

CASE NUMBER 1

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - no

3. How long after leaving school did you start looking for a full time job?

A - within a month after leaving school (job corp)

4. How did you find your first job?

A - through employment agency

5. Why did you take that job?

A - only job offered

6. Why do you think you got the job?

A - no particular reason: a vacancy existed

7. Why did you leave your last full-time job?

A - incarceration

8. What was the most important reason why you took that particular job?

A - needed the money, had to for parole

9. What was the most important reason why you think you got that job?

A - educational background was geared in that direction

10. What is the title and principle duties of your last work?

A - welder's helper & machinist

11. What did you like most about your job?

A - good relationship with boss

12. What did you dislike most about your job?

A - had to do things over and over

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions?

- 1) was your job too monotonous? Yes
- 2) were you doing as well in your job as you expected? Yes
- 3) have you ever thought seriously about changing jobs? Yes
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? No
- 6) Did the firm give you sufficient training for the job? Yes
- 7) Were you satisfied with your earnings? No
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? D/K
- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) provide you with the opportunity for advancement or promotion?

A - very low

- 2) more than merely keep you occupied by filling your day and giving you something to do?

A - average

- 3) give you a feeling of self respect?

A - high

- 4) provided you with new and interesting experiences?

A - low

5) enabled you to make a "good" living for yourself and your family?

A - low

6) served as source of satisfaction because your family was proud that you had the job you did?

A - average

7) made use of your skills and abilities?

A - average

8) gave you the chance to work with and be with people?

A - low

9) provided you with enjoyment because you can use your own ideas?

A - very low

10) provided a secure future for you and your family?

A - very low

11) made it possible for you to have influence in the community?

A - N/A

12) demanded you follow a pretty regular routine on the job?

A - very high

13) gave you the chance to tell others on the job what to do?

A - N/A

14) gave purpose to your life?

A - average

15) gave you and your family the respect of others in the community?

A - average

16) provided you with "good" working hours?

A - low

17) made it possible for you to be of service or useful to others?

A - low

For the following questions, answer "yes," "no," or "don't know":

- 18) in the performance of your work, did you usually work alone?

A - no

- 19) did you have a boss on your job?

A - yes

- 20) did your boss have a boss?

A - yes

- 21) Was there anyone over boss's boss?

A - no

- 22) Was there anyone over whom you were the boss?

A - no

- 23) Did you feel the rules that determine company policy are set up to consider the worker?

A - don't know

- 24) Did this company expect too much of the young people who work for it?

A - no

- 25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - no

16. How much influence did you and others like you have on the way the place where you worked was run?

A - not really

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - his willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes

19. Did you feel that your company did somethings in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - no

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - run own business--air mech.--tech.

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - air mech.--tech.

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference?

A - no opportunity in this city: no openings available, etc.
racial discrimination

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - don't know, I would want to do something besides hang out

Would you keep your present occupation or get another?

A - get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs.

A - 1 good pay
1 good pay
1 good pay
1 work you like
1 work you like
2 security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - his energy and willingness to work

35. Which of the following do you consider most important in your life?

A - your career or occupation
family relationships

36. What do you think is the most important difference between work and other activities?

A - work is required, something you have to do

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - never

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - yes

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually

A - trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - get someone to help you straighten out the problem

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 2 days

47. To what extent do you consider yourself to be a responsible worker?

A - average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - very low

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 2 to 3 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - just standing around

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - air frame mechanic (lineman)

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss?

A - fair

knows his job
listens to what you had to say
praises you when you do well
explains things clearly
treats you like a human being

56. If you felt your boss was bieng unfair to you, would you

A - get the support of coworkers and speak to the boss as a group

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you

A - find the other workers very kind and eager to help
find the other workers pleasant but distant
associate with the others

59. When you left, did you

A - find the other workers very kind and eager to help

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - agree

66. What is your marital status?

A - single

67. How many children do you have?

A - none

68. What was the last year of schooling completed by your father, by your mother, by you?

A - father, graduated from high school
mother, completed 8th grade or graduated from elementary school
self, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Navy--retired

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$7,000 to \$8,999

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full time workers, what are their usual occupations
that is what is the job called

A - incarcerated
school
clerk, county (sister)
school

72. With whom did you make your home?

A - parents

73. What was the name of the place and state in which you spent most of
your life?

A - Los Angeles, CA

74. Considering everything, how satisfied would you say you are with this
community as a place to live?

A - neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - yes

78. If someone was planning to eventually pursue the same job you have,
and he was just entering high school, would you suggest that he enter
the same major course of study that you did?

A - no

if no which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were
in the

A - third quarter

80. What kinds of jobs do your two closest high school friends have?

A - college
selling dope

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - D/A

82. What was the most important reason why you decided to end your education when you did?

A - disliked school

83. If you had a choice what would you do?

A - go into a special skill training program

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - no

85. Have you ever served in the U.S. armed forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job?

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Welder's Helper	Manufacturing	1 year
Gardening Helper	Landscaper	3 years off/on
Transport	New York City	4-5 months

87. How would you feel about a son of yours going into your kind of work?

A - O.K.

88. What was your yearly gross salary?

A - \$5,000 to \$5,999

CASE NUMBER 2

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A- no

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - yes, distributive education instructor

3. How long after leaving school did you start looking for a full time job?

A - started looking before leaving school.

4. How did you find your first job?

A - distributive education course in high school

5. Why did you take that job?

A - part of distributive education program

6. Why do you think you got the job?

A - educational background was geared in that direction

7. Why did you leave your last full time job?

A - I went into the air force

8. What was the most important reason why you took that particular job?

A - thought it was the best offer in terms of advancement

9. What was the most important reason why you think you got that job?

A - no particular reason; a vacancy existed

10. What is the title and principle duties of your last work?

A - corrosion control specialist--USAF in charge of corrosion shop at base--worked on aircraft.

11. What did you like most about your job?

A - I enjoy metallurgy and painting

12. What did you dislike most about your job?

A - it's insecurity

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, I liked it

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? Yes
 - 4) Did you feel you could work at your own speed? No
 - 5) Was your work often frustrating? Yes
 - 6) Did the firm give you sufficient training for the job you were doing? Yes
 - 7) Were you satisfied with your earnings? No
 - 8) Would you have chosen another "boss" if you could? Yes
 - 9) Did you think that the job you were in was the right sort of job for you? Yes
 - 10) Did you have too many bosses? Yes
15. Each of the following statements is to be rated on the basis of the following numbers? 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.

DID YOUR JOB:

- 1) provide you with the opportunity for advancement or promotion?
A - high
- 2) more than merely keep you occupied by filling your day and giving you something to do?
A - high
- 3) give you a feeling of self respect?
A - low
- 4) provided you with new and interesting experiences?
A - high

- 5) enabled you to make a "good" living for yourself and your family?
A - low
- 6) served as source of satisfaction because your family was proud that you had the job you did?
A - average
- 7) Made use of your skills and abilities?
A - low
- 8) gave you the chance to work with and be with people?
A - very high
- 9) provided you with enjoyment because you can use your own ideas?
A - very low
- 10) provided a secure future for you and your family?
A - average
- 11) made it possible for you to have influence in the community?
A - low
- 12) demanded you follow a pretty regular routine on the job?
A - average
- 13) gave you the chance to tell others on the job what to do?
A - high
- 14) gave purpose to your life?
A - average
- 15) gave you and your family the respect of the others in the community?
A - low
- 16) provided you with "good" working hours?
A - high
- 17) Made it possible for you to be of service or useful to others?
A - low

For the following questions, answer "yes," "no," or "don't know".

18) in the performance of your work, did you usually work alone?

A - no

19) did you have a boss on your job?

A - yes

20) did your boss have a boss?

A - yes

21) was there anyone over boss's boss?

A - yes

22) was there anyone over whom you were the boss?

A - yes

23) did you feel the rules that determine company policy are set up to consider the worker?

A - no

24) did this company expect too much of the young people who work for it?

A - no

25) did you feel that you were told enough about what is going on in the firm to keep you informed?

A - no

16. How much influence did you and others like you have on the way the place where you worked was run?

A - none

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - how long he had been with the company--seniority

18. Was your job one of the more important jobs in the overall functioning of the company?

A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - no, I was considered part time and didn't feel I should interfere

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - yes, I was lied to

25. What job would you like to have five years from now?

A - body & fender journeyman

26. How important is it to you to get this job?

A - important

27. What job do you really think you will have five years from now?

A - body and fender journeyman, I hope to start my own shop

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A -

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

What is the most important reason you would continue working?

A - to stay sane

Would you keep your present occupation or get another?

A - keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 1 good pay
2 opportunity for advancement
2 security
2 opportunity for advancement
2 security
2 security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - how long he has been with the company (seniority)

35. Which of the following do you consider most important in your life? The next most important?

A - Family relations
Your career or occupation

36. What do you think is the most important difference between work and other activities?

A - work is required--something you have to do

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the same one you had with the same pay but with more responsibilities, would you accept it?

A - yes, don't mind responsibility

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - tell your boss

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 6 months

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - aircraft metals

52. Were there things asked of you on your job that are just impossible for you to do?

A - yes, on an occasion I was ordered to do jobs--by unqualified personnel

53. How often did you get mad and lose your temper when the boss criticized your work?

A - frequently

54. At the present time, what kinds of training would help you to get a better job?

A - customizing work

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - nagging
has favorites
listens to others because they have been here longer

56. If you felt your boss was being unfair to you, would you

A - suffer in silence
get the support of co-workers and speak to the boss as a group

57. In general, do you like or dislike the people for whom you worked?

A - dislike

58. At first did you

A - know most of your fellow workers as friends
associate with the others

- A - act friendly just get the job done
have many things in common with the other workers
59. When you left, did you

A - know most of your fellow workers as friends
60. Did you make any new close friends at your job?

A - yes
61. If you saw something that should be done (that some other worker forgot to do), would you

A - tell the worker responsible
62. Did you find it hard to work with older workers?

A - no
63. Were you a member of a union?

A - no
64. If yes, did you participate?

A - N/A
65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - disagree
66. At what is your marital status?

A - single
67. How many children do you have?

A - none
68. What was the last year of schooling completed by your father, by your mother, by you?

A - father, some high school
mother, graduated from high school
self, graduated from high school
69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - none, retired, was railroad engineer

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$7,000 to \$8,999 -- pension

71. How many brothers and sisters (half or full) do you have?

A - 1

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry?

A - works in pricing department at U.S. Steel

72. With whom did you make your home?

A - lived in barracks

73. What was the name of the place and state in which you spent most of your life?

A - Lansing, Illinois

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - vocational

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

79. How well did you do in high school? That is, would you say you were in the

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - stock clerk
Sales--dope

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - military service

83. If you had a choice what would you do?

A - go into a special skill training program

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - yes

What kind of work did you do?

A - stock attendant and loading dock supervisor

How many hours per week did you usually work?

A - 30 to 40 hours

Do you feel that this job interfered with your school work in any way?

A - no

85. Have you ever served in the U.S. armed forces? Yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Stock Attendant	Wards	13 months
Teletype Operator	U.S. Steel	9 months
Corrosion Control	U.S.A.F.	41 months

87. How would you feel about a son of yours going into your kind of work?

A - wouldn't care either way

88. What was your yearly gross salary?

A - \$5,000 to \$5,999

CASE NUMBER 3

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - no

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - no

3. How long after leaving school did you start looking for a full time job?

A - within a month after leaving school. I was in Youth Authority and was paroled at age 19. However, I did get a job the first week I was out. Approximately 3 days actually.

4. How did you find your first job?

A - personal contacts (friends, neighbors)

5. Why did you take that job?

A - Needed the money. I needed a job to fulfill my parole obligations and also because I wanted one to earn money to help out at home and have spending money.

6. Why do you think you got the job?

A - personal recommendations

7. Why did you leave your last full time job?

A - start own business

8. What was the most important reason why you took that particular job?

A - needed the money, was the kind of work enjoyed

9. What was the most important reason why you think you got that job?

A - personality, honesty

10. What is the title and principle duties of your last work?

A - driver: deliver parts & receive money for parts deliveries.
Loading and unloading truck

11. What did you like most about your job?

A - driving

12. What did you dislike most about your job?

A - safety

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no, I like driving

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected? No
 - 3) Have you ever thought seriously about changing your job? Yes
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? Yes
 - 6) Did the firm give you sufficient training for the job you were doing? Yes
 - 7) Were you satisfied with your earnings? No, not really
 - 8) Would you have chosen another "boss" if you could? No
 - 9) Do you think that the job you were in was the right sort of job for you? Yes
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) provide you with the opportunity for advancement or promotion?

A - low

- 2) more than merely keep you occupied by filling your day and giving you something to do?

A - high

- 3) give you a feeling of self respect?

A - average

- 4) Provided you with new and interesting experiences?

A - high

- 5) enabled you to make a "good" living for yourself and your family?
A - low
- 6) served as source of satisfaction because your family was proud that you had the job you did?
A - average
- 7) made use of your skills and abilities?
A - low
- 8) gave you the chance to work with and be with people?
A - average
- 9) provided you with enjoyment because you can use your own ideas?
A - average
- 10) provided a secure future for you and your family?
A - very low
- 11) made it possible for you to have influence in the community?
A - N/A
- 12) demanded you follow a pretty regular routine on the job?
A - very low
- 13) gave you the chance to tell others on the job what to do?
A - N/A
- 14) gave purpose to your life?
A - high
- 15) gave you and your family the respect of others in the community?
A - N/A
- 16) Provided you with "good" working hours?
A - low
- 17) made it possible for you to be of service or useful to others?
A - average

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work alone?

A - yes

19) Did you have a boss on your job?

A - yes

20) Did your boss have a boss?

A - no

21) Was there anyone over boss's boss?

A - no

22) Did you feel the rules that determine company policy are set up to consider the worker?

A - don't know

23) Was there anyone over whom you were the boss ?

A - no

24) Did this company expect too much of the young people who work for it?

A - no

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - the quality of his work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes--my job was important but as far as the functioning of the business all of the jobs were important. Out of five employees my job would have rated 2 or maybe three in importance.

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - stationary engineer

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - stationary engineer

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for the difference:

A - no opportunity in this city; no openings available, etc.

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - Loved working--if it is the work I enjoy

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

What is the most important reason you would continue working?

A - enjoy the work I would do

Would you keep your present occupation or get another?

A - get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2 work you like
2 opportunity for advancement
1 good pay
1 work you like
1 work you like
1 opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - the quality of his work

35. Which of the following do you consider most important in your life?

A - Family relationships
Leisure time recreational activities

36. What do you think is the most important difference between work and other activities?

A - work is scheduled and done regularly

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - rarely

38. Do you consider yourself to be a better worker than most of the others there?

A - yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no, not worth the headaches money wise

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually

A - looking for special privileges from what I've seen

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - tell your boss

try to figure out how to correct it by yourself
get someone to help you straighten out the problem
(This has happened in the past and the first thing I do is report my error, try to figure out where I went wrong and if unable to correct it myself in a reasonable amount of time, then I ask someone else for help.)

44. How often are you late for work?

A - never

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 2 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - coordinate my route for the day to backtrack as little as possible

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - experience in that field and studying both classes and on my own

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair

knows his job
listens to what you had to say
praises you when you do well
explains things clearly
stands up for you
treats you like a human being

56. If you felt your boss was being unfair to you, would you

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?
A - like

58. At first did you

A - find the other workers very kind and eager to help

59. When you left, did you

A - know most of your fellow workers as friends

60. Did you make any new close friends at your job?

A - no, not close

61. If you saw something that should be done (that some other worker forgot to do), would you

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - disagree

66. What is your marital status?

A - married

At what age did you marry?

A - 21

67. How many children do you have?

A - none

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, graduated from high school
Mother, graduated from high school

Self, graduated from high school, some college/university and some graduate or professional training

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - my dad works as a supervisor at Convair (General Dynamics Ast.)

70. What do you estimate as the present income of the head of the household in your parental family?

A - over \$15,000

71. How many brothers and sisters (half or full) do you have?

A - 3

If brothers are full time workers, what are their usual occupations that is what is the job called?

A - don't know

72. With whom did you make your home?

A - wife and foster father

73. What was the name of the place and state in which you spent most of your life?

A - San Diego, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - very satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no, which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were in the

A- top quarter

80. What kinds of jobs do your two closest high school friends have?

A - don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - no idea

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - had to work--(Although, I am interested in mechanical engineering I feel that at my present age I would be 30 or older by the time I graduated and to pursue a good career it would be a little old to invest 5 years. I can do just as well as I wish in stationary engineering.)

83. If you had a choice what would you do?

A - go into a special skill training program.

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - no

85. Have you ever served in the U.S. armed forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job:

TYPE OF JOB	NAME OR ORGANIZATION	LENGTH OF TIME
Labor	Cotton factory	6 weeks
Usher	theatre	6 months
An cavemaker	foundry	6 weeks

87. How would you feel about a son of yours going into your kind of work?

A - OK if that is what he wanted. I would recommend him to pursue college or vocational training.

88. What was your yearly gross salary?

A - \$4,000 to \$4,999

CASE NUMBER 4

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - no

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - Yes, counselor at community action center

3. How long after leaving school did you start looking for a full time job?

A - started looking before leaving school

4. How did you find your first job?

A - on my own

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - because they needed help

7. Why did you leave your last full time job?

A - I was laid off because of rain

8. What was the most important reason why you took that particular job?

A - needed the money

9. What was the most important reason why you think you got that job?

A - because he needed help

10. What is the title and principle duties of your last work?

A - shop laborer--electrical

11. What did you like most about your job?

A - the kind of work I did, and the people I work with

12. What did you dislike most about your job?

A - nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about changing your job? No
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? No
- 6) Did the firm give you sufficient training for the job you were doing? Yes
- 7) Were you satisfied with your earnings? No
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? Yes
- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) provide you with the opportunity for advancement or promotion?
A - very high
- 2) more than merely keep you occupied by filling your day and giving you something to do?
A - high
- 3) give you a feeling of self respect?
A - very high
- 4) provided you with new and interesting experiences?
A - high

5) enabled you to make a "good" living for yourself and your family?

A - high

6) served as source of satisfaction because your family was proud
that you had the job you did?

A - average

7) made use of your skills and abilities?

A - high

8) gave you the chance to work with and be with people?

A - high

9) provided you with enjoyment because you can use your own ideas?

A - average

10) provided a secure future for you and your family?

A - average

11) made it possible for you to have influence in the community?

A - high

12) demanded you follow a pretty regular routine on the job?

A - average

13) gave you the chance to tell others on the job what to do?

A - low

14) gave purpose to your life?

A - high

15) gave you and your family the respect of others in the community?

A - high

16) provided you with "good" working hours?

A - high

17) made it possible for you to be of service or useful to others?

A - high

For the following questions, answer "yes," "no," or "don't know".

18) in the performance of your work, did you usually work alone?

A - No

19) did you have a boss on your job?

A - yes

20) Did your boss have a boss?

A - D/K

21) Was there anyone over boss's boss?

A - D/K

22) Was there anyone over whom you were the boss?

A - no

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - yes

24) Did this company expect too much of the young people who work for it?

A - no

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - his energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - Not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - Electrician

26. How important is it to you to get this job?

A - unimportant

27. What job do you really think you will have five years from now?

A - factory

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A - Not qualified because of inadequate education, training, or experience.

Health: do not have the physical qualifications

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

What is the most important reason you would continue working?

A - to have something to do

Would you keep your present occupation or get another?

