Some Difficulty</td>
<td>Has Great Difficulty</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

19. How interested do you think the worker is in improving himself?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
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<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Interested</td>
<td>Moderately Interested</td>
<td>Moderately Disinterested</td>
<td>Very Disinterested</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

20. How much promotion potential for the next job level do you think the worker has?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Much Above Average</td>
<td>Slightly Above Average</td>
<td>Slightly Below Average</td>
<td>Much Below Average</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
21. How would you rate the worker's general performance?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Much Above Average</td>
<td>Slightly Above Average</td>
<td>Slightly Below Average</td>
<td>Much Below Average</td>
<td>Col 46</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

"DO NOT WRITE IN THIS SPACE"