A - don't know

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

- A - 1. good pay
2. opportunity for advancement
2. security
2. opportunity for advancement
2. security
1. opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that ?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - His energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - Family relationships
Your career or occupation

36. What do you think is the most important difference between work and other activities?

A - Work is effort, physical or mental

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Rarely

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - yes, its another way to get ahead

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - get someone to help you straighten out the problem

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - High

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 21 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A -yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - know all the parts I had to work with, and the names of them

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - For me I need on the job training

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job

Listens to what you had to say

Explains things clearly

Stands up for us

Treats you like a human being

Listens to others because they have been here longer

56. If you felt your boss was being unfair to you, would you

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you

A - Find the other workers very kind and eager to help
Know most of your fellow workers as friends
Associate with the others
Have many things in common with the other workers
Find the other workers very kind and eager to help

59. When you left, did you

A - Find the other workers very kind and eager to help
Know most of your fellow workers as friends
Associate with the others, and have many things in common

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you

A - do it

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - single

67. How many children do you have?

A -

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, don't know
Mother, don't know
Self, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - don't work

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea

71. How many brothers and sisters (half) or full) do you have?

A - five

If brothers are full time workers, what are their usual occupations
that is what is the job called

A - don't know, fireman, butcher

72. With whom did you make your home?

A - parents

73. What was the name of the place and state in which you spent most of your life?

A - Madera, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - vocational

77. Do you use this training on your present job?

A - Yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no, which would you suggest?

A - does not apply

79. How well did you do in high school? That is, would you say you were in the

A - third quarter

80. What kinds of jobs do your two closest high school friends have?

A - don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - don't know

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - I was expelled from school

83. If you had a choice what would you do?

A - go into a special skill training program--electrician or a truck driver

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - yes, janitor--Civic Center

What kind of work did you do?

A - Janitor

How many hours per week did you usually work?

A - 40 hours for three weeks

Do you feel that this job interfered with your school work in any way?

A - no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
"Elian" cook	Treombetta Electric	1-1/2 years off & on 8 months

87. How would you feel about a son of yours going into your kind of work?

A - good idea--electrician

88. What was your yearly gross salary?

A - \$4,000-4,999 2.65 hr. \$150.00 per week

CASE NUMBER 5

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - don't know

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - No

3. How long after leaving school did you start looking for a full time job?

A - Did not look

4. How did you find your first job?

A - on my own

5. Why did you thak that job?

A - needed the money

6. Why do you think you got the job?

A - no particular reason; a vacancy existed

7. Why did you leave your last full time job?

A - not ever employed

8. What was the most important reason why you took that particular job?

A - needed the money

9. What was the most important reason why you think you got that job?

A - no particular reason; a vacancy existed

10. What is the title and principle duties of your last work?

A - not employed

11. What did you like most about your job?

A - nothing

12. What did you dislike most about your job?

A - nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? No
- 3) Have you ever thought seriously about changing your job? Yes
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? D/K
- 6) Did the firm give you sufficient training for the job you were doing? No
- 7) Were you satisfied with your earnings? No
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? No
- 10) Did you have too many bosses? Yes

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) provide you with the opportunity for advancement or promotion?

A - Average

- 2) more than merely keep you occupied by filling your day and giving you something to do?

A - average

- 3) give you a feeling of self respect?

A - average

- 4) provided you with new and interesting experiences?

A - average

- 5) enabled you to make a "good" living for yourself and your family?
A - average
- 6) served as source of satisfaction because your family was proud that you had the job you did?
A - average
- 7) made use of your skills and abilities?
A - average
- 8) gave you the chance to work with and be with people?
A - average
- 9) provided you with enjoyment because you can use your own ideas?
A - average
- 10) provided a secure future for you and your family ?
A - average
- 11) made it possible for you to have influence in the community?
A - average
- 12) demanded you follow a pretty regular routine on the job?
A - average
- 13) Gave you the chance to tell others on the job what to do?
A - average
- 14) gave purpose to your life?
A - average
- 15) gave you and your family the respect of others in the community?
A - average
- 16) provided you with "good" working hours?
A - average
- 17) made it possible for you to be of service or useful to others?
A - average

For the following questions, answer "yes," "no," or "don't know".

18) in the performance of your work, did you usually work alone?

A - no

19) did you have a boss on your job?

A - yes

20) Did your boss have a boss?

A - yes

21) Was there anyone over boss's boss?

A - yes

22) Was there anyone over whom you were the boss?

A - no

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - don't know

24) Did this company expect too much of the young people who work for it?

A - don't know

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

16. How much influence did you and others like you have on the way the place where you worked was run?

A - authority power

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - personal and educational qualifications

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - don't know

20. Did you ever offer them your suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - don't know

22. If you could start over, would you have gone into the same kind of work that you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - don't know

25. What job would you like to have five years from now?

A - don't know, I don't want a job

26. How important is it to you to get this job?

A - somewhat unimportant

27. What job do you really think you will have five years from now?

A - don't know

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A - will not work

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A -

30. In general, how do you feel about working?

Enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - don't know

Would you keep your present occupation or get another?

A - does not apply

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - good pay over work you like
good pay over opportunity for advancement
opportunity for advancement over work you like

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes, they won't listen

34. Which thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - the quality of his work

35. Which of the following do you consider most important in your life ?
The next most important?

A - Family relationships

36. What do you think is the most important difference between work and other activities?

A - Work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - frequently

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
A - No, too much trouble and "gon't get nothing"
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
A - yes
41. When a worker does something extra for the boss, is he usually
A - trying to show up the rest of the workers
42. In your past job, were you willing to accept duties beyond those that were required of you?
A - yes
43. When you make a mistake in your work, what do you do?
A - tell your boss
44. How often are you late for work?
A - rarely
45. Do you generally take off days when you don't feel like working?
A - no
46. On the average, about how many days per month are you absent from your job?
A - never "except sick"
47. To what extent do you consider yourself to be a responsible worker?
A - average
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
A - no
49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
A - very low
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
A - 2 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - nothing

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

A - don't know and don't care

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is the person you thought of as most directly in charge of your work).

A - fair
listens to what you had to say
too old
treats you like a human being

56. If you felt your boss was being unfair to you, would you

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you

A -

59. When you left, did you

A - know most of your fellow workers as friends

60. Did you make any new close friends at your job?

A - no

61. If you saw something that should be done (that some other worker forgot to do), would you

A - do it

62. Did you find it hard to work with older workers?

A - yes

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - single

67. How man children do you have?

A -

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, don't know
Mother, don't know
Self, some high school--11th

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Janitor, teacher in China

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$450.00 a month

71. How many brothers and sisters (half or full) do you have?

A - two

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry?

A - brother in China--Doctor

72. With whom did you make your home?

A - parents

73. What was the name of the place and state in which you spent most of your life?

A - San Francisco, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - vocational--metal shop

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

If no which would you suggest?

A - vocational

79. How well did you do in high school? Would you say you were in the:

A - bottom quarter of your class

80. What kinds of jobs do your two closest high school friends have?

A - closest friend--4 years
other friend --don't know

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - disliked school

83. If you had a choice what would you do?

A - go into a special skill training program--body and fender welding

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - yes, paper job 1-1/2 years

What kind of work did you do?

A - paper route

How many hours per week did you usually work?

A - 7 days

Do you feel that this job interfered with your school work in any way?

A - yes

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
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Paper boy

87. How would you feel about a son of yours going into your kind of work?

A - It depends on my son

88. What was your yearly gross salary?

A - \$3,000 or less

CASE NUMBER 6

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Entered Armed Services after school; did not seek until discharge

4. How did you find your first job?

A - Family or relations

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - Related to employer

7. Why did you leave your last full-time job?

A - Arrested

8. What was the most important reason why you took that particular job?

A - Needed the money

9. What was the most important reason why you think you got that job?

A - Related to employer

10. What is the title and principle duties of your last work?

A - Driving truck

11. What did you like most about your job?

A - Driving

12. What did you dislike most about your job?

A - Long, tedious hours

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? Yes
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? Yes
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? No
 - 6) Did the firm give you sufficient training for the job you were doing? No
 - 7) Were you satisfied with your earnings? No
 - 8) Would you have chosen another "boss" if you could? Yes
 - 9) Did you think that the job you were in was the right sort of job for you? No
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers : 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - N/A

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - Average

- 3) Give you a feeling of self respect?

A - Average

- 4) Provided you with new and interesting experiences?

A - Average

- 5) Enabled you to make a "good" living for yourself and your family?
A - Low
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - Low
- 7) Made use of your skills and abilities?
A - very low
- 8) Gave you the chance to work with and be with people?
A - average
- 9) Provided you with enjoyment because you can use your own ideas?
A - average
- 10) Provided a secure future for you and your family?
A - very low
- 11) Made it possible for you to have influence in the community?
A - N/A
- 12) Demanded you follow a pretty regular routine on the job?
A - very high
- 13) Gave you the chance to tell others on the job what to do?
A - Average
- 14) Gave purpose to your life?
A - very low
- 15) Gave you and your family the respect of others in the community?
A - N/A
- 16) Provided you with "good" working hours?
A - very low
- 17) Made it possible for you to be of service or useful to others?
A - Average

For the following questions, answer "yes," "no," or don't know":

18) In the performance of your work, did you usually work alone?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - No

21) Was there anyone over boss's boss?

A - Don't know

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - don't know

24) Did this company expect too much of the young people who work for it?

A - Yes

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - None

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - His energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company ?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no, I expected more than I received

25. What job would you like to have five years from now ?

A - Marine Biologist

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - Probable as a Marine Biologist

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A - Not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - Does not apply, already does

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A -

30. In general, how do you feel about working?

A - loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - Personal satisfaction

Would you keep your present occupation or get another?

A -- Get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

- A - 2. work you like
2. opportunity for advancement
2. security
2. opportunity for advancement
2. security
2. security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work

35. Which of the following do you consider most important in your life?

A - Family Relationships
Your Career or Occupation

36. What do you think is the most important difference between work and other activities?

A - Work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes, personal satisfaction

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - try to figure out how to correct it by yourself

44. How often are you late for work?

A - never

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - High

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - High

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 30 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - No

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Operation of JBM machines, key punch operation, etc.

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Rarely

54. At the present time, what kinds of training would help you to get a better job?

A - College study--in designated field; marine biology

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job
Listens to what you had to say
Praises you when you do well
Explains things clearly
Stands up for us
Treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find other workers very kind and eager to help
Know most of your fellow workers as friends
Associate with the others
Have many things in common with the other workers

59. When you left, did you

A - find the other workers likely to play tricks on you
Aggression

60. Did you make any new close friends at your job?

A - No

61. If you saw something that should be done (that some other workers forgot to do), would you:

A - do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Single

67. How many children do you have?

A - None

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, graduated from high school
Mother, graduated from high school
Self, some college or university

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Retired postal worker

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$9,000 to \$10,999

71. How many brothers and sisters (half or full) do you have?

A - 2

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry ?

A - ship builder

72. With whom did you make your home?

A - alone

73. What was the name of the place and state in which you spent most of your life?

A - Stockton, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - Academic (college preparatory)

77. Do you use this training on your present job?

A - yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - Yes

79. How well did you do in high school? That is, would you say you were in the

A - third quarter

80. What kinds of jobs do your two closest high school friends have?

A - Don't know

81. If these are no longer your two closest friends, what do your two present closest friends do?
A - does not apply
82. What was the most important reason why you decided to end your education when you did?
A - Military service
83. If you had a choice what would you do?
A - go to college
84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?
A- yes

What kind of work did you do?

A - Clerical

How many hours per week did you usually work?

A - 20 hrs.

Do you feel that this job interfered with your school work in any way?

A - no

85. Have you ever served in the U.S. Armed Forces?

A - Yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Welder	U.S.M.C.	3-1/2 years
Truck Driver		2 months
Clerical	Cal State Prison	3 -1/2 years

87. How would you feel about a son of yours going into your kind of work?

A - I don't know

88. What was your yearly gross salary?

A - \$3,000 or less

CASE NUMBER 7

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Did not seek job

4. How did you find your first job?

A - On my own

5. Why did you take that job?

A - Wanted to do something

6. Why do you think you got the job?

A - No particular reason; a vacancy existed

7. Why did you leave your last full time job?

A - I got tired of it

8. What was the most important reason why you took that particular job?

A - Work was the kind enjoyed

9. What was the most important reason why you think you got that job?

A - No particular reason, a vacancy existed

10. What is the title and principle duties of your last work?

A - Pump gas in cars

11. What did you like most about your job?

A - The hours

12. What did you dislike most about your job?

A - Their system for handling money

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, did plan on working there lone.

14. Answer "yes", "no", or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? Yes
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? Yes
 - 6) Did the firm give you sufficient training for the job you were doing? No
 - 7) Were you satisfied with your earnings? Yes, somewhat
 - 8) Would you have chosen another "boss" if you could? No
 - 9) Did you think that the job you were in was the right sort of job for you? No
 - 10) Did you have too many bosses? Yes
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion?
A - Very low
- 2) More than merely keep you occupied by filling your day and giving you something to do?
A - average
- 3) Give you a feeling of self respect?
A - Average
- 4) Provided you with new and interesting experiences?
A - High

- 5) Enabled you to make a "good" living for yourself and your family?
A - very low
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - average
- 7) Made use of your skills and abilities?
A - N/A
- 8) Gave you the chance to work with and be with people?
A - Very high
- 9) Provided you with enjoyment because you can use your own ideas?
A - Very low
- 10) Provided a secure future for you and your family?
A - Very low
- 11) Made it possible for you to have influence in the community?
A - very low
- 12) Demanded you follow a pretty regular routine on the job?
A - Very high
- 13) Gave you the chance to tell others on the job what to do?
A - very low
- 14) Gave purpose to your life?
A - very low
- 15) Gave you and your family the respect of others in the community?
A - very low
- 16) Provided you with "good" working hours?
A - high
- 17) Made it possible for you to be of service or useful to others?
A - High

For the following questions, answer "yes", "no", or don't know.

18) In the performance of your work, did you usually work alone?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Yes

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - No

24) Did this company expect too much of the young people who work for it?

A - Yes

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - How long he had been with the company (seniority)

18. Was your job one of the more important jobs in the overall functioning of the company?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - Yes

25. What job would you like to have five years from now?

A - A job that I'm happy with

26. How important is it to you to get this job?

A - somewhat important

27. What job do you really think you will have five years from now?

A - Job concerned with youth corps

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference.

A - No answer

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - No

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Had to do it, doesn't really feel anything one way or another.

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - To do something with my life

Would you keep your present occupation or get another?

A - Get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2. Work you like
2. Opportunity for advancement
2. Security
1. Work you like
2. Security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - No

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - Good luck

35. Which of the following do you consider most important in your life? The next most important?

A - Family relationships
Leisure time recreational activities

36. What do you think is the most important difference between work and other activities?

A - Work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes, I would enjoy the challenge

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - No

43. When you make a mistake in your work, what do you do?

A - Get someone to help you straighten out the problem

44. How often are you late for work?

A - Rarely

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - High

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - High

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 3 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - To control my mouth

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - College

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job
Listens to what you had to say
Explains things clearly
Treats you like a human being

56. If you felt your boss was being unfair to you, would you

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Disliked

58. At first did you

A - Associate with the others

A - Act friendly just get the job done

59. When you left, did you

A - Know most of your fellow workers as friends

60. Did you make any new close friends at your job?

A - No

61. If you saw something that should be done (that some other worker forgot to do), would you

A - Tell the worker responsible

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Disagree

66. What is your marital status?

A - Single

67. How many children do you have?

A - One

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, don't know

Mother, graduated from high school

Self, graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Draftsman

70. What do you estimate as the present income of the head of the household in your parental family?

A - Have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry?

A - don't know

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

A - New Orleans, Louisiana

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Very satisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - No high school on street

77. Do you use this training on your present job?

A - No answer

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No answer

If no which would you suggest?

A - No answer

79. How well did you do in high school? That is, would you say you were in the

A - No answer

80. What kinds of jobs do your two closest high school friends have?

A - College
On the streets

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - One is still a close friend

82. What was the most important reason why you decided to end your education when you did?

A - No particular reason

83. If you had a choice what would you do?

A --Go to college

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - No

Do you feel that this job interfered with your school work in any way?

A - No answer

85. Have you ever served in the U.S. Armed Forced?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Bus Boy	Restaurant	3 months
Service Station Attendant		3 months

87. How would you feel about a son of yours going into your kind of work?

A - No

88. What was your yearly gross salary?

A - no answer

CASE NUMBER 8

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e. g., principal, counselor etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Over a month after leaving school

4. How did you find your first job?

A - Personal contacts (friends, neighbors)

5. Why did you take that job?

A - Only company that offered a halfway decent job

6. Why do you think you got the job?

A - No particular reason; a vacancy existed

7. Why did you leave your last full-time job?

A - Just quit

8. What was the most important reason why you took that particular job?

A - Something to do

9. What was the most important reason why you think you got that job?

A - No answer

10. What is the title and principle duties of your last work?

A - Community service organization

11. What did you like most about your job?

Meeting lots of people

12. What did you dislike most about your job?

A - Nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Don't know

14. Answer "yes", "no", or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? D/K
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? No
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? No
 - 6) Did the firm give you sufficient training for the job you were doing? No
 - 7) Were you satisfied with your earnings? Yes
 - 8) Would you have chosen another "boss" if you could? No
 - 9) Did you think that the job you were in was the right sort of job for you? D/K
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers? 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - Very low

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - Average

- 3) Give you a feeling of self respect?

A - Average

- 4) Provided you with new and interesting experiences?

A - Average

- 5) Enabled you to make a "good" living for yourself and your family?
A - Low
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - Average
- 7) Made use of your skills and abilities?
A - Low
- 8) Gave you the chance to work with and be with people?
A - High
- 9) Provided you with enjoyment because you can use your own ideas?
A - Average
- 10) Provided a secure future for you and your family?
A - Low
- 11) Made it possible for you to have influence in the community?
A - High
- 12) Demanded you follow a pretty regular routine on the job?
A - Average
- 13) Gave you the chance to tell others on the job what to do?
A - Average
- 14) Gave purpose to your life?
A - Average
- 15) Gave you and your family the respect of others in the community?
A - Average
- 16) Provided you with "good" working hours?
A - Average
- 17) Made it possible for you to be of service or useful to others?
A - High

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work alone?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Don't know

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - Don't know

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - Yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work

18. Was your job one of the more important jobs in the overall functioning of the company.

A - Don't know

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - Not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Welding

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A - Welding

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A - Not qualified because of inadequate education, trianing or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Enjoyed it some of the time.

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - To keep myself busy

Would you keep your present occupation or get another?

A - keep it

32. Let us imagine that you ahve been offered two jobs. For each of the following paris, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

- A - 2. Work you like
2. Opportunity for advancement
1. Good pay
2. Opportunity for advancement
1. Work you like
1. Opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work

35. Which of the following do you consider most important in your life?

A - Family relationships

36. What do you think is the most important difference between work and other activities?

A - Work is effort, physical or mental

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - No

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes advancement

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Get someone to help you straighten out the problem.

44. How often are you late for work?

A - Rarely

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - Average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 2 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A -

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - vocational trade

55. Here are some descriptions that can apply to the "boss". I will read through the list and you indicate those which apply or do not apply to your past boss

A - Fair
Explains things clearly

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the workers very kind and eager to help
Know most of your fellow workers as friends
Have many things in common with the other workers

59. When you left, did you

A - Find the other workers very kind and eager to help

60. Did you make any new close friends at your job?

A - Yes

61. If you say something that should be done (that some other worker forgot to do) would you:

A - Do it

62. Did you find it hard to work with older workers?

A - Don't know

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Single

67. How many children do you have?

A - 0

68. What was the last year of schooling completed by your father; by your mother, by you?

A - Father, don't know
Mother, don't know
Self, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Don't know

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry?

A - Don't know

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

El Monte, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Satisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A --General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no, which would you suggest?

79. How well did you do in high school? That is, would you say you were in the

A - Second quarter

80. What kinds of jobs do your two closest high school friends have?

A - Service--military
Don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - No particular reason, did not like school

83. If you had a choice what would you do?

A -- Go into a special skill training program.

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - Yes

What kind of work did you do?

A - Community

How many hours per week did you usually work?

A - 15 or 20

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
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Community Service Organization	4 months
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87. How would you feel about a son of yours going into your kind of work?

A - O.K. -- welder

88. What was your yearly gross salary?

A - Refused

CASE NUMBER 9

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Within a month after leaving school

4. How did you find your first job?

A - On my own

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - No particular reason; a vacancy existed.

7. Why did you leave your last full time job?

A - To go in the Army

8. What was the most important reason why you took that particular job?

A - Needed the money

9. What was the most important reason why you think you got that job?

A - No particular reason; a vacancy existed

10. What is the title and principle duties of your last work?

A - Supply clerk--U.S. Army

11. What did you like most about your job?

A - The kind of work

12. What did you dislike most about your job?

A - Paying

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Don't know

14. Answer "yes", "no", or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? D/K
- 3) Have you ever thought seriously about changing your job? Yes
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? Yes
- 6) Did the firm give you sufficient training for the job you were doing? Yes
- 7) Were you satisfied with your earnings? No
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? Yes
- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOU JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - Low

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - Average

- 3) Give you a feeling of self respect?

A - Average

- 4) Provided you with new and interesting experiences?

A - High

- 5) Enabled you to make a "good" living for yourself and your family?
A - Low
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - Average
- 7) Made use of your skills and abilities?
A - High
- 8) Gave you the chance to work with and be with people?
A - Average
- 9) Provided you with enjoyment because you can use your own ideas?
A - High
- 10) Provided a secure future for you and your family?
A - Very low
- 11) Made it possible for you to have influence in the community?
A - Very low
- 12) Demanded you follow a pretty regular routine on the job?
A - Average
- 13) Gave you the chance to tell others on the job what to do?
A - Low
- 14) Gave purpose to your life?
A - Average
- 15) Gave you and your family the respect of others in the community?
A - Average
- 16) Provided you with "good" working hours?
A - High
- 17) Made it possible for you to be of service or useful to others?
A - Average

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work alone?

A - Yes

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - No

21) Was there anyone over boss's boss?

A - No

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - No

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - Don't know

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Very little

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work
Personal & educational qualifications
His willingness and energy to work
How long he had been with the company (seniority)

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - No

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Don't know--hang out

26. How important is it to you to get this job?

A - no response

27. What job do you really think you will have five years from now?

A - Don't know

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference?

A - Racial discrimination

No opportunity in this city, no openings available, etc.

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Does not apply, already does

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A -

30. In general, how do you feel about working?

A - Enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - I would have to be doing something

Would you keep your present occupation or get another?

A - Don't know

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 1. Good pay
2. Opportunity for advancement
2. Security
2. Opportunity for advancement
2. Security
1. Opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - How long he has been with the company (seniority)
The quality of his work
His energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - 1. Family relationships
2. Your career or occupation

36. What do you think is the most important difference between work and other activities?

A - Work is effort, physical or mental
Work is something for which you are paid
Work is required, something you have to do

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no, have not worked

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Get someone to help you straighten out the problem

44. How often are you late for work?

A - Frequently

45. Do you generally take off days when you don't feel like working?

A - Yes

46. On the average, about how many days per month are you absent from your job?

A - 5 or more days per month

47. To what extent do you consider yourself to be a responsible worker?

A - Average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 3 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Learn to do the job right

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Rarely

54. At the present time, what kinds of training would help you to get a better job?

A - School

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job

Listens to what you had to say

Explains things clearly

Stands up for us

Treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it in private
Get the support of co-workers and speak to the boss as a group

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the other workers very kind and eager to help

59. When you left, did you:

A - Find other workers pleasant but distant
Know most of your fellow workers as friends
Have many things in common with the other workers

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you

A - do it
tell the worker responsible

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A - No

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Separated

At what age did you marry?

A - 18

67. How many children do you have?

A - 2

68. What was the last year of schooling completed by your father? by your mother? by you?

A - Father, finished 8th grade or graduated from elementary school
Mother, some high school
Self, completed junior high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Construction

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations
that is what is the job called--business or industry?

A - Foreman--ventilation shop--sheet metal
Hanging out
School

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

A - Fresno, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live ?

A - Neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - Vocational

77. Do you use this training on your present job?

A - Yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no, which would you suggest?

A - Academic

79. How well did you do in high school? That is, would you say you were in the

A - Bottom quarter of class

80. What kinds of jobs do your two closest high school friends have?

A - don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Not as good

81. If these are no longer your two closest friends, what do your two present friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Disliked school

83. If you had a choice what would you do?

A - Go to college

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - No

What kind of work did you do?

A - Upholstery

How many hours per week did you usually work?

A - 40

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - Yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Dishwasher	Restaurant	2 months
Fieldwork	Farm	3 weeks

87. How would you feel about a son of yours going into your kind of work?

A - No

88. What was your yearly gross salary?

A - \$4,000 to \$4,999

CASE NUMBER 10

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - Yes, counselors

3. How long after leaving school did you start looking for a full time job?

A - Was working full time

4. How did you find your first job?

A - I took two friends of mine to look for job and I was the only one hired.

5. Why did you take that job?

A - It was the best offer in terms of advancement

6. Why do you think you got the job?

A - School record

7. Why did you leave your last full-time job?

A - Lay off

8. What was the most important reason why you took that particular job?

A - Needed the money

9. What was the most important reason why you think you got that job?

A - Past work (part-time) experience

10. What is the title and principle duties of your last work?

A - Machinist--special products

11. What did you like most about your job?

A - The benefits

12. What did you dislike most about your job?

A - Getting paid every two weeks

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about changing your job? Yes
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? No
- 6) Did the firm give you sufficient training for the job you were doing? Yes
- 7) Were you satisfied with your earnings? Yes
- 8) Would you have chosen another "boss" if you could? Yes
- 9) Did you think that the job you were in was the right sort of job for you? No
- 10) Did you have too many bosses? No

15. Each of the following statement is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

- 1) Provide you with the opportunity for advancement or promotion?

A - Very high

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - Average

- 3) Give you a feeling of self respect?

A - High

- 4) Provided you with new and interesting experiences?

A - Average

- 5) Enabled you to make a "good" living for yourself and your family?

A - High

- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - Very high
- 7) Made use of your skills and abilities?
A - High
- 8) Gave you the chance to work with and be with people ?
A - Very high
- 9) Provided you with enjoyment because you can use your own ideas?
A - Low
- 10) Provided a secure future for you and your family?
A - High
- 11) Made it possible for you to have influence in the community?
A - Very low
- 12) Demanded you follow a pretty regular routine on the job?
A - Very high
- 13) Gave you the chance to tell others on the job what to do?
A - Very low
- 14) Gave purpose to your life?
A - High
- 15) Gave you and your family the respect of others in the community?
A - Average
- 16) Provided you with "good" working hours?
A - Average
- 17) Made it possible for you to be of service or useful to others?
A - Average

For the following questions, answer "yes," "no," or "don't know".

- 18) In the performance of your work, did you usually work alone?
A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Yes

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - No

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - A lot

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company

was about as good a place as there is to work, or do you think there are other places that are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected.

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Repairing computers

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A - Repairing computers.

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A -

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Enjoyed it some of the time.

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - No

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2. Work you like
2. Opportunity for advancement
2. Security
1. Work you like
2. Security
2. Security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work

35. Which of the following do you consider most important in your life? The next most important?

A - Your career or occupation

36. What do you think is the most important difference between work and other activities?

A - Work is effort, physical or mental

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - No

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - No, too much work

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:
A - Looking for special privileges
42. In your past job, were you willing to accept duties beyond those that were required of you?
A - Yes
43. When you make a mistake in your work, what do you do?
A - Try to figure out how to correct it by yourself
44. How often are you late for work?
A - Rarely
45. Do you generally take off days when you don't feel like working?
A - No
46. On the average, about how many days per month are you absent from your job?
A - 1 day or less per month
47. To what extent do you consider yourself to be a responsible worker?
A - Very high
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
A - No
49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
A - Very high
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
A - 180 days

Did you really know what you were required to do?
A - Yes

Did you feel qualified for this type of work when you were hired?
51. What would you say is the most difficult thing you had to learn in order to do your job well?
A - Learn to read tools

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Occasionally

54. At the present time, what kinds of training would help you to get a better job?

A - Vocational training

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Strict

Knows his job

Listens to what you had to say

Praises you when you do well

Has favorites

Listens to others because they have been here longer

56. If you felt your boss was being unfair to you, would you:

A - Complain to "higher ups"

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the other workers very kind and eager to help
Find the other workers likely to play tricks on you

59. When you left, did you:

A - Find the other workers likely to play tricks on you
Have many things in common with the other workers
Find the other workers very kind and eager to help
Find the other workers pleasant but distant
Know most of your fellow workers as friends
Associate with others

60. Did you make any new close friends at you job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - Yes

64. If yes, did you participate in your union?

A - Yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Yes

66. What is your marital status?

A - Single

67. How many children do you have?

A - 0

68. What was the last year of schooling completed by your father? by your mother? by you?

A - Father, graduated high school, some college
Mother, graduated from high school
Self, some college or university

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Father, truck driver

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$11,000 to 12,999

71. How many brothers and sisters (half or full) do you have?

A - 1

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry?

A - School

72. With whom did you make your home?

A - Alone

73. What was the name of the place and state in which you spent most of your life?

A - Houston, Texas

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Satisfied

75. Did you go to school in this community?

A - No

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - Yes

If no which would you suggest?

A -

79. How well did you do in high school? That is, would you say you were in the:

A - Second quarter

80. What kinds of jobs do your two closest high school friends have?

A - Police Officer

Truck Driver

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Wanted to work

83. If you had a choice what would you do?

A - Go into a special skill training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Yes

If yes, what kind of work did you do?

A - Machinist

How many hours per week did you usually work?

A - 40 hours

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Machinist	Hughes Oil Tool	2 years
Machinist	Hunter's Point Shipyard	1 year
Machinist	Fuller	2 mo.

87. How would you feel about a son of yours going into your kind of work?

A - It would be left up to him, but I would try to send him to get better training, if he wants to.

88. What was your yearly gross salary?

A - \$8,000 to \$8,999

CASE NUMBER 11

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Don't know

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - No

3. How long after leaving school did you start looking for a full time job?

A - Entered Armed Services after school--did not seek job until discharge

4. How did you find your first job?

A - Personal contacts (a friend)

5. Why did you take that job?

A - It was the best offer in terms of advancement

6. Why do you think you got the job?

A - Personal recommendations

7. Why did you leave your last full-time job?

A - Went to jail

8. What was the most important reason why you took that particular job?

A - Thought it was the best offer in terms of advancement

9. What was the most important reason why you think you got that job?

A - Personal recommendation

10. What is the title and principle duties of your last work?

A - Nailer, roofer--large roofing Co.

11. What did you like most about your job?

A - Pay day, day's off, the work

12. What did you dislike most about your job?

A - Getting up in the morning

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, all jobs are the same

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about changing your job? D/K
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? No
- 6) Did the firm give you sufficient training for the job you were doing? No
- 7) Were you satisfied with your earnings? Yes / No
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? Yes
- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

1) Provide you with the opportunity for advancement or promotion?

A - Average

2) More than merely keep you occupied by filling your day and giving you something to do?

A - Average

3) Give you a feeling of self respect?

A - Average

4) Provided you with new and interesting experiences?

A - Average

5) Enabled you to make a "good" living for yourself and your family?

A - Average

6) Served as source of satisfaction because your family was proud that you had the job you did?

A - Average

- 7) Made use of your skills and abilities?
A - Average
- 8) Gave you the chance to work with and be with people?
A - Average
- 9) Provided you with enjoyment because you can use your own ideas?
A -
- 10) Provided a secure future for you and your family?
A - Average
- 11) Made it possible for you to have influence in the community?
A - Low
- 12) Demanded you follow a pretty regular routine on the job?
A - Average
- 13) Gave you the chance to tell others on the job what to do?
A - Average
- 14) Gave purpose to your life?
A - Average
- 15) Gave you and your family the respect of others in the community?
A -
- 16) Provided you with "good" working hours?
A - Average
- 17) Made it possible for you to be of service or useful to others?
A -

For the following questions, answer "yes," "no," or "don't know".

- 18) In the performance of your work, did you usually work alone?
A - Yes
- 19) Did you have a boss on your job?
A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Don't know

22) Was there anyone over whom you were the boss?

A - Yes, the labor crew

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - Yes

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - Yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work
His energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Yes/No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - No

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - This company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - Yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Same thing, roofing

26. How important is it to you to get this job?

A -

27. What job do you really think you will have five years from now?

A - Don't know, roofing business

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - No bucks to start own business

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - No

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - No

Would you keep your present occupation or get another?

A - Does not apply

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A ---Good pay
Good pay
Good Pay
Work you Like
Work you like
Opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - No

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work
His energy and willingness to work

35. Which of the following do you consider most important in your life?
The next most important?

A - Leisure time
Recreational activities

36. What do you think is the most important difference between work and other activities?

A - Work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - No

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:
A - Making it rough on the rest who don't help
42. In your past job, were you willing to accept duties beyond those that were required of you?
A - Yes
43. When you make a mistake in your work, what do you do?
A - Try to figure out how to correct it by yourself
44. How often are you late for work?
A - Rarely
45. Do you generally take off days when you don't feel like working?
A - No
46. On the average, about how many days per month are you absent from your job?
A - Two days per month
47. To what extent do you consider yourself to be a responsible worker?
A - Average
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
A - No
49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
A - Average
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
A - ten days
Did you really know what you were required to do?
A - Yes
Did you feel qualified for this type of work when you were hired?
A - Yes
51. What would you say is the most difficult thing you had to learn in

order to do your job well?

A - Not that hard

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - None

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Knows his job

 Listens to what you had to say
 Explains things clearly
 Treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked ?

A - Like

58. At first did you:

A - Associate with the others

59. When you left, did you:

A - Associate with the others

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - Yes

64. If yes, did you participate in your union?

A - No

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Married

At what age did you marry?

A - 23

67. How many children do you have?

A - 0

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Some high school--father
Some high school--mother
Some high school--me

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (For example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Bus driver, cross country for 22 years

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations that is what is the job called--business or industry?

A - Clerk--shipping and receiving
In school

72. With whom did you make your home?

A - Spouse

73. What was the name of the place and state in which you spent most of your life?

A - San Jose, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Neither satisfied or dissatisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - Vocational

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - Up to him, but vocational is best

If no, which would you suggest?

A - Vocational

79. How well did you do in high school? That is, would you say you were in the:

A - Third quarter

80. What kinds of jobs do your two closest high school friends have?

A - Carpenter, unemployed
Roofer, unemployed

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply, they are in jail

82. What was the most important reason why you decided to end your education when you did?

A - Disliked school
Military Service

83. If you had a choice what would you do?

A - Go to a special skill training program

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - Yes

What kind of work did you do?

A - Gas station

How many hours per week did you usually work?

A - 6-12 hours a week

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - Yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Roofer	Large Construction	2-3 years
Army	Army	3 years
General Construction		

87. How would you feel about a son of yours going into your kind of work?

A - OK

88. What was your yearly gross salary?

A - \$10,000 and over

CASE NUMBER 12

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - No

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Entered Armed Services after school--did not seek job until discharge

4. How did you find your first job?

A - Through newspaper ad

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - Personal recommendations

7. Why did you leave your last full-time job?

A - Military

8. What was the most important reason why you took that particular job?

A - Needed the money

9. What was the most important reason why you think you got that job?

A - Past work (part-time) experience, personal recommendations

10. What is the title and principle duties of your last work?

A - Construction; grading foundations to their required measurements

11. What did you like most about your job?

A - I enjoyed the type of work; early hours

12. What did you dislike most about your job?

A - At times, Friday took a long time to get there

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about changing your job? No
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? No
- 6) Did the firm give you sufficient training for the job you were doing? Yes
- 7) Were you satisfied with your earnings? Yes
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? Yes
- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers : 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - Average

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - High

- 3) Give you a feeling of self respect?

A - High

- 4) Provided you with new and interesting experiences?

A - High

- 5) Enabled you to make a "good" living for yourself and your family?
A - High
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - High
- 7) Made use of your skills and abilities?
A - High
- 8) Gave you the chance to work with and be with people?
A - High
- 9) Provided you with enjoyment because you can use your own ideas?
A - Average
- 10) Provided a secure future for you and your family?
A - High
- 11) Made it possible for you to have influence in the community?
A - Average
- 12) Demanded you follow a pretty regular routine on the job?
A - High
- 13) Gave you the chance to tell others on the job what to do?
A - Average
- 14) Gave purpose to your life?
A - High
- 15) Gave you and your family the respect of others in the community?
A - Average
- 16) Provided you with "good" working hours?
A - High
- 17) Made it possible for you to be of service or useful to others?
A - High

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work alone?

A - No

19) Did you have a boss on your job?

A - No

20) Did your boss have a boss?

A - No

21) Was there anyone over boss's boss?

A - No

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - Yes

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - His energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Don't know

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - This company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - Not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A -Counseling and advising dropouts, working with them

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A -Counseling or working with young people

28. If the job you really think you'll get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A -

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - I enjoy any type of work, I learn everyday

Would you keep your present occupation or get another?

A - Keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2. Work you like

2. Opportunity for advancement

2. Security

2. Opportunity for advancement

2. Security

2. Security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - His energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - 1. Your career or occupation
1. Family relationships
2. Leisure time recreational activities
2. Religious beliefs or activities

36. What do you think is the most important difference between work and other activities?

A - Work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Frequently

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes for advancement and security

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - No

43. When you make a mistake in your work, what do you do?

A - Try to figure out how to correct it by yourself; get someone to help you straighten out the problem.

44. How often are you late for work?

A - Rarely

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - One day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - Very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - Yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Very high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - Three days

Did you feel you really knew what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Job was easy

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - People enable me to learn the required "understanding" since I am in prison

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - 1. Fair
2. Strict
4. Knows his job
5. Listens to what you had to say
10. Explains things clearly
11. Stands up for us
13. Treats you like a human being

56. If you felt that your boss was being unfair to you, would you:

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

- A - 1. Find the other workers very kind and eager to help
2. Find the other workers likely to play tricks on you
3. Find the other workers hard to get to know
4. Find the other workers pleasant but distant

59. When you left, did you:

- A - 4. Find the other workers pleasant but distant
5. Know most of your fellow workers as friends
6. Associate with the others
8. Have many things in common with the other workers

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - Do it and tell the worker responsible

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - Yes

64. If yes, did you participate in your union?

A - Yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Divorced

At what age did you marry?

A - Eighteen

67. How many children do you have?

A - Two

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, don't know
Mother, don't know
Me, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Painter--disabled

70. What do you estimate as the present income of the head of the household in your parental family?

A - Less than \$3,000

71. How many brothers and sisters (half or full) do you have?

A - Four or more

If brothers are full-time workers, what are their usual occupations that is what is the job called--business or industry?

A - Law officer--college student

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

A - San Jose, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Satisfied

75. Did you go to school in this community?

A - No

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - Yes

79. How well did you do in high school? That is, would you say you were in the:

A - Bottom quarter of your class

80. What kinds of jobs do your two closest high school friends have?

A - Don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Had to work

83. If you had a choice what would you do?

A - Go into a special skill training program

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - Yes

What kind of work did you do?

A - Construction and dishwasher

How many hours per week did you usually work?

A - Seventy-nine hours

Do you feel that this job interfered with your school work in any way?

A - Yes

85. Have you ever served in the U.S. Armed Forces?

A - Yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Construction		Six months
Dishwasher	Round the Clock Coffee Shop	--Eight months

87. How would you feel about a son of yours going into your kind of work?

A - Don't have one and don't want one

88. What was your yearly gross salary?

A - \$3,000 or less

CASE NUMBER 13

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - No

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Was in youth center

4. How did you find your first job?

A - Family or relations

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - Past work (part-time) experience

7. Why did you leave your last full-time job?

A - Family interference

8. What was the most important reason why you took that particular job?

A - Needed the money

9. What was the most important reason why you think you got that job?

A - Personal recommendations

10. What is the title and principle duties of your last work?

A - Gunite; machine operator

11. What did you like most about your job?

A - Money

12. What did you dislike most about your job?

A - Long hours

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions.

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about changing your job? Yes
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? Yes
- 6) Did the firm give you sufficient training for the job you were doing? No
- 7) Were you satisfied with your earnings? Yes
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you?

A - No

- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - 3 average

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - 3 average

- 3) Give you a feeling of self respect?

A - 3 average

- 4) Provided you with new and interesting experiences?

A - 3 average

5) Enabled you to make a "good" living for yourself and your family?

A - 4 low

6) Served as source of satisfaction because your family was proud that you had the job you did?

A - 3 average

7) Made use of your skills and abilities?

A - 3 average

8) Gave you the chance to work with and be with people?

A - 3 average

9) Provided you with enjoyment because you can use your own ideas?

A - 4 low

10) Provided a secure future for you and your family?

A - 4 low

11) Made it possible for you to have influence in the community?

A - 4 low

12) Demanded you follow a pretty regular routine on the job?

A - 4 low

13) Gave you the chance to tell others on the job what to do?

A - 4 low

14) Gave purpose to your life?

A - 4 low

15) Gave you and your family the respect of others in the community?

A - 4 low

16) Provided you with "good" working hours?

A - 5 very low

17) Made it possible for you to be of service or useful to others?

A - 3 average

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work did you usually work alone?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - No

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

24) Did this company expect too much of the young people who work for it?

A - Yes

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - None

17. In your opinion which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work, his energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Plush--any good job

26. How important is it to you to get this job?

A - Important

27. What job do you really think you will have five years from now?

A - Don't know, computer electronics

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - 1) economic reasons: not enough money to start own business

2) not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Does not apply, already does

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Does not apply

30. In general, how do you feel about working?

A - Had to do it, doesn't really feel anything, one way or another

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - No

Would you keep your present occupation or get another?

A - Get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 1) Good pay or

2) Work you like

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - No

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - 1) the quality of his work

2) his energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - 1) family relationships

2) your career or occupation

36. What do you think is the most important difference between work and other activities?

A - Work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - No

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes, for educational purpose

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Get someone to help you straighten out the problem

44. How often are you late for work?

A - Rarely

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - Never

47. To what extent do you consider yourself to be a responsible worker?

A - Very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 90 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Learning to take orders

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Occasionally

54. At the present time, what kinds of training would help you to get a better job?

A - Electrical training

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair, knows his job, listens to what you had to say, explains things clearly, stands up for us, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the other workers very kind and eager to help, associate with the others

59. When you left, did you:

A - Find the others very kind and eager to help, associate with the others

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Single

67. How many children do you have?

A - 1

68. What was the last year of schooling completed by your father, your mother, by you?

A - Father, don't know

Mother, graduated from high school

Me, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Neither

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full time workers, what are their usual occupations that is what is the job called--business or industry?

A - I have no idea

72. With whom did you make your home?

A - Alone

73. What was the name of the place and state in which you spent most of your life?

A - Los Angeles, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Satisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no, which would you suggest?

A - Does not apply

79. How well did you do in high school? That is, would you say you were in the:

A - Second quarter

80. What kinds of jobs do your two closest high school friends have?

A - Don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Awareness of what is around

83. If you had a choice what would you do?

A - Go into a special skill training program

84. During you last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - No

How many hours per week did you usually work?

A - Don't really know

Do you feel that this job interfered with your school work in any way?

A - no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Gunite Operator	General	Off and on
Air Conditioning Plant	General	off and on

87. How would you feel about a son of yours going into your kind of work?

A - His choice

88. What was your yearly gross salary?

A - Refused.

CASE NUMBER 14

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - Don't know
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - No
3. How long after leaving school did you start looking for a full time job?
A - Did not want work
4. How did you find your first job?
A - Personal contacts
5. Why did you take that job?
A - Needed the money
6. Why do you think you got the job?
A - No particular reason; they needed someone
7. Why did you leave your last full-time job?
A - Out of business
8. What was the most important reason why you took that particular job?
A - Needed a job for parole, and they needed someone
9. What was the most important reason why you think you got that job?
A - No particular reason; a vacancy existed.
10. What is the title and principle duties of your last work?
A - Cook
11. What did you like most about your job?
A - Nothing
12. What did you dislike most about your job?
A - Job--while on probation

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, do not like to work

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? No
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? No
 - 6) Did the firm give you sufficient training for the job you were doing? No
 - 7) Were you satisfied with your earnings? No
 - 8) Would you have chosen another "boss" if you could? Yes
 - 9) Did you think that the job you were in was the right sort of job for you? No
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOU JOB:

- 1) Provide you with the opportunity for advancement or promotion?
A - very low
- 2) More than merely keep you occupied by filling your day and giving you something to do?
A - very low
- 3) Give you a feeling of self respect?
A - very low
- 4) Provided you with new and interesting experiences?
A - very low

- 5) Enabled you to make a "good" living for yourself and your family?
A - very low
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - very low
- 7) Made use of your skills and abilities?
A - very low
- 8) Gave you the chance to work with and be with people?
A - average
- 9) Provided you with enjoyment because you can use your own ideas?
A - very low
- 10) Provided a secure future for you and your family?
A - very low
- 11) Made it possible for you to have influence in the community?
A - Very low
- 12) Demanded you follow a pretty regular routine on the job?
A - Very high
- 13) Gave you the chance to tell others on the job what to do?
A - Very low
- 14) Gave purpose to your life?
A - Very low
- 15) -Gave you and your family the respect of others in the community?
A - very low
- 16) Provided you with "good" working hours?
A - very low
- 17) Made it possible for you to be of service or useful to others?
A - very low

For the following questions, answer "yes," "no," or "don't know".

- 18) In the performance of your work, did you usually work alone?

A - No

- 19) Did you have a boss on your job?

A - Yes

- 20) Did your boss have a boss?

A - No

- 21) Was there anyone over boss's boss?

A - No

- 22) Was there anyone over whom you were the boss?

A - No

- 23) Did you feel the rules that determine company policy are set up to consider the worker?

A - No

- 24) Did this company expect too much of the young people who work for it?

A - Don't know

- 25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - Yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - None

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - Could not get ahead

18. Was your job one of the more important jobs in the overall functioning of the company?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - No

20. Did you ever offer them your suggestions?
- A - No
21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?
- A - Don't know
22. If you could start over, would you have gone into the same kind of work that you did?
- A - Not sure
23. In the work you were doing, were you making less, more, or as much money as you expected to be making?
- A - Making less money than I expected
24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?
- A - No
25. What job would you like to have five years from now?
- A - Do not want to work
26. How important is it to you to get this job?
- A - Unimportant
27. What job do you really think you will have five years from now?
- A - Mechanic--cars--for parole
28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.
- A -
29. Would you like to have a job in which you are responsible for other peoples work, in addition to your own (e.g., foreman, manager, etc.)?
- A - No
- Would you say that the chances are good, or not so good, that you will someday be offered such a job?
- A - Not so good

30. In general, how do you feel about working?

A - Enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway? (If no or don't know, skip to #32)

A - Don't know

If yes, what is the most important reason you would continue working?

A - Does not want employment

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2. Work you like
1. Good pay
2. Security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - No

Have you ever tried that?

A - No

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - Good luck

35. Which of the following do you consider most important in your life? The next most important?

A - 1. Leisure time recreational activities
2. Family relationships

36. What do you think is the most important difference between work and other activities?

A - Work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Never

38. Do you consider yourself to be a better worker than most of the others there?

A - No

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
A - Don't know--it won't happen
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
A - No
41. When a worker does something extra for the boss, is he usually--
A - Looking for special privileges
42. In your past job, were you willing to accept duties beyond those that were required of you?
A - No
43. When you make a mistake in your work, what do you do?
A - Get someone to help you straighten out the problem
44. How often are you late for work?
A - Never
45. Do you generally take off days when you don't feel like working?
A - Yes
46. On the average, about how many days per month are you absent from your job?
A - 3 days
47. To what extent do you consider yourself to be a responsible worker?
A - Average
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
A - No
49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
A - average
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
A - 0 days, I learned it as a kid

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Clean up so I did not do it

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Rarely

54. At the present time, what kinds of training would help you to get a better job?

A - Nothing--it's up to me

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Breathes down your neck
Has favorites
Treats you like a human being

56. If you felt your boss was being unfair to you, would you--

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you--

A - Act friendly just get the job done

59. When you left, did you--

A - Act friendly just to get the job done

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you--

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Single

67. How many children do you have?

A -

68. What was the last year of schooling completed by your father, your mother, by you?

A - Father, don't know
Mother, don't know
Me, graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores)

A - Never seen my dad

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$3,00 to 4,999 Welfair

71. How many brothers and sisters (half or full) do you have?

A - Two

If brothers are full-time workers, what are their usual occupations

that is what is the job called--business or industry?

A - Sisters, one is a nurse and one is in school

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

A - Compton, Ca

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Very dissatisfied, going to St. Louis

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - Vocational Wood Shop

77. Do you use this training on your present job?

A - Yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no which would you suggest?

A - Does not apply

79. How well did you do in high school? That is, would you say you were in the--

A - Third quarter

80. What kinds of jobs do your two closest high school friends have?

A - Machine
Factory tar

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Present friend or friends

82. What was the most important reason why you decided to end your education when you did?

A - Had to work

83. If you had a choice what would you do?

A - Work somewhere else

84. During your last year of school, did you hold a full or part time job that lasted four weeks or more?

A - No

What kind of work did you do?

A - Cut grass 7-12 hours a week

How many hours per week did you usually work? 7-12 hours, so I would have bucks to party on weekends.

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Cook	Restaurant	6 months
Service station		1 month---everyone
mowed lawns		started quitting so I quit 7-12 grades

87. How would you feel about a son of yours going into your kind of work?

A - Up to him

88. What was your yearly gross salary?

A - Refused

CASE NUMBER 15

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - Yes
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - No
3. How long after leaving school did you start looking for a full time job?
A - Started looking before leaving school
4. How did you find your first job?
A - Personal contacts
5. Why did you take that job?
A - Needed the money
6. Why do you think you got the job?
A - School record
7. Why did you leave your last full-time job?
A - Felony conviction
8. What was the most important reason why you took that particular job?
A - Work was the kind enjoyed
9. What was the most important reason why you think you got that job?
A - Educational background was geared in that direction
10. What is the title and principle duties of your last work?
A - Auto mechanic, engine repair and tune-up
11. What did you like most about your job?
A - I was doing something I liked
12. What did you dislike most about your job?
A -

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions.

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about changing your job? Yes
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? No
- 6) Did the firm give you sufficient training for the job you were doing? Yes
- 7) Were you satisfied with your earnings? No
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? Yes
- 10) Did you have too many bosses? Yes

15. Each of the following statement sis to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - Average

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - High

- 3) Give you a feeling of self respect?

A - Average

- 4) Provided you with new and interesting experiences?

A - Average

5) Enabled you to make a "good" living for yourself and your family?

A - Average

6) Served as source of satisfaction because your family was proud that you had the job you did?

A - Average

7) Made use of your skills and abilities?

A - High

8) Gave you the chance to work with and be with people?

A - High

9) Provided you with enjoyment because you can use your own ideas?

A - Average

10) Provided a secure future for you and your family?

A - Average

11) Made it possible for you to have influence in the community?

A - Low

12) Demanded you follow a pretty regular routine on the job?

A - Average

13) Gave you the chance to tell others on the job what to do?

A - Low

14) Gave purpose to your life?

A - Average

15) Gave you and your family the respect of others in the community?

A - Average

16) Provided you with "good" working hours?

A - Average

17) Made it possible for you to be of service or useful to others?

A - Average

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work alone?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A- Yes

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - D/K

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Very little

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Don't know

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Don't know

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - C.P.A.

26. How important is it to you to get this job?

A - Important

27. What job do you really think you will have five years from now?

A - C.P.A

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - 1. Not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - I don't like being idle

Would you keep your present occupation or get another?

A - Keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2. work you like

A - 2. opportunity for advancement

A - 2. Security

A - 2. opportunity for advancement

A - 2 security

A - 1 opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Hand respondent Card #4. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - His energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - Your career or occupation
Family relationships

36. What do you think is the most important difference between work and

other activities?

A - Work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - No

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Try to figure out how to correct it by yourself

44. How often are you late for work?

A - Never

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - Never

47. To what extent do you consider yourself to be a responsible worker?

A - High

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - Several months

Did you really know what you were required to do?

A - No

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - To learn about the working parts of an engine

52. Were there things asked of you on your job that are just impossible for you to do?

A - Yes, make a blown engine run

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job

Listens to what you had to say

Explains things clearly

Treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the other workers very kind and eager to help
Know most of your fellow workers as friends
Associate with the others
Have many things in common with the other workers

59. When you left, did you

A -

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you

A - Tell the worker responsible

62. Did you find it hard to work with older workers?

A - Yes

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Agree

66. What is your marital status?

A - Single

67. How many children do you have?

A -

68. What was the last year of schooling completed by your father, by your

mother, by you?

A - Father, some college/university
Mother, graduated from high school
Me, graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (For example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Foreman electronics

70. What do you estimate as the present income of the head of the household in your parental family?

A - Over \$15,000

71. How many brothers and sisters (half or full)do you have?

A - 4

If brothers are full-time workers, what are their usual occupations that is what is the job called--business or industry?

A - I don't know, I've been in here seven years. I think they are working or something.

72. With whom did you make your home?

A - Prison

73. What was the name of the place and state in which you spent most of your life?

A - Sacramento, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Dissatisfied

75. Did you go to school in this community?

A - No

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have,

and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no which would you suggest?

A - Does not apply

79. How well did you do in high school? That is, would you say you were in the:

A - Second quarter

80. What kinds of jobs do your two closest high school friends have?

A - Salesman
Air Force Sgt.

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - No particular reason

83. If you had a choice what would you do?

A - Go to college

84. During your last year of school, did you hold a full or part-time job that lasted foru weeks or more?

A - Yes

What kind of work did you do?

A - Building maintenance

How many hours per week did you usually work?

A - 16

Do you feel that his job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Asst. Mgr.	McDonalds	10 months
Auto Mechanic	McCellan A.F.B.	6 months

87. How would you feel about a son of yours going into your kind of work?

A - His own choice

88. What was your yearly gross salary?

A - refused

CASE NUMBER 16

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A -

4. How did you find your first job?

A - Personal contacts

5. Why did you take that job?

A - Needed the money and it was the only company that offered a halfway decent job

6. Why do you think you got the job?

A - Past work (part-time) experience

7. Why did you leave your last full-time job?

A - Busted

8. What was the most important reason why you took that particular job?

A - Thought it was the best offer in terms of advancement

9. What was the most important reason why you think you got that job?

A - Personal recommendations

10. What is the title and principle duties of your last work?

A - I was working at a post office

11. What did you like most about your job?

A - Everything I did

12. What did you dislike most about your job?

A - Nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Yes, pay and promotion

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? Yes
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? No
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? Yes
 - 6) Did the firm give you sufficient training for the job you were doing? Yes
 - 7) Were you satisfied with your earnings? Yes
 - 8) Would you have chosen another "boss" if you could? No
 - 9) Did you think that the job you were in was the right sort of job for you? Yes
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high, 3=average; 4=low; 5=very low; 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOU JOB:

- 1) Provide you with the opportunity for advancement or promotion?

A - Very high

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - Very high

- 3) Give you a feeling of self respect?

A - Very high

- 4) Provided you with new and interesting experiences?

A - Very high

- 5) Enabled you to make a 'good' living for yourself and your family?
A - Low
- 6) Served as source of satisfaction because your family was proud
that you had the job you did?
A - Low
- 7) Made use of your skills and abilities?
A - High
- 8) Gave you the chance to work with and be with people?
A - Very high
- 9) Provided you with enjoyment because you can use your own ideas?
A - High
- 10) Provided a secure future for you and your family?
A - Low
- 11) Made it possible for you to have influence in the community?
A - Very low
- 12) Demanded you follow a pretty regular routine on the job?
A - Very high
- 13) Gave you the chance to tell others on the job what to do?
A - Very low
- 14) Gave purpose to your life?
A - High
- 15) Gave you and your family the respect of others in the community?
A - Average
- 16) Provided you with "good" working hours?
A - High
- 17) Made it possible for you to be of service or useful to others?
A - Very high

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work along?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Yes

22) Was there anyone over whom you were the boss?

A - Yes

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - Yes

24) Did this company expect too much of the young people who work for it?

A - Yes

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - Yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - A lot

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead in the company?

A - The quality of his work and his energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - No

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - This company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - Yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now.

A - I'm not sure; maybe a cook

26. How important is it to you to get this job?

A - Important

27. What job do you really think you will have five years from now?

A - Auto mechanic

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference:

A - Can get job

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)? If answer is (3) skip to question #30.

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Not so good

30. In general, how do you feel about working?

A - Loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - Stay busy

Would you keep your present occupation or get another?

A - Keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 1. Good pay

2. Opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - No

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work and his energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - Family relationships

36. What do you think is the most important difference between work and other activities?

A - Work is required, something you have to do

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Frequently

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
A - Yes, learn more
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
A - Yes
41. When a worker does something extra for the boss, is he usually:
A - Trying to show up the rest of the workers
42. In your past job, were you willing to accept duties beyond those that were required of you?
A - Yes
43. When you make a mistake in your work, what do you do?
A - Get someone to help you straighten out the problem
44. How often are you late for work?
A - Never
45. Do you generally take off days when you don't feel like working?
A - No
46. On the average, about how many days per month are you absent from your job?
A - Never
47. To what extent do you consider yourself to be a responsible worker?
A - Average
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
A - Yes
49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
A - Very high
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
A - Seven days

Did you really know what you were required to do?

A - No

Did you feel qualified for this type of work when you were hired?

A -

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Working the mail, sorting

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - It depends on the job I am looking for--experience

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is the person you thought of as most directly in charge of your work).

A - Knows his job

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the workers very kind and eager to help

59. When you left, did you:

A - Find the workers very kind and eager to help

60. Did you make any new close friends at your job?

A - No

61. If you saw something that should be done (that some other worker forgot to do), would you

A - Ignore it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A -

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Single

67. How many children do you have?

A -

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, don't know

Mother, don't know

Me, graduated from elementary school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores.)

A - No occupation in household

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - Six

If brothers are full time workers, what are their usual occupations
that is what is the job called?

A - Auto mechanic
Cook
Pusher

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

A - Los Angeles, CA

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Dissatisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - Yes

If no, which would you suggest?

A - Vocational

79. How well did you do in high school? That is, would you say you were in the:

A - Bottom quarter of your class

80. What kinds of jobs do your two closest high school friends have?

A - Cousin
Don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Lack of ability

83. If you had a choice what would you do?

A - Go into a special skill training program. Cook?

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Yes

What kind of work did you do?

A - Post office

How many hours per week did you usually work?

A - Part time--eight to twelve hours a day

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
General	U.S. Post Office	Eight Months
Upholstery	Private Shop	Off and On
Painting		

87. How would you feel about a son of yours going into your kind of work?

A - Okay--up to him

88. What was your yearly gross salary?

A - \$7,000 to \$7,999

CASE NUMBER 17

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - No

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Started looking before leaving school

4. How did you find your first job?

A - On my own

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - Personality

7. Why did you leave your last full-time job?

A - Prison

8. What was the most important reason why you took that particular job?

A - Thought it was the best offer in terms of advancement, and took the job through the union

9. What was the most important reason why you think you got that job?

A - Personality

10. What is the title and principle duties of your last work?

A - Warehouseman, checker, clerk

11. What did you like most about your job?

A - Advancement, working conditions and wages

12. What did you dislike most about your job?

A - Nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?
- A - Yes, advancement
14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:
- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? Yes
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? No
 - 6) Did the firm give you sufficient training for the job you were doing? Yes
 - 7) Were you satisfied with your earnings? No
 - 8) Would you have chosen another "boss" if you could? No
 - 9) Did you think that the job you were in was the right sort for you? Yes
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.
- DID YOUR JOB:
- 1) Provide you with the opportunity for advancement or promotion?
A - 2 High
 - 2) More than merely keep you occupied by filling your day and giving you something to do?
A - 1 very high
 - 3) Give you a feeling of self respect?
A - 2 high
4. Provided you with new and interesting experiences?
A - 2 high

- 5) Enabled you to make a "good" living for yourself and your family?
A - 3 average
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - 2 high
- 7) Made use of your skills and abilities?
A - 2 high
- 8) Gave you the chance to work with and be with people?
A - 2 high
- 9) Provided you with enjoyment because you can use your own ideas?
A - 2 high
- 10) Provided a secure future for you and your family?
A - 1 very high
- 11) Made it possible for you to have influence in the community?
A - 3 average
- 12) Demanded you follow a pretty regular routine on the job?
A - 3 average
- 13) Gave you the chance to tell others on the job what to do?
A - 4 low
- 14) Gave purpose to your live?
A - 2 high
- 15) Gave you and your family the respect of others in the community?
A - 3 average
- 16) Provided you with "good working hours"?
A - 3 average
- 17) Made it possible for you to be of service or useful to others?
A - 2 high

For the following questions, answer "yes," "no," or "don't know":

18) In the performance of your work, did you usually work alone?

A - No

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Yes

22) Was there anyone over whom you were the boss?

A - Yes

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - Yes

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - Yes

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - His energy and willingness to work, and personal and educational qualifications

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company was about as good as place as there is to work, or do you think there are other places that are better?

A - This company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - No

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - C.D.C. In-service training advisor in Sacramento

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A - Warehouse work

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and the second most important as 2.

A - Need route to new employment identified

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)? If answer is (3) skip to question 30.

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - Keep active

Would you keep your present occupation or get another?

A - Don't know

32. Let us imagine that you have been offered two jobs. For each of the following pairs choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - Work you like would come before opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work, his energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - 1) Family relationships
2) Your career or occupation

36. What do you think is the most important difference between work and other activities?

A - Work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Frequently

38. Do you consider yourself to be a better worker than most of the others there?

A - Yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes, I function better under pressure

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Tell your boss

44. How often are you late for work?

A - Never

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - Never

47. To what extent do you consider yourself to be a responsible worker?

A - Very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Very high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 5 days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Nothing difficult

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - College

55. Here are some descriptions that apply to "the boss". I will read through the list and you indicated those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair, knows his job, listens to what you had to say, praises you when you do well, explains things clearly, treats you like a human being.

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Find the other workers very kind and eager to help, associate with the others, have many things in common with the other workers

59. When you left, did you

A - Find the other workers very kind and eager to help, know most of your fellow workers as friends, have many things in common with the other workers

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other workers forgot to do), would you

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - Yes

64. If yes, did you participate in your union?

A - Yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Agree

66. What is your marital status?

A - Married

At what age did you marry?

A - 18

67. How many children do you have?

A - 4

68. What was the last year of schooling completed by your father, your mother, by you?

A - Father, completed post high school, business or technical school
Mother, graduated from high school
Me, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Deceased, businessman, store owner

70. What do you estimate as the present income of the head of the household in your parental family?

A - less than \$3,000

71. How many brothers and sisters (half or full) do you have?

A - None

If brothers are full-time workers, what are their usual occupations
that is what is the job called--business or industry?

A -

72. With whom did you make your home?

A - Spouse

73. What was the name of the place and state in which you spent most of
your life?

A - Greater Bay Area, California

74. Considering everything, how satisfied would you say you are with this
community as a place to live?

A - Very satisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - Academic (college preparatory)

77. Do you use this training on your present job?

A - Yes

8. If someone was planning to eventually pursue the same job you have,
and he was just entering high school, would you suggest that he enter
the same major course of study that you did?

A - Yes

9. How well did you do in high school? That is, would you say you were
in the

A - Third quarter

80. What kinds of jobs do your two closest high school friends have?

A - Don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Better than

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Both are thieves

82. What was the most important reason why you decided to end your education when you did?

A - Wanted to work

83. If you had a choice what would you do?

A - Go to college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Yes

What kind of work did you do?

A - Service Station

How many hours per week did you usually work?

A - 20 hours

Do you feel that this job interfered with your school work in any way?

A - Yes

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Warehouse		6 months
Exciting & dismantling scaffolding union		1 year
Carpenter	Union	2 years
Boxing	Owens	6 months

87. How would you feel about a son of yours going into your kind of work?

A - I feel he should go to school and finish his education before seeking employment

88. What was your yearly gross salary?

A - \$10,000 and over

CASE NUMBER 18

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - Yes
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - No
3. How long after leaving school did you start looking for a full time job?
A - Within a month after leaving school.
4. How did you find your first job?
A - Personal contacts (i.e. friends, neighbors)
5. Why did you take that job?
A - Don't remember
6. Why do you think you got the job?
A - Personal recommendations
7. Why did you leave your last full-time job?
A - Got busted
8. What was the most important reason why you took that particular job?
A - Interested in working with numbers
9. What was the most important reason why you think you got that job?
A - Personal recommendations
10. What is the title and principle duties of your last work?
A - Bank Teller
11. What did you like most about your job?
Meeting different people
12. What did you dislike most about your job?
A - Some of the people I met

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, I liked my job

14. Answer "yes," "no", or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? Yes
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? No
 - 6) Did the firm give you sufficient training for the job you were doing? Yes
 - 7) Were you satisfied with your earnings? No
 - 8) Would you have chosen another "boss" if you could? Don't know
 - 9) Did you think that the job you were in was the right sort of job for you? Don't know
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.

DID YOU JOB:

- 1) Provide you with the opportunity for advancement or promotion?
A - Average
- 2) More than merely keep you occupied by filling your day and giving you something to do?
A - High
- 3) Give you a feeling of self respect?
A - High
- 4) Provided you with new and interesting experiences?
A - Very high

- 5) Enabled you to make a "good" living for yourself and your family?
A - Average
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - Very high
- 7) Made use of your skills and abilities?
A - High
- 8) Gave you the chance to work with and be with people?
A - Very High
- 9) Provided you with enjoyment because you can use your own ideas?
A - Average
- 10) Provided a secure future for you and your family?
A - Average
- 11) Made it possible for you to have influence in the community?
A - Very low
- 12) Demanded you follow a pretty regular routine on the job?
A - Very High
- 13) Gave you the chance to tell others on the job what to do?
A - N/A
- 14) Gave purpose to your life?
A - Average
- 15) Gave you and your family the respect of others in the community?
A - Average
- 16) Provided you with "good" working hours?
A - High
- 17) Made it possible for you to be of service or useful to others?
A - Average

For the following questions, answer "yes," "no," or "don't know".

18) In the performance of your work, did you usually work alone?

A - Yes

19) Did you have a boss on your job?

A - Yes

20) Did your boss have a boss?

A - Yes

21) Was there anyone over boss's boss?

A - Yes

22) Was there anyone over whom you were the boss?

A - No

23) Did you feel the rules that determine company policy are set up to consider the worker?

A - No

24) Did this company expect too much of the young people who work for it?

A - No

25) Did you feel that you were told enough about what is going on in the firm to keep you informed?

A - No

16. How much influence did you and others like you have on the way the place where you worked was run?

A - Some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - No

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - No

20. Did you ever offer them your suggestions?

A - No

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - Other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - Yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - C.P.A. Bookkeeper

26. How important is it to you to get this job?

A -

27. What job do you really think you will have five years from now?

A - Electronic's Technician

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A -

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - No so good

30. In general, how do you feel about working?

A - Loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - Something to do

Would you keep your present occupation or get another?

A - Keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - Work you like

A - Opportunity for advancement

A - Security

A - Opportunity for advancement

A - Security

A - Security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - No

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - The quality of his work

35. Which of the following do you consider most important in your life? The next most important?

A - 1. Family relationships

2. Your career or occupation

3. Leisure time recreational activities
 4. Religious beliefs or activities
36. What do you think is the most important difference between work and other activities?
- A - Work is something productive, a contribution
37. How often do you do things in your work that you wouldn't do if you didn't have to?
- A - Occasionally
38. Do you consider yourself to be a better worker than most of the others there ?
- A - Yes
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
- A - No, should have more pay
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
- A - Yes
41. When a worker does something extra for the boss, is he usually:
- A - Looking for special privileges
42. In your past job, were you willing to accept duties beyond those that were required of you?
- A - Yes
43. When you make a mistake in your work, what do you do?
- A - Try to figure out how to correct it by yourself
- Get someone to help you straighten out the problem
44. How often are you late for work?
- A - Occasionally
45. Do you generally take off days when you don't feel like working?
- A - No
46. On the average, about how many days per month are you absent from your job?
- A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - Very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Very high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 3 months training school

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - Dealing with people

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - Electronics Training

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job
Listens to what you had to say
Praises you when you do well
Explains things clearly
Treats you like a human being

56. If you felt your boss was being unfair to you, would you:
A - Tell him about it in private
57. In general, do you like or dislike the people for whom you worked?
A - Like
58. At first did you:
A - Find the other workers very kind and eager to help
Find the other workers pleasant but distant
59. When you left, did you:
A - Find the other workers very kind and eager to help
60. Did you make any new close friends at your job?
A - Yes
61. If you saw something that should be done (that some other worker forgot to do), would you:
A - Do it
Tell the worker responsible
62. Did you find it hard to work with older workers?
A - No
63. Were you a member of a union?
A - No
64. If yes, did you participate in your union?
A -
65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.
A - Don't know
66. What is your marital status?
A - Single

At what age did you marry?

A -

67. How many children do you have?

A -

68. What was the last year of schooling completed by your father, by your mother, by you?

A - Father, don't know
Mother, don't know
Me, graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores.)

A - Waiter in a restaurant

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$5,000 to 6,999

71. How many brothers and sisters (half or full) do you have?

A - Two

If brothers are full-time workers, what are their usual occupations that is what is the job called--business or industry?

A - Ten years old in school
Law school

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?

A - San Francisco, Ca.

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Satisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No

If no, which would you suggest

A - General

79. How well did you do in high school? That is, would you say you were in the:

A - Third quarter

80. What kinds of jobs do your two closest high school friends have?

A - School, J.C.
School, J.C.

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Wanted to work
Disliked school

83. If you had a choice what would you do?

A - Go into a special skill training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Yes

What kind of work did you do?

A - Bookkeeping

How many hours per week did you usually work?

A - 15

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job:

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Cashier	Bank	1 year
Bookkeeper	Youth Counselor	3 years, part-time
Letter Stuffer	Correspondence School	6 months

87. How would you feel about a son of yours going into your kind of work?

A - No feeling at all

88. What was your yearly gross salary?

A - \$5,000 to 5,999

CASE NUMBER 19

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - No

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - Yes, Counselor

3. How long after leaving school did you start looking for a full time job?

A - Over a month after leaving school

4. How did you find your first job?

A - Through newspaper ad

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - No particular reason; a vacancy existed

7. Why did you leave your last full-time job?

A - Went to prison

8. What was the most important reason why you took that particular job?

A - Thought it was the best offer in terms of advancement; work was the kind enjoyed

9. What was the most important reason why you think you got that job?

A - Personality

10. What is the title and principle duties of your last work?

A - Warehouseman--Shipping

11. What did you like most about your job?

A - The work

12. What did you dislike most about your job?

A - Nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - Don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
 - 2) Were you doing as well in your job as you expected to? Yes
 - 3) Have you ever thought seriously about changing your job? D/K
 - 4) Did you feel you could work at your own speed? Yes
 - 5) Was your work often frustrating? No
 - 6) Did the firm give you sufficient training for the job you were doing? Yes
 - 7) Were you satisfied with your earnings? Yes
 - 8) Would you have chosen another "boss" if you could? No
 - 9) Did you think that the job you were in was the right sort of job for you? Yes
 - 10) Did you have too many bosses? No
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOU JOB:

- 1) Provide you with the opportunity for advancement or promotion?

Very high

- 2) More than merely keep you occupied by filling your day and giving you something to do?

A - High

- 3) Give you a feeling of self respect?

A - High

- 4) Provided you with new and interesting experiences?

A - Average

- 5) Enabled you to make a "good" living for yourself and your family?
A - High
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
A - Very high
- 7) Made use of your skills and abilities?
A - Average
- 8) Gave you the chance to work with and be with people?
A - Very high
- 9) Provided you with enjoyment because you can use your own ideas?
A - N/A
- 10) Provided a secure future for you and your family?
A - Very high
- 11) Made it possible for you to have influence in the community?
A - N/A
- 12) Demanded you follow a pretty regular routine on the job?
A - Average
- 13) Gave you the chance to tell others on the job what to do?
A - Low
- 14) Gave purpose to your life?
A - N/A
- 15) Gave you and your family the respect of others in the community?
A - N/A
- 16) Provided you with "good" working hours?
A - Very high
- 17) Made it possible for you to be of service or useful to others?
A - Average

For the following questions, answer "yes," "no," or don't know.

- 18) In the performance of your work, did you usually work alone? Yes
 - 19) Did you have a boss on your job? Yes
 - 20) Did your boss have a boss? Yes
 - 21) Was there anyone over boss's boss? Yes
 - 22) Was there anyone over whom you were the boss? Don't know
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? Yes
 - 24) Did this company expect too much of the young people who work for it? No
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? Yes
16. How much influence did you and others like you have on the way the place where you worked was run? A lot
 17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company? The quality of his work
 18. Was your job one of the more important jobs in the overall functioning of the company ? Yes
 19. Did you feel that your company did some things in ways that you see could be made more efficient?
A - No
 - 20 Did you ever offer them your suggestions?
A - No
 21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?
A - Other places are better
 22. If you could start over, would you have gone into the same kind of work that you did?
A - Yes
 23. In the work you were doing, were you making less, more, or as much money as you expected to be making?
A - Making more money than I expected
 24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?
A- No

25. What job would you like to have five years from now?

A - Race car driving or road test

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A - Don't know; warehouseman, mechanic

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - No qualified because of inadequate education, training or experience and got better than expected

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - No

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working ?

A - Enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - No

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2. Work you like

A - 2. Opportunity for advancement

A - 2. Security

A - 1. Work you like

A - 1. Work you like

A - 1. Opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?
- A - No
34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?
- A - The quality of his work
35. Which of the following do you consider most important in your life. The next most important?
- A - 1. Your career or occupation
Family relationships
- A - 2. Leisure time recreational activities
Religious beliefs or activities
36. What do you think is the most important difference between work and other activities?
- A - Work is something for which you are paid
37. How often do you do things in your work that you wouldn't do if you didn't have to?
- A - Frequently
38. Do you consider yourself to be a better worker than most of the others there?
- A - No
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
- A - No, might not enjoy it
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
- A - No
41. When a worker does something extra for the boss, is he usually:
- A - Trying to help the company
42. In your past job, were you willing to accept duties beyond those that were required of you?
- A - Yes

43. When you make a mistake in your work, what do you do?

A - Get someone to help you straighten out the problem

44. How often are you late for work?

A - Rarely

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - One day or less per month

47. To what extent do you consider yourself to be a responsible worker?
Read alternatives.

A - Average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - Yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - Three days

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - The location of items

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - In auto vocational program

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair

Knows his job
Listens to what you had to say
Explains things clearly
Stands up for us
Treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - Get the support of co-workers and speak to the boss as a group

57. In general, do you like or dislike the people for whom you worked?

A - Liked

58. At first did you:

A - Act friendly just get the job done

59. When you left, did you:

A -

60. Did you make any new close friends at your job?

A - No

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Don't know

66. What is your marital status?

A - Single

67. How many children do you have?

A -

68. What was the last year of schooling completed by your father?
By your mother? By you?

A - Father completed graduate or professional training

A - Mother completed graduate or professional training

A - I, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Oral surgery doctor; mother a school teacher

70. What do you estimate as the present income of the head of the household in your parental family?

A - Father 13,000 to 14,999

A - Mother 10,000 to 11,000

71. How many brothers and sisters (half or full) do you have?

A - One brother, two sisters

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most of your life?
- A - Long Beach, California
74. Considering everything, how satisfied would you say you are with this community as a place to live?
- A - Satisfied
75. Did you go to school in this community?
- A - Yes
76. What was your major course of study when you were in high school?
- A - Vocational--printing
77. Do you use this training on your present job?
- A - No
78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?
- A - No
79. How well did you do in high school? That is, would you say you were in the:
- A - Bottom quarter of your class
80. What kinds of jobs do your two closest high school friends have?
- A - Closest friend is a mailman
- A - Other friend, don't know
- Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?
- A - Equal to
81. If these are no longer your two closest friends, what do your two present closest friends do?
- A - One is still a close friend
82. What was the most important reason why you decided to end your education when you did?
- A - Disliked school

83. If you had a choice what would you do?

A - Go into a special skill training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Yes

If yes; what kind of work did you do?

A - Printing

How many hours per week did you usually work?

A - Twenty

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

TYPE OF JOB	NAME OF ORGANIZATION	LENGTH OF TIME
Warehouse	Auto Parts	Two Months
Baker	Chain Stores	One Year
Service Station	Mobil	Two Years

87. How would you feel about a son of yours going into your kind of work?

A - Wouldn't mind

89. What was your yearly gross salary?

A - \$5,000 to \$5,999

CASE NUMBER 20

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Started looking before leaving school.

4. How did you find your first job?

A - Family or relations

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - To pay for car and school clothes, etc.

7. Why did you leave your last full-time job?

A - Brought back to California for crime

8. What was the most important reason why you took that particular job?

A - Trade, work was the kind enjoyed

9. What was the most important reason why you think you got that job?

A - Educational background was geared in that direction.

10. What is the title and principle duties of your last work?

A - Carpenter

11. What did you like most about your job?

A - Outside work, hard and I like construction work

12. What did you dislike most about your job?

A - Nothing I can think of

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, I was learning each as I went on in trade

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? No
- 2) Were you doing as well in your job as you expected to? Yes
- 3) Have you ever thought seriously about your job? No
- 4) Did you feel you could work at your own speed? Yes
- 5) Was your work often frustrating? Yes & No
- 6) Did the firm give you sufficient training for the job you were doing? Yes
- 7) Were you satisfied with your earnings? Yes
- 8) Would you have chosen another "boss" if you could? No
- 9) Did you think that the job you were in was the right sort of job for you? Yes
- 10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1 = very high; 2 = high; 3 = average; 4 = low; 5 = very low; and 6 = not applicable. Select one number in each case which you think best describes how your job rates on each of the following characteristics:

DID YOUR JOB:

- 1) Provide you with the opportunity for advancement or promotion? 1
- 2) More than merely keep you occupied by filling your day and giving you something to do? 2
- 3) Give you a feeling of self respect? 2
- 4) Provided you with new and interesting experiences? 1
- 5) Enabled you to make a "good" living for yourself and your family? 1
- 6) Served as source of satisfaction because your family was proud that you had the job you did? 1

- 7) Made use of your skills and abilities? 1
- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 3
- 10) Provided a secure future for you and your family? 2
- 11) Made it possible for you to have influence in the community? 3
- 12) Demanded you follow a pretty regular routine on the job? 3
- 13) Gave you the chance to tell others on the job what to do? 4
- 14) Gave purpose to your life? 2
- 15) Gave you and your family the respect of others in the community? 2
- 16) Provided you with "good" working hours? 2
- 17) Made it possible for you to be of service or useful to others? 2

For the following questions, answer "yes," "no," or "don't know".

- 18) In the performance of your work, did you usually work along? No
 - 19) Did you have a boss on your job? Yes
 - 20) Did your boss have a boss? Yes
 - 21) Was there anyone over boss's boss? Yes
 - 22) Was there anyone over whom you were the boss? Yes
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? Yes
 - 24) Did this company expect too much of the young people who work for it? No
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? Yes
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - A lot
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - His energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Yes, each one was

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - This company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - Yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - More than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Ministry

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A - Ministry (What field, I'm not sure)

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

I've been a journeyman carpenter for two years, I have since found something which is very interesting and what I desire to do. I have a trade to always fall back on if the ministry would not be right for me. But I plan on doing everything to obtain this wish. I have one Moody Bible correspondence course and one for my credentials, I am enrolled in at the present time.

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - Yes, in helping people with themselves as to what they want.

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If yes, what is the most important reason you would continue working?

A - I wouldn't enjoy seeing others live without so I would be helping others (giving)

Would you keep your present occupation or get another?

A - Does not apply--the know how would always be there

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - 2 Work you like

A - 2 Opportunity for advancement

A - 2 Security

A - 1 Work you like

A - 1 Work you like

A - 2 Security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - Yes

Have you ever tried that?

A - Yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - His energy and willingness to work

35. Which of the following do you consider most important in your life?

The next most important?

A - 1 Jesus beliefs or activities

A - 2 Family relationships

36. What do you think is the most important difference between work and other activities?

A - Work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - Never--also depends on what

38. Do you consider yourself to be a better worker than most of the others there?

A - No average but good

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - Yes, you will never advance if you stay idle

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - Yes

41. When a worker does something extra for the boss, is he usually:

A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Tell your boss

44. How often are you late for work?

A - Rarely

45. Do you generally take off days when you don't feel like working?

A - No

46. On the average, about how many days per month are you absent from your job?

A - Never

47. To what extent do you consider yourself to be a responsible worker?

A - Very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - No

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - Average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - Four years apprenticeship

Did you really know what you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - To think ahead

52. Were there things asked of you on your job that are just impossible for you to do?

A - No

53. How often did you get mad and lose your temper when the boss criticized your work?

A - Never

54. At the present time, what kinds of training would help you to get a better job?

A - Bible school

55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - Fair, knows his job, listens to what you had to say, explains things clearly, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - Tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - Like

58. At first did you:

A - Know most of your fellow workers as friends, associate with the others, have many things in common with the other workers

59. When you left, did you:

A - Job completed

60. Did you make any new close friends at your job?

A - Yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - Yes

64. If yes, did you participate in your union?

A - Yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Agree

66. What is your marital status?

A - Divorced

At what age did you marry?

A - 19

67. How many children do you have?

A - 1

68. What was the last year of schooling completed by your father? by your mother? By you.

A - Father--some high school

A - Mother--some high school

A - You--completed professional training

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do? (for example, carpenter, sales clerk, owner and president of a large grocery chain of 15 stores).

A - Carpenter

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$13,000 to \$14,999

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations
that is what is the job called--business or industry?

A - Brother, Machinist; 4 brothers, school; 1 sister in Army

72. With whom did you make your home?

A - Parents

73. What was the name of the place and state in which you spent most
of your life?

A - Riverside, California

74. Considering everything, how satisfied would you say you are with this
community as a place to live?

A - Portland, Oregon satisfied, very dissatisfied with Riverside

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have,
and he was just entering high school, would you suggest that he
enter the same major course of study that you did?

A - No

If no which would you suggest?

A - Vocational

79. How well did you do in high school? That is, would you say you
were in the:

A - Graduated--road camp

80. What kinds of jobs do your two closest high school friends have?

A - Most went off to drugs--dealing--and death

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Better than

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Disliked school

83. If you had a choice what would you do?

A - Go to Bible college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Don't remember

How many hours per week did you usually work?

A -

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>TYPE OF JOB</u>	<u>NAME OF ORGANIZATION</u>	<u>LENGTH OF TIME</u>
Service Station	Union 76	1 year
Dish Washer		
Salesman	Warren Anderson Cars	6 months
Carpenter	Union Hall	

87. How would you feel about a son of yours going into your kind of work?

A - If he would like, I have no say

88. What was your yearly gross salary?

A - \$8,000 to \$8,999

CASE NUMBER 21

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No

3. How long after leaving school did you start looking for a full time job?

A - Had jobs

4. How did you find your first job?

A - Personal contacts

5. Why did you take that job?

A - For experience--enjoyed it

6. Why do you think you got the job?

A - Bullshited my way into it

7. Why did you leave your last full-time job?

A - Never really had a full-time job

8. What was the most important reason why you took that particular job?

A - Work was the kind enjoyed--experience

9. What was the most important reason why you think you got that job?

A - Educational background was geared in that direction.

10. What is the title and principle duties of your last work?

A - Auto Reposer--took from the poor and gave to the banks. Contracted with bank's loans companies to repo cars from people who failed to make payments or collect them.

11. What did you like most about your job?

A - Outdoor's, own boss, own hours, meeting many different people, money good, no job the same.

12. What did you dislike most about your job?

A - Taking of cars from people who really need them. Not find the car after.

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions.

1) Was your job too monotonous? No

2) Were you doing as well in your job as you expected to? No

3) Have you ever thought seriously about changing your job?

Can work at this and others/Yes/No

4) Did you feel you could work at your own speed? Yes

5) Was your work often frustrating? Yes

6) Did the firm give you sufficient training for the job you were doing? Yes

7) Were you satisfied with your earnings? Yes

8) Would you have chosen another "boss" if you could? No

9) Did you think that the job you were in was the right sort of job for you? Yes

10) Did you have too many bosses? No

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.

DID YOUR JOB:

1) Provide you with the opportunity for advancement or promotion? 6

2) More than merely keep you occupied by filling your day and giving you something to do? 1

3) Give you a feeling of self respect? 1

4) Provided you with new and interesting experiences? 1

5) Enabled you to make a "good" living for yourself and your family? 1

- 6) Served as source of satisfaction because your family was proud that you had the job you did? 6
- 7) Make use of your skills and abilities? 1
- 8) Gave you the chance to work with and be with people? 1
- 9) Provided you with enjoyment because you can use your own ideas? 1
- 10) Provided a secure future for you and your family? 2
- 11) Make it possible for you to have influence in the community? 3
- 12) Demanded you follow a pretty regular routine on the job? 5
- 13) Gave you the chance to tell others on the job what to do? 6
- 14) Gave purpose to your life? 6
- 15) Gave you and your family the respect of others in the community? 3
- 16) Provided you with "good" working hours? 1
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know".

- 18) In the performance of your work, did you usually work alone? No
 - 19) Did you have a boss on your job? Yes
 - 20) Did your boss have a boss? Yes
 - 21) Was there anyone over boss's boss? No
 - 22) Was there anyone over whom you were the boss? No
 - 23) Did you feel the rules that determine company policy are set up to consider the workers? No
 - 24) Did this company expect too much of the young people who work for it? No
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? Yes
16. How much influence did you and others like you have on the way the place where you worked was run?

A - A lot

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - The quality of his work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - Yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - Yes

20. Did you ever offer them your suggestions?

A - Yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - This company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - Not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - Making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - No

25. What job would you like to have five years from now?

A - Own wrecking yard

26. How important is it to you to get this job?

A - Very important

27. What job do you really think you will have five years from now?

A - Own wrecking yard

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you

feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - Other--changed mind. Found something better.

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - Yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - Good

30. In general, how do you feel about working?

A - Enjoyed it most of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - Yes

If Yes, what is the most important reason you would continue working?

A - Enjoy it, meeting people, more money, experience

Would you keep your present occupation or get another?

A - Keep it

- 32 Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. Work you like, or 2. Good pay

A - Work you like

1. Good pay, or 2. Opportunity for advancement

A - Good pay

1. Security, or 2. Good pay

A - Good pay

1. Work you like, or 2. Opportunity for advancement

A - Work you like

1. Security, or 2. Work you like
A - Work you like
33. Would you wish to get together with others to discuss the job and how to improve the quality of work?
A - Yes
Have you ever tried that?
A - Yes
34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?
A - The quality of his work--performance
35. Which of the following do you consider most important in your life? The next most important?
A - Doing what I want when I want
36. What do you think is the most important difference between work and other activities?
A - Work is something for which you are paid
37. How often do you do things in your work that you wouldn't do if you didn't have to?
A - Occasionally
38. Do you consider yourself to be a better worker than most of the others there?
A - No
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
A - Yes, good for the head, experience
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
A - Yes
41. When a worker does something extra for the boss, is he usually:
A - Trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - Yes

43. When you make a mistake in your work, what do you do?

A - Try to figure out how to correct it by yourself

44. How often are you late for work?

A - N/A

45. Do you generally take off days when you don't feel like working?

A - Yes

46. On the average, about how many days per month are you absent from your job?

A - N/A

47. To what extent do you consider yourself to be a responsible worker?

A - High

48. Did you really know aht it would be like to work eight hours a day, five days a week when you first started working?

A - N/A

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - High

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - Five days and still learning

Did you really know aht you were required to do?

A - Yes

Did you feel qualified for this type of work when you were hired?

A - Yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?
- A - Dealing with people usually how to trick them.
52. Were there things asked of you on your job that are just impossible for you to do?
- A - Yes, locate some cars
53. How often did you get mad and lose your temper when the boss criticized your work?
- A - Rarely
54. At the present time, what kinds of training would help you to get a better job?
- A - Depends on what it is--if wrecking yard, none.
55. Here are some descriptions that can apply to "the boss". I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).
- A - Fair, knows his job, listens to what you had to say, treats you like a human being
56. If you felt your boss was being unfair to you, would you--
- A - Complain to "higher-ups", quit
57. In general, do you like or dislike the people for whom you worked?
- A - Like
58. At first did you--
- A - Find the other workers very kind and eager to help, have many things in common with the other workers.
59. When you left, did you--
- A - Find the other workers very kind and eager to help
60. Did you make any new close friends at your job?
- A - Yes
61. If you saw something that should be done (that some other worker forgot to do), would you--
- A - Do it

62. Did you find it hard to work with older workers?

A - No

63. Were you a member of a union?

A - No

64. If yes, did you participate in your union?

A -

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - Disagree

66. What is your marital status?

A - Single

67. How many children do you have?

A - One for sure

68. What was the last year of schooling completed by your father? By your monther? By you?

A - Father--don't know

Mother--don't know

Me--some college/university

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Foreman, Standard Oil

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea

71. How many brothers and sisters (half or full) do you have?

A - Two

If brothers are full-time workers, what are their usual occupations that is what is the job called--business or industry?

A - Sort of jack of all trade at the place he works--manufacturing

72. With whom did you make your home?

A - Alone/ Relatives

73. What was the name of the place and state in which you spent most of your life?

A - San Pablo/Richmond, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - Never satisfied nor dissatisfied

75. Did you go to school in this community?

A - Yes

76. What was your major course of study when you were in high school?

A - General

77. Do you use this training on your present job?

A - No

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - No, suggest he quit all together

79. How well did you do in high school? That is, would you say you were in the--

A - Third quarter or bottom quarter of class

80. What kinds of jobs do your two closest high school friends have?

A - Plumber "own company" and Drug Dealer

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - Equal to, Not as good as 2nd friend

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - Does not apply

82. What was the most important reason why you decided to end your education when you did?

A - Had to take unrelated subject's in college. Wasn't prepared to invest time then for certain subjects wanted--special skill training program.

83. If you had a choice what would you do?

A - Will start wrecking yard soon

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - Yes

If Yes: What kind of work did you do?

A - Driving tow truck, repoing, odd jobs

How many hours per week did you usually work?

A - When I felt like it.

Do you feel that this job interfered with your school work in any way?

A - No

85. Have you ever served in the U.S. Armed Forces?

A - No

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>TYPE OF JOB</u>	<u>NAME OF ORGANIZATION</u>	<u>LENGTH OF TIME</u>
Repoing	A.O.C.	4-1/2 Months

87. How would you feel about a son of yours going into your kind of work?

A - No feelings one way or other

88. What was your yearly gross salary?

A -

CASE NUMBER 22

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - no

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - no

3. How long after leaving school did you start looking for a full time job?

A - started looking before leaving school

4. How did you find your first job?

A - personal contacts

5. Why did you take that job?

A - needed the money

6. Why do you think you got the job?

A - past work (part-time) experience

7. Why did you leave your last full-time job?

A - was fired for being late too often

8. What was the most important reason why you took that particular job?

A - needed the money

9. What was the most important reason why you think you got that job?

A - personal recommendations, father

10. What is the title and principle duties of your last work?

A - my last job as I remember was with California Ink. I worked in the dry color department

11. What did you like most about your job?

A - nothing really, but needed the money

12. What did you dislike most about your job?

A - always being dirty

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

1) Was your job too monotonous? no

2) Were you doing as well in your job as you expected to? no

3) Have you ever thought seriously about changing your job? yes

4) Did you feel you could work at your own speed? yes

5) Was your work often frustrating? yes

6) Did the firm give you sufficient training for the job you were doing? no

7) Were you satisfied with your earnings? no

8) Would you have chosen another "boss" if you could? don't know

9) Did you think that the job you were in was the right sort of job for you? don't know

10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

1) Provide you with the opportunity for advancement or promotion? 3

2) More than merely keep you occupied by filling your day and giving you something to do? 3

3) Give you a feeling of self respect? 3

4) Provided you with new and interesting experiences? 3

5) Enabled you to make a "good" living for yourself and your family? 3

- 6) Served as source of satisfaction because your family was proud that you had the job you did? 3
- 7) Made use of your skills and abilities? 4
- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 4
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 4
- 12) Demanded you follow a pretty regular routine on the job? 2
- 13) Gave you the chance to tell others on the job what to do? 4
- 14) Gave purpose to your life? 3
- 15) Gave you and your family the respect of others in the community? 3
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? don't know
 - 22) Was there anyone over whom you were the boss? no
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? yes
 - 24) Did this company expect too much of the young people who work for it? no
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? yes
16. How much influence did you and others like you have on the way the place where you worked was run?

A - some

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
A - his energy and willingness to work
18. Was your job one of the more important jobs in the overall functioning of the company?
A - don't know
19. Did you feel that your company did some things in ways that you see could be made more efficient?
A - don't know
20. Did you ever offer them your suggestions?
A - no
21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?
A - don't know
22. If you could start over, would you have gone into the same kind of work that you did?
A - not sure
23. In the work you were doing, were you making less, more, or as much money as you expected to be making?
A - making less money than I expected
24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?
A - no
25. What job would you like to have five years from now?
A - don't know
26. How important is it to you to get this job?
A - does not apply
27. What job do you really think you will have five years from now?
A - don't know

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - not so good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - for the money

Would you keep your present occupation or get another?

A - don't know

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like, or 2. good pay

A -

1. good pay, or 2. opportunity for advancement

A -

1. security, or 2. good pay

A - security

1. work you like, or 2. opportunity for advancement

A -

1. security, or 2. work you like
A - security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - his energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - your career or occupation

36. What do you think is the most important difference between work and other activities?

A - work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - yes, it was pretty good money

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes, job worked

41. When a worker does something extra for the boss, is he usually:

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - get someone to help you straighten out the problem

44. How often are you late for work?

A - occasionally

45. Do you generally take off days when you don't feel like working?

A - yes

46. On the average, about how many days per month are you absent from your job?

A - 5 or more days per month

47. To what extent do you consider yourself to be a responsible worker?

A - average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 7 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - no

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - code numbers

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

A - vocational

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - knows his job

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - act friendly just to get the job done

59. When you left, did you:

A - act friendly just to get the job done

60. Did you make any new close friends at your job?

A - no

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - yes

64. If yes, did you participate in your union?

A - yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - agree

66. What is your marital status?

A - single

At what age did you marry?

A - does not apply

67. How many children do you have?

A - none

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, less than 7 years of school
Mother, less than 7 years of school
Myself, some high school (11th grade)

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - labor

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$11,000 to 12,999

71. How many brothers and sisters (half or full) do you have?

A - 1

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - furniture, stock room

72. With whom did you make your home?

A - alone

73. What was the name of the place and state in which you spent most of your life?

A - Oakland, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - academic (college preparatory)

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

79. How well did you do in high school? That is, would you say you were in the:

A - bottom quarter of your class

80. What kinds of jobs do your two closest high school friends have?

A - don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - not as good as

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - no particular reason

83. If you had a choice what would you do?

A - go into a special training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? labor

How many hours per week did you usually work?

Do you feel that this job interferred with your school work in any way? no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
Labor	Gerbers Baby Food	6 months
Labor	California Ink	9 months

87. How would you feel about a son of yours going into your kind of work?

A - don't have a son
college, complete school, vocational trade

88. What was your yearly gross salary?

A - \$10,000 and over

CASE NUMBER 23

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - yes
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - no
3. How long after leaving school did you start looking for a full time job?
A - other, had no plans at the time
4. How did you find your first job?
A - personal contacts
5. Why did you take that job?
A - enjoyed that type of work
6. Why do you think you got the job?
A - personal recommendations
personality
7. Why did you leave your last full-time job?
A - laid off, cut back in work
8. What was the most important reason why you took that particular job?
A - thought it was the best offer in terms of advancement
work was the kind enjoyed
9. What was the most important reason why you think you got that job?
A - past work (part-time) experience
personality
10. What is the title and principle duties of your last work?
A - mechanical engineer, maintained all mechanical operations of a large hospital complex
11. What did you like most about your job?
A - atmosphere, type of work

12. What did you dislike most about your job?

A - people

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no, none better

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

1) Was your job too monotonous? no

2) Were you doing as well in your job as you expected to? yes

3) Have you ever thought seriously about changing your job? yes

4) Did you feel you could work at your own speed? yes

5) Was your work often frustrating?

6) Did the firm give you sufficient training for the job you were doing? no

7) Were you satisfied with your earnings? yes

8) Would you have chosen another "boss" if you could? no

9) Did you think that the job you were in was the right sort of job for you? don't know

10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

1) Provide you with the opportunity for advancement or promotion? 2

2) More than merely keep you occupied by filling your day and giving you something to do? 2

3) Give you a feeling of self respect? 1

4) Provided you with new and interesting experiences? 1

5) Enabled you to make a "good" living for yourself and your family? 1

6) Served as source of satisfaction because your family was proud that you had the job you did? 1

- 7) Made use of your skills and abilities? 3
- 8) Gave you the chance to work with and be with people? 1
- 9) Provided you with enjoyment because you can use your own ideas? 1
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 3
- 12) Demanded you follow a pretty regular routine on the job? 4
- 13) Gave you the chance to tell others on the job what to do? 3
- 14) Gave purpose to your life? do not agree with question
- 15) Gave you and your family the respect of others in the community? 3
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 1

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? yes
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? yes
 - 22) Was there anyone over whom you were the boss? no
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? don't know
 - 24) Did this company expect too much of the young people who work for it? no
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - very little
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - how well he got along personally with the boss

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes

19. Did you feel that your company did some things in ways that you see could be more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - no idea

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - air fram and power plant

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: indicate the most important as 1 and second most important as 2.

A - not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own

A - possibly

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - money would allow my choice of work

Would you keep your present occupation or get another?

A - get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay
A - work you like

1. good pay or, 2. opportunity for advancement
A - good pay

1. security or, 2. good pay
A - good pay

1. work you like or, 2. opportunity for advancement
A - work you like

1. security or, 2. work you like
A - work you like

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - how well he gets along personally with the boss

35. Which of the following do you consider most important in your life? The next most important?

A - family relationships
personal fulfillment

36. What do you think is the most important difference between work and other activities?

A - work is scheduled and done regularly

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - rarely

38. Do you consider yourself to be a better worker than most of the others there?

A - yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - yes, would be challenging

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - try to figure out how to correct it by yourself

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - yes

46. On the average, about how many days per month are you absent from your job?

A - 2 days per month

47. To what extent do you consider yourself to be a responsible worker?

A - very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 180 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - how to follow a schedule, getting up, working weekends, routine

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - on the job experience or trade schools

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, knows his job, listens to what you had to say, praises you when you do well, explains things clearly, stands up for us, has favorites, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

8 A - like

58. At first did you:

A - find the other workers hard to get to know, find the other workers pleasant but distant, have many things in common with the other workers

59. When you left, did you:

A - find the other workers hard to get to know, find the other workers pleasant but distant, have many things in common with the other workers

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - yes

63. Were you a member of a union?

A - yes

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - agree

66. What is your marital status?

A - married

At what age did you marry?

A - 18 years

67. How many children do you have?

A - 1

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, some high school

Mother, completed graduate or professional training

Myselv, completed graduate or professional training

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - carpenter for a small contractor union

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$9,000 to 10,999

71. How many brothers and sisters (half or full) do you have?

A - 1

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - sister, married

72. With whom did you make your home?

A - spouse

73. What was the name of the place and state in which you spent most of your life?

A - Alhambra, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - neither satisfied or dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no, except math

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no, which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - bankteller, carpenter

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - don't know, equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - tired of school

83. If you had a choice what would you do?

A - go to college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
Mechanical	Encinas Hospital	7 months
Mechanical	Meyers Speed Shop	2 years
Mechanical	J & B Raceway	18 months

87. How would you feel about a son of yours going into your kind of work?

A - whatever he chooses

88. Whas was your yearly gross salary?

A - \$10,000 and over, last job

CASE NUMBER 24

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - no
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - no
3. How long after leaving school did you start looking for a full time job?
A - within a month after leaving school
4. How did you find your first job?
A - on my own
5. Why did you take that job?
A - needed the money
6. Why do you think you got the job?
A - personality
7. Why did you leave your last full-time job?
A - arrested
8. What was the most important reason why you took that particular job?
A - needed the money
9. What was the most important reason why you think you got that job?
A - no particular reason; a vacancy existed
10. What is the title and principle duties of your last work?
A - farm labor, orchard
general machine shop work
tractor operator, employee year round
11. What did you like most about your job?
A - all of it

12. What did you dislike most about your job?

A - nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - yes, foreman--better pay

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

1) Was your job too monotonous? no

2) Were you doing as well in your job as you expected to? yes

3) Have you ever thought seriously about changing your job? yes

4) Did you feel you could work at your own speed? yes

5) Was your work often frustrating? no

6) Did the firm give you sufficient training for the job you were doing? no

7) Were you satisfied with your earnings? no

8) Would you have chosen another "boss" if you could? no

9) Did you think that the job you were in was the right sort of job for you? yes

10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

1) Provide you with the opportunity for advancement or promotion? 4

2) More than merely keep you occupied by filling your day and giving you something to do? 3

3) Give you a feeling of self respect? 3

4) Provided you with new and interesting experiences? 2

5) Enabled you to make a "good" living for yourself and your family? 3

6) Served as source of satisfaction because your family was proud that you had the job you did? 3

- 7) Made use of your skills and abilities? 2
- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 1
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 2
- 12) Demanded you follow a pretty regular routine on the job? 4
- 13) Gave you the chance to tell others on the job what to do? 3
- 14) Gave purpose to your life? 2
- 15) Gave you and your family the respect of others in the community? 3
- 16) Provided you with "good" working hours? 2
- 17) Made it possible for you to be of service or useful to others? 2

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? yes
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? no
 - 21) Was there anyone over your boss's boss? no
 - 22) Was there anyone over whom you were the boss? no
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? yes
 - 24) Did this company expect too much of the young people who work for it? no
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - a lot
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - how long he had been with the company (seniority)

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - no

20. Did you ever offer them your suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - California Dept. of Corrections Officer

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - the same one I have now, ranch hand and I have 100 hives of bees

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - not qualified because of inadequate education, training or experience, prison record

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - no

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - not so good

30. In general, how do you feel about working?

A - loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - health

Would you keep your present occupation or get another?

A - keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay
A - good pay

1. good pay or, 2. opportunity for advancement
A - good pay

1. security or, 2. good pay
A - good pay

1. work you like or, opportunity for advancement
A - work you like

1. security or, 2. work you like
A - work you like

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - how long he has been with the company (seniority)

35. Which of the following do you consider most important in your life? The next most important?

A - family relationships

36. What do you think is the most important difference between work and other activities?

A - work is required, something you have to do

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - rarely

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - tell your boss

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 2 days per month

47. To what extent do you consider yourself to be a responsible worker?

A - very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 1 day

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - farm equipment mechanic

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - bees, machinery mechanic

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair

56. If you felt your boss was being unfair to you, would you:

tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help

59. When you left, did you:

A - find the other workers very kind and eager to help

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - does not apply

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't agree

66. What is your marital status?

A - married

At what age did you marry?

A - 18

67. How many children do you have?

A - 4

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, don't know
Mother, don't know
Myself, completed junior high

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - ranch owner

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$3,000 to 4,999

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - farm work, farm
industry, machinist in a factory
business, beauty shop operator

72. With whom did you make your home?

A - spouse

73. What was the name of the place and state in which you spent most of your life?

A - Modesto, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - no

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no, which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were in the:

A - bottom quarter of class

80. What kinds of jobs do your two closest high school friends have?

A - cab driver, service station

81. If these are no longer your two closest friends, what do your two present closest friends do?

A -

82. What was the most important reason why you decided to end your education when you did?

A - had to work

83. If you had a choice what would you do?

A - go intoaa special skill training program, mechanics-welder

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - no

If yes, what kind of work did you do? worked around the farm
How many hours per week did you usually work?

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job?

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
Farm job		9 yrs. off and on
Ambulance driver	Oregon	6 months
Frozen food		14 months

87. How would you feel about a son of yours going into your kind of work?

A - not to good

88. What was your yearly gross salary?

A - \$5,000 to 5,999 plus house to live in

CASE NUMBER 25

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - yes
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - no
3. How long after leaving school did you start looking for a full time job?
A - entered armed services after school--did not seek job until discharge
4. How did you find your first job?
A - on my own
5. Why did you take that job?
A - seemed like a good idea
6. Why do you think you got the job?
A - volunteered for service
7. Why did you leave your last full-time job?
A - I was arrested, then given a discharge
8. What was the most important reason why you took that particular job?
A - quit school, went in
9. What was the most important reason why you think you got that job?
A - no particular reason; a vacancy existed
10. What is the title and principle duties of your last work?
A - truck driver in the Marine Corps.
11. What did you like most about your job?
A - was able to travel
12. What did you dislike most about your job?
A - standing guard duty

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? yes
 - 2) Were you doing as well in your job as you expected to? yes
 - 3) Have you ever thought seriously about changing your job? yes
 - 4) Did you feel you could work at your own speed? yes
 - 5) Was your work often frustrating? yes
 - 6) Did the firm give you sufficient training for the job you were doing? yes
 - 7) Were you satisfied with your earnings? no
 - 8) Would you have chosen another "boss" if you could? yes
 - 9) Did you think that the job you were in was the right sort of job? no
 - 10) Did you have too many bosses? yes
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics.
- 1) Provide you with the opportunity for advancement or promotion? 3
 - 2) More than merely keep you occupied by filling your day and giving you something to do? 3
 - 3) Give you a feeling of self respect? 3
 - 4) Provided you with new and interesting experiences? 2
 - 5) Enabled you to make a "good" living for yourself and your family: 4
 - 6) Served as source of satisfaction because your family was proud that you had the job you did? 4
 - 7) Made use of your skills and abilities? 3
 - 8) Gave you the chance to work with and be with people? 3

- 9) Provided you with enjoyment because you can use your own ideas? 4
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 3
- 12) Demanded you follow a pretty regular routine on the job? 3
- 13) Gave you the chance to tell others on the job what to do? 4
- 14) Gave purpose to your life? 4
- 15) Gave you and your family the respect of others in the community? 3
- 16) Provided you with "good" working hours? 5
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? yes
 - 22) Was there anyone over whom you were the boss? yes
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? no
 - 24) Did this company expect too much of the young people who work for it? yes
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - very little
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - how long he had been with the company
18. Was your job one of the more important jobs in the overall functioning of the company?
- A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - no

20. Did you ever offer them your suggestions?

A - no

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - I don't know, manager in auto garage

26. How important is it to you to get this job?

A -

27. What job do you really think you will have five years from now?

A - I don't know, auto mechanic

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: indicate the most important as 1 and second most important as 2.

A - no opportunity in this city
no opening available

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - to keep from being bored

Would you keep your present occupation or get another?

A - don't know

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay

A - good pay

1. good pay or, 2. opportunity for advancement

A -

1. security or, 2. good pay

A - good pay

1. work you like or, opportunity for advancement

A - opportunity for advancement

1. security or, 2. work you like

A -

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - the quality of his work

35. Which of the following do you consider most important in your life?
The next most important?

A - family relationships
your career or occupation

36. What do you think is the most important difference between work and other activities?

A - work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - get someone to help you straighten out the problem

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - never

47. To what extent do you consider yourself to be a responsible worker?

A - average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 2 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - nothing

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

A - specific skills, training

55. Here are some descriptions that can apply to "the boss," I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, strict, knows his job, breathes down your neck, explains things clearly, stands up for me, you never know where you are with him/her

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - have many things in common with the other workers

59. When you left, did you:

A - act friendly just to get the job done

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - does not apply

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - divorced

At what age did you marry?

A - 19

67. How many children do you have?

A - none

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, some high school
Mother, some high school
Myself, graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - 20 years Navy

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$7,000 to 8,999

71. How many brothers and sisters (half or full) do you have?

A - 3

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - brother in school

72. With whom did you make your home?

A - with relatives

73. What was the name of the place and state in which you spent most of your life?

A - Antioch, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - very satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

79. How well did you do in high school? That is, would you say you were in the:

A - third quarter

80. What kinds of jobs do your two closest high school friends have?

A - military

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - military service

83. If you had a choice what would you do?

A - go to a special skill training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? Guard in a massage parlor
How many hours per week did you usually work? 40
Do you feel that this job interferred with your school work in any way? no

85. Have you ever served in the U.S. Armed Forces?

A - yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
	U.S. Marine Corp.	16 months

87. How would you feel about a son of yours going into your kind of work?

A - O.K.

88. What was your yearly gross salary?

A - 5,000 to 5,999

CASE NUMBER 26

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - don't know
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - no
3. How long after leaving school did you start looking for a full time job?
A - over a month after leaving school
4. How did you find your first job?
A - personal contacts
5. Why did you take that job?
A - needed the money
6. Why do you think you got the job?
A - personality
7. Why did you leave your last full-time job?
A - I didn't, I got into a mess (got busted)
8. What was the most important reason why you took that particular job?
A - needed the money, work was the kind enjoyed, another experience
9. What was the most important reason why you think you got that job?
A - educational background was geared in that direction, personality, maybe I passed their test
10. What is the title and principle duties of your last work?
N.C.R. Operator--an encoder
11. What did you like most about your job?
A - keep me busy at all times
12. What did you dislike most about your job?
A - nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? don't know
- 2) Were you doing as well in your job as you expected to? yes
- 3) Have you thought seriously about changing your job? yes
- 4) Did you feel you could work at your own speed? yes
- 5) Was your work often frustrating? don't know
- 6) Did the firm give you sufficient training for the job you were doing? don't know
- 7) Were you satisfied with your earnings? no
- 8) Would you have chosen another "boss" if you could? don't know
- 9) Did you think that the job you were in was the right sort of job for you? don't know
- 10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

- 1) Provide you with the opportunity for advancement or promotion? 3
- 2) More than merely keep you occupied by filling your day and giving you something to do? 1
- 3) Give you a feeling of self respect? 3
- 4) Provided you with new and interesting experiences? 1
- 5) Enabled you to make a "good" living for yourself and your family? 3
- 6) Served as source of satisfaction because your family was proud that you had the job you did?
- 7) Made use of your skills and abilities? 3

- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 4
- 10) Provided a secure future for you and your family? N/A
- 11) Made it possible for you to have influence in the community? N/A
- 12) Demanded you follow a pretty regular routine on the job? 5
- 13) Gave you the chance to tell others on the job what to do? 5
- 14) Gave purpose to your life? 5
- 15) Gave you and your family the respect of others in the community? N/A
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? N/A

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? don't know
 - 22) Was there anyone over whom you were the boss? don't know
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? don't know
 - 24) Did this company expect too much of the young people who work for it? don't know
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? don't know
16. How much influence did you and others like you have on the way the place where you worked was run?

A - a lot

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - the quality of his work, his energy and willingness to work, personal and educational qualifications

18. Was your job one of the more important jobs in the overall functioning of the company?

A - don't know

19. Did you feel that your company did some things in ways you see could be made more efficient?

A - don't know

20. Did you ever offer them your suggestions?

A - no

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making more money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - I don't know, but I'm planning to open my own business/clothing and shoe store

26. How important is it to you to get this job?

A - somewhat important

27. What job do you really think you will have five years from now?

A - I don't know, time changes too fast--clothes sales, drafting

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - economic reasons, not enough money to start own business

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - not so good

30. In general, how do you feel about working?

A - loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - I'm a busy body--love to work--like to be moving

Would you keep your present occupation or get another?

A - get another, if I can find a better one

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay

A - work you like

1. good pay or, 2. opportunity for advancement

A - opportunity for advancement

1. security or, 2. good pay

A - good pay

1. work you like or, 2. opportunity for advancement

A -

1. security or, 2. work you like

A -

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - the quality of his work, his energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - family relationships
your career or occupation

36. What do you think is the most important difference between work and other activities?

A - work is effort, physical or mental
work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - frequently

38. Do you consider yourself to be a better worker than most of the others there?

A - yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would accept it?

A - yes, then I'll be more careful to what I'm doing

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - trying to show up the rest of the workers

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - tell your boss, try to figure out how to correct it by yourself

44. How often are you late for work?

A - occasionally

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - never

47. To what extent do you consider yourself to be a responsible worker?

A - very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - three days

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - nothing

52. Were there things asked of you on your job that are just impossible for you to do?

A -

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - trade school, college

55. Here are some descriptions that can apply to "the boss," I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, knows his job, explains things clearly, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help, have many things in common with the other workers

59. When you left, did you:

A - find the other workers very kind and eager to help

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it if it needs to be done

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - does not apply

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - married

At what age did you marry?

A - 19

67. How many children do you have?

A - 2

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, don't know

Mother, completed graduate or professional training

Myself, some college

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Lt. Commander Army Air Corps, Mother teaches

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea

71. How many brothers and sisters (half or full) do you have?

A - 2

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - microfilm operator
school

72. With whom did you make your home?

A - parents
spouse

73. What was the name of the place and state in which you spent most of your life?

A - San Juan Rizal, Philippines

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - academic

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

If no which would you suggest

A - academic

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - teacher, math
school, doctor M.D.

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - better than

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - had to work

83. If you had a choice what would you do?

A - go into a special skill training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? checker, tracer, payroll maker
How many hours per week did you usually work? 40

Do you feel that this job interferred with your school work in any way? no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

Type of Job	Name of Organization	Length of Time
Interviewer	A.M.A.	4 months
Mail sorter	Post Office	2 months
Payroll maker tracer	Engr. Dept.	2-1/2 years

87. How would you feel about a son of yours going into your kind of work?

A - I don't mind if he likes that kind of work

88. What was your yearly gross salary?

A - refused

CASE NUMBER 27

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - yes
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - no

3. How long after leaving school did you start looking for a full time job?

A - over a month after leaving school

4. How did you find your first job?

A - on my own

5. Why did you take that job?

A - needed the money

6. Why do you think you got the job?

A - no particular reason; a vacancy existed

7. Why did you leave your last full-time job?

A - was layed off because of the law

8. What was the most important reason why you took that particular job?

A - needed the money

9. What was the most important reason why you think you got that job?

A - no particular reason; a vacancy existed

10. What is the title and principle duties of your last work?

A - worked as a warehouseman

11. What did you like most about your job?

A - the pay and the wine

12. What did you dislike most about your job?

A - the strictness and the rules

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? yes
 - 2) Were you doing as well in your job as you expected to? yes
 - 3) Have you ever thought seriously about changing your job? yes
 - 4) Did you feel you could work at your own speed? no
 - 5) Was your work often frustrating? yes
 - 6) Did the firm give you sufficient training for the job you were doing? no
 - 7) Were you satisfied with your earnings? yes
 - 8) Would you have chosen another boss if you could? yes
 - 9) Did you think that the job you were in was the right sort of job for you? no
 - 10) Did you have too many bosses? yes
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:
- 1) Provide you with the opportunity for advancement or promotion? 5
 - 2) More than merely keep you occupied by filling your day and giving you something to do? 5
 - 3) Give you a feeling of self respect? 3
 - 4) Provided you with new and interesting experiences? 3
 - 5) Enabled you to make a "good" living for yourself and your family? 3
 - 6) Served as source of satisfaction because your family was proud that you had the job you did? 3
 - 7) Made use of your skills and abilities? 4
 - 8) Gave you the chance to work with and be with people? 3

- 9) Provided you with enjoyment because you can use your own ideas? N/A
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? N/A
- 12) Demanded you follow a pretty regular routine on the job? 1
- 13) Gave you the chance to tell others on the job what to do? N/A
- 14) Gave purpose to your life? 3
- 15) Gave you and your family the respect of others in the community? 3
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? yes
 - 22) Was there anyone over whom you were the boss? no
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? no
 - 24) Did this company expect too much of the young people who work for it? yes
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - none
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - personal and educational qualifications
18. Was your job one of the more important jobs in the overall functioning of the company?
- A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - no

20. Did you ever offer them your suggestions?

A - no

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making more money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - a job where I could be my own boss

26. How important is it to you to get this job?

A - important

27. What job do you really think you will have five years from now?

A - don't know, I really don't want a job

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - does not apply

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - to keep busy and be useful

Would you keep your present occupation or get another?

A - does not apply

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay

A - work you like

1. good pay or, 2. opportunity for advancement

A -

1. security or, 2. good pay

A -

1. work you like or, 2. opportunity for advancement

A -

1. security or, 2. work you like

A -

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - how well he gets along personally with the boss

35. Which of the following do you consider most important in your life?
The next most important?

A - family relationships
leisure time recreational activities

36. What do you think is the most important difference between work and other activities?

A - work is scheduled and done regularly

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - frequently

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no point in it

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - try to figure out how to correct it by yourself

44. How often are you late for work?

A - occasionally

45. Do you generally take off days when you don't feel like working?

A - yes

46. On the average, about how many days per month are you absent from your job?
- A - 1 day or less a month
47. To what extent do you consider yourself to be a responsible worker?
- A - average
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
- A - no
49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
- A - low
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
- A - 7 days
- Did you really know what you were required to do?
- A - no
- Did you feel qualified for this type of work when you were hired?
- A - no
51. What would you say is the most difficult thing you had to learn in order to do your job well?
- A - how to take orders
52. Were there things asked of you on your job that are just impossible for you to do?
- A - no
53. How often did you get mad and lose your temper when the boss criticized your work?
- A - frequently
54. At the present time, what kinds of training would help you to get a better job?
- A - don't know

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - knows his job, nagging, breathes down your neck, has favorites, treats you like a human being, you never know where you are with him/her, listens to others because they have been here longer

56. If you felt your boss was being unfair to you, would you:

A - quit

57. In general, do you like or dislike the people for whom you worked?

A - dislike

58. At first did you:

A - act friendly just to get the job done

59. When you left, did you:

A - find the other workers hard to get to know, associate with the others, act friendly just to get the job done

60. Did you make any new close friends at your job?

A - no

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - yes

63. Were you a member of a union?

A - yes

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - disagree

66. What is your marital status?

A - single

67. How many children do you have? none

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, some college

Mother, some post high school business or technical school

Myself, graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - father is a highway engineer for the state, mother is a tech for state hospital

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$15,000

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - brother has done both and goes to school
Art--newspaper, carpenter

72. With whom did you make your home?

A - friend

73. What was the name of the place and state in which you spent most of your life?

A - Modesto, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no which would you suggest?

A - does not apply

79. How well did you do in high school? That is, would you say you were in the:

A - top quarter
bottom quarter of your class

80. What kinds of jobs do your two closest high school friends have?

A - install burglar alarms
tire company

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - not as good as

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - disliked school

83. If you had a choice what would you do?

A - go to college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - no

If yes, what kind of work did you do? dishwasher
How many hours per week did you usually work? part time on call
20 hours per week
Do you feel that this job interferred with your school work in any
way? no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held
since leaving school. Please also note the length of time you held
each job.

Type of Job	Name of Organization	Length of Time
Warehouseman	Gallo Winery	unknown
Warehouseman	Valleys	unknown
Cannery worker	Tri Valley	3 years, seasonal

87. How would you feel about a son of yours going into your kind of
work?

A - N/A

88. What was your yearly gross salary?

A - \$6,000 to 6,999

CASE NUMBER 28

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - no, it seemed that there was always a rumor of a good job going around

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified?

A - no

3. How long after leaving school did you start looking for a full time job?

A - started looking before leaving school, I quit college as a junior in mechanical engineering

4. How did you find your first job?

A - newspaper ad

5. Why did you take that job?

A - it was the best offer in terms of advancement

6. Why do you think you got the job?

A - educational background was geared in that direction, past work (part-time) experience. I had most of the classes in computer science completed.

7. Why did you leave your last full-time job?

A - incarceration

8. What was the most important reason why you took that particular job?

A - thought it was the best offer in terms of advancement, and the work was the kind I enjoyed

9. What was the most important reason why you think you got that job?

A -

10. What is the title and principle duties of your last work?

A - computer operations manager; supervise input, processing data control to support user departments

11. What did you like most about your job?

A - technical and administrative challenge

12. What did you dislike most about your job?

A - on call 24 hours

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no, direct promotionalppath

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

1) Was your job too monotonous? no

2) Were you doing as well in your job as you expected to? yes

3) Have you ever thought seriously about changing your job? yes

4) Did you feel you could work at your own speed? no

5) Was your work often frustrating? yes

6) Did the firm give you sufficient training for the job you were doing? Training not available at my level, that is why I was hired.

7) Were you satisfied with your earnings? yes

8) Would you have chosen another "boss" if you could? yes

9) Did you think that the job you were in was the right sort of job for you? yes

10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

1) Provide you with the opportunity for advancement or promotion? 1

2) More than merely keep you occupied by filling your day and giving you something to do? 2

3) Give you a feeling of self respect? 2

4) Provided you with new and interesting experiences? 2

5) Enabled you to make a "good" living for yourself and your family? 2

- 6) Served as source of satisfaction because your family was proud that you had the job you did? 3
- 7) Made use of your skills and abilities? 2
- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 2
- 10) Provided a secure future for you and your family? 2
- 11) Made it possible for you to have influence in the community? 3
- 12) Demanded you follow a pretty regular routine on the job? 2
- 13) Gave you the chance to tell others on the job what to do? 2
- 14) Gave purpose to your life? 2
- 15) Gave you and your family the respect of others in the community? 2
- 16) Provided you with "good" working hours? 4
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions answer "yes," "no," or "don't know.":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? yes
 - 22) Was there anyone over whom you were the boss? yes, I supervised 23 people.
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? yes
 - 24) Did this company expect too much of the young people who work for it? no
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? yes
16. How much influence did you and others like you have on the way the place where you worked was run?

A - a lot, I could change or work on any program I felt needed work

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - the quality of his work
18. Was your job one of the more important jobs in the overall functioning of the company?
- A - yes
19. Did you feel that your company did some things in ways that you see could be made more efficient?
- A - yes
20. Did you offer them your suggestions?
- A - yes, I changed several things
21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?
- A - this company is as good
22. If you could start over, would you have gone into the same kind of work that you did?
- A - yes
23. In the work you were doing, were you making less, more, or as much money as you expected to be making?
- A - making about as much money as I expected
24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?
- A - no
25. What job would you like to have five years from now?
- A - undecided, but I would like to go back to computers; but with a felony conviction I cannot get a security clearance (nor bondable)
26. How important is it to you to get this job?
- A - unimportant
27. What job do you really think you will have five years from now?
- A - I will try to sell real estate. My dad has a brokers license and my new wife is getting hers. National Cash Register may want me, as I'm developing the soft ware and program to control sales and ordering for the canteen (Deuel).

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - I will be behind in the state of the art

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - self fulfillment

Would you keep your present occupation or get another?

A - get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay
A - work you like

1. good pay or, 2. opportunity for advancement
A - opportunity for advancement

1. security or, 2. good pay
A - good pay

1. work you like or, 2. opportunity for advancement
A - work you like

1. security or, 2. work you like
A - work you like

1. security or, 2. opportunity for advancement
A - opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - how long he has been with the company (seniority), how well he can do his job and qualifications for new positions

35. Which of the following do you consider most important in your life?
The next most important

A - family relationships
your career or occupation

36. What do you think is the most important difference between work and other activities?

A - work is something productive

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - yes, challenge and accomplishments motivate me

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - get someone to help straighten out the problem

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extent do you consider yourself to be a responsible worker?

A - very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - I had to learn new methods all the time

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - understand total accounting flow, evaluate staff

52. Were there things asked of you on your job that are just impossible for you to do?

A - unreasonable yes, impossible no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

A - state of the art training

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, strict, listens to what you had to say, stands up for us, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - liked

58. At first did you:

A - find the other workers very kind and eager to help

59. When you left, did you:

A - find the other workers very kind and eager to help

60. Did you make any new close friends at your job?

A - no

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - not a member

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - disagree, unions keep people on the job when they can't do the work--you can't fire a union member even when he won't work

66. What is your marital status?

A - married

At what age did you marry?

A - 21

67. How many children do you have?

A - 3

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, graduated from college or university

MMother, graduated from high school

Myself, some college or university

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - career military, design engineer

70. What do you estimate as the present income of the head of the household in your parental family?

A - over \$15,000

71. How many brothers and sisters (half or full) do you have?

A - none

72. With whom did you make your home?

A - spouse

73. What was the name of the place and state in which you spent most of your life?

A - dependent-military, travelled all over the world
adult-Los Angeles, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - academic (college prep)

77. Do you use this training on your present job?

A - yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

79. How well did you do in high school? That is, would you say you were in the:

A - top quarter

80. What kinds of jobs do your two closest high school friends have?

A - don't know, no idea--it has been too long and I haven't been back there

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - better than

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - computer programmer, owns a car dealership

82. What was the most important reason why you decided to end your education when you did?

A - marriage

83. If you had a choice what would you do?

A - work somewhere else

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? accounting
How many hours per week did you usually work? 16
Do you feel that this job interferred with your school work in
any way?

A - no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have
help since leaving school. Please also note the length of time
you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
DP manager	Ducommon	9 months
DC manager	TCC	2 1/2 years
OP manager	McDonnell Doug.	5 years

87. How would you feel about a son of yours going into your kind
of work?

A - delighted, if that is his field of interest

88. What was your yearly gross salary?

A - \$10,000 and over

CASE NUMBER 29

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - no

3. How long after leaving school did you start looking for a full time job?

A - over a month after leaving school

4. How did you find your first job?

A - through employment agency

5. Why did you take that job?

A - needed the money

6. Why do you think you got the job?

A - no particular reason; a vacancy existed

7. Why did you leave your last full-time job?

A - was layed off

8. What was the most important reason why you took that particular job?

A - needed the money

9. What was the most important reason why you think you got that job?

A - no particular reason; a vacancy existed

10. What is the title and principle duties of your last work?

A - electrician's helper

11. What did you like most about your job?

A - the challenge and constant working

12. What did you dislike most about your job?

A - nothing

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? no
 - 2) Were you doing as well in your job as you expected to? yes
 - 3) Have you ever thought seriously about changing your job?
 - 4) Did you feel you could work at your own speed? yes
 - 5) Was your work often frustrating? no
 - 6) Did the firm give you sufficient training for the job you were doing? yes
 - 7) Were you satisfied with your earnings? no
 - 8) Would you have chosen another "boss" if you could? yes
 - 9) Did you think that the job you were in was the right sort of job for you? yes
 - 10) Did you have too many bosses? no
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:
- 1) Provide you with the opportunity for advancement or promotion? 3
 - 2) More than merely keep you occupied by filling your day and giving you something to do? 2
 - 3) Give you a feeling of self respect? 3
 - 4) Provided you with new and interesting experiences? 2
 - 5) Enabled you to make a "good" living for yourself and your family? 3
 - 6) Served as source of satisfaction because your family was proud that you had the job you did? 2
 - 7) Made use of your skills and abilities? 2

- 8) Gave you the chance to work with and be with people? 4
- 9) Provided you with enjoyment because you can use your own ideas? 3
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 5
- 12) Demanded you follow a pretty regular routine on the job? 3
- 13) Gave you the chance to tell others on the job what to do? 5
- 14) Gave purpose to your life? 3
- 15) Gave you and your family the respect of others in the community? 4
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 5

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? don't know
 - 22) Was there anyone over whom you were the boss? yes
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? don't know
 - 24) Did this company expect too much of the young people who work for it? no
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - some
17. Which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - how long he had been with the company (seniority)
18. Was your job one of the more important jobs in the overall functioning of the company?
- A - yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - don't know

20. Did you ever offer them your suggestions?

A - no

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - social worker or community relations

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - don't know, but most likely community relations

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - does not apply

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - to keep myself in good health and keep my mind on constructive things

Would you keep your present occupation or get another?

A - don't know

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay

A - good pay

1. good pay or, 2. opportunity for advancement

A - opportunity for advancement

1. security or, 2. good pay

A - security

1. work you like or, 2. opportunity for advancement

A - work you like

1. security or, 2. work you like

A - security

1. security or, 2. opportunity for advancement

A - security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?
- A - how long he has been with the company (seniority)
35. Which of the following do you consider most important in your life? The next most important?
- A - your career or occupation
family relationships
36. What do you think is the most important difference between work and other activities?
- A - work is required, something you have to do
37. How often do you do things in your work that you wouldn't do if you didn't have to?
- A - occasionally
38. Do you consider yourself to be a better worker than most of the others there?
- A - no
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
- A - no, because its more work with less pay
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
- A - yes
41. When a worker does something extra for the boss, is he usually:
- A - trying to help the company
42. In your past job, were you willing to accept duties beyond those that were required of you?
- A - no
43. When you make a mistake in your work, what do you do?
- A - try to figure out how to correct it by yourself
44. How often are you late for work?
- A - rarely

45. Do you generally take off days when you don't feel like working?

A - yes

46. On the average, about how many days per month are you absent from your job?

A - two days per month.

47. To what extent do you consider yourself to be a responsible worker?

A - average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - average

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 60 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - the whereabouts of certain tools

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - occasionally

54. At the present time, what kinds of training would help you to get a better job?

A - college education and a little on-the-job training in the field I'm pursuing

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as mostly directly in charge of your work).

A - fair, knows his job, listens to what you had to say, praises you when you do well, explains things clearly, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help, associate with the others, have many things in common with the other workers

59. When you left, did you:

A - find the other workers very kind and eager to help, know most of your fellow workers as friends, associate with the others, have many things in common with the other workers

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it, tell the worker responsible

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - yes

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - single

67. How many children do you have?

A - one

68. What was the last year of schooling completed by your father? By your mother, By you?

A - Father, completed junior high school
Mother, some high school
Myself, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - don't know

70. What do you estimate as the present income of the head of the household in your parental family?

A - 13,000 to 14,999

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - industry - Owens Glass
industry - P G & E
industry - cannery
business - manager liquor store

72. With whom did you make your home?

A - parents

73. What was the name of the place and state in which you spent most of your life?

A - Stockton, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - vocational

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

79. How well did you do in high school? That is, would you say you were in the:

A - third quarter

80. What kinds of jobs do you two closest high school friends have?

A - don't know

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - does not apply

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - wanted to work

83. If you had a choice what would you do?

A - go to college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? industry - Libbey Owens Glass
How many hours per week did you usually work? 20
Do you feel that this job interferred with your school work in any way? yes

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
electrician helper	Western Pacific	8 months
gardener	Lewallen's Beef Ranch	9 months
glass polisher	Libbey Owens Glass	6 months

87. How would you feel about a son of yours going into your kind of work?

A - I wouldn't advise him to

88. What was your yearly gross salary?

A - \$6,000 to 6,999

CASE NUMBER 30

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - yes
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - no
3. How long after leaving school did you start looking for a full time job?
A - didn't
4. How did you find your first job?
A - don't remember
5. Why did you take that job?
A - didn't
6. Why do you think you got the job?
A - didn't
7. Why did you leave your last full-time job?
A - did not have one
8. What was the most important reason why you took that particular job?
A - needed the money, part time work
9. What was the most important reason why you think you got that job?
A - personal recommendation
10. What is the title and principle duties of your last work?
A - putting up houses, carpenter
11. Whad did you like most about your job?
A - O.K.
12. What did you dislike most about your job?
A - hard work

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? no
 - 2) Were you doing as well in your job as you expected to?
 - 3) Have you ever thought seriously about changing your job? yes
 - 4) Did you feel you could work at your own speed? yes
 - 5) Was your work often frustrating? no
 - 6) Did the firm give you sufficient training for the job you were doing? no
 - 7) Were you satisfied with your earnings? no
 - 8) Would you have chosen another "boss" if you could? no
 - 9) Did you think that the job you were in was the right sort of job for you? no
 - 10) Did you have too many bosses? no
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:
- 1) Provide you with the opportunity for advancement or promotion? 4
 - 2) More than merely keep you occupied by filling your day and giving you something to do? 3
 - 3) Give you a feeling of self respect? 4
 - 4) Provided you with new and interesting experiences? 3
 - 5) Enabled you to make a "good" living for yourself and your family? 4
 - 6) Served as source of satisfaction because your family was proud that you had the job you did? 3
 - 7) Made use of your skills and abilities? 5

- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 4
- 10) Provided a secure future for you and your family? 4
- 11) Made it possible for you to have influence in the community? 5
- 12) Demanded you follow a pretty regular routine on the job? 4
- 13) Gave you the chance to tell others on the job what to do? 5
- 14) Gave purpose to your life? 4
- 15) Gave you and your family the respect of others in the community? 4
- 16) Provided you with "good" working hours? 4
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? don't know
 - 22) Was there anyone over whom you were the boss? no
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? no
 - 24) Did this company expect too much of the young people who work for it? no
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - some
17. Which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - the quality of his work
18. Was your job one of the more important jobs in the overall functioning of the company?
- A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - no

20. Did you ever offer them your suggestions?

A - yes, but they didn't use them

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - business executive in autos and parts

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - don't know, I really don't need a job on the street

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - not so good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - just to keep busy and not lay around and do nothing

Would you keep your present occupation or get another?

A - get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay

A - work you like

1. good pay or, 2. opportunity for advancement

A - opportunity for advancement

1. security or, 2. good pay

A - good pay

1. work you like or, 2. opportunity for advancement

A - work you like

1. security or, 2. work you like

A - security

1. security or, 2. opportunity for advancement

A - opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?
- A - the quality of his work
35. Which of the following do you consider most important in your life? The next most important?
- A - family relationships
your career or occupation
36. What do you think is the most important difference between work and other activities?
- A - work is something productive, a contribution
37. How often do you do things in your work that you wouldn't do if you didn't have to?
- A - rarely
38. Do you consider yourself to be a better worker than most of the others there?
- A - yes
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
- A - yes, so I could just get the experience
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
- A - yes
41. When a worker does something extra for the boss, is he usually:
- A - looking for special privileges
42. In your past job, were you willing to accept duties beyond those that were required of you?
- A - no
43. When you make a mistake in your work, what do you do?
- A - try to figure out how to correct it by yourself
44. How often are you late for work?
- A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - two days per month

47. To what extent do you consider yourself to be a responsible worker?

A - average

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - low

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 7 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - no

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - nothing was difficult to learn

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

A - some vocational training

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, knows his job, listens to what you had to say, explains things clearly, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help, find the other workers hard to get to know, find the other workers pleasant but distant, know most of your fellow workers as friends

59. When you left, did you:

A - find the other workers hard to get to know

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - does not apply

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - married

At what age did you marry?

A - 20

67. How many children do you have?

A - 0

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, don't know

Mother, don't know

Myself, some high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - truck driver

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - fireman, city

college

bank

72. With whom did you make your home?

A - parents

73. What was the name of the place and state in which you spent most of your life?

A - Alameda, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

79. How well did you do in high school? That is, would you say you were in the:

A - third quarter

80. What kinds of jobs do your two closest high school friends have?

A - restaurant cook
Army

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - other, locked up

83. If you had a choice what would you do?

A - go to college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? carpenter
How many hours per week did you usually work? 20
Do you feel that this job interferred with your school work in any way? no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
building houses	--	--
odd jobs, cleaning windows and moving	--	--

87. How would you feel about a son of yours going into your kind of work?

A - something else

88. What was your yearly gross salary?

A - refused

CASE NUMBER 31

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - yes

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - no

3. How long after leaving school did you start looking for a full time job?

A - over a month after leaving school

4. How did you find your first job?

A - on my own

5. Why did you take that job?

A - needed the money

6. Why do you think you got the job?

A - personality

7. Why did you leave your last full-time job?

A - prison

8. What was the most important reason why you took that particular job?

A - needed the money

9. What was the most important reason why you think you got that job?

A - past work (part-time) experience

10. What is the title and principle duties of your last work?

A - ironworker

11. What did you like most about your job?

A - working outside

12. What did you dislike most about your job?

A - no dislikes

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no, I was interested in what I was doing

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? no
- 2) Were you doing as well in your job as you expected to? yes
- 3) Have you ever thought seriously about changing your job? no
- 4) Did you feel you could work at your own speed? no
- 5) Was your work often frustrating? no
- 6) Did the firm give you sufficient training for the job you were doing? yes
- 7) Were you satisfied with your earnings? yes
- 8) Would you have chosen another "boss" if you could? don't know
- 9) Did you think that the job you were in was the right sort of job for you? yes
- 10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

- 1) Provide you with the opportunity for advancement or promotion? 3
- 2) More than merely keep you occupied by filling your day and giving you something to do? 2
- 3) Give you a feeling of self respect? 3
- 4) Provided you with new and interesting experiences? 4
- 5) Enabled you to make a "good" living for yourself and your family? 3
- 6) Served as source of satisfaction because your family was proud that you had the job you did? 1
- 7) Made use of your skills and abilities? 1

- 8) Gave you the chance to work with and be with people? 1
- 9) Provided you with enjoyment because you can use your own ideas? 3
- 10) Provided a secure future for you and your family? 1
- 11) Made it possible for you to have influence in the community? 4
- 12) Demanded you follow a pretty regular routine on the job? 2
- 13) Gave you the chance to tell others on the job what to do? 4
- 14) Gave purpose to your life? 3
- 15) Gave you and your family the respect of others in the community? 4
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know.":

- 18) In the performance of your work, did you usually work alone? no
- 19) Did you have a boss on your job? yes
- 20) Did your boss have a boss? don't know
- 21) Was there anyone over your boss's boss? don't know
- 22) Was there anyone over whom you were the boss? no
- 1 23) Did you feel the rules that determine company policy are set up to consider the worker? no
- 24) Did this company expect too much of the young people who work for it? no
- 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run? some
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
A - personal and educational qualifications
18. Was your job one of the more important jobs in the overall functioning of the company?
A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making more money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - iron worker

26. How important is it to you to get this job?

A - unimportant

27. What job do you really think you will have five years from now?

A - none

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - racial discrimination

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - no

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - does not apply

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - no

If yes, what is the most important reason you would continue working?

A - does not apply

Would you keep your present occupation or get another?

A - does not apply

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or, 2. good pay

A - good pay

1. good pay or, 2. opportunity for advancement

A - good pay

1. security or, 2. good pay

A - good pay

1. work you like or, 2. opportunity for advancement

A - opportunity for advancement

1. security or, 2. work you like

A -

1. security or, 2. opportunity for advancement

A - opportunity for advancement

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no, they wouldn't listen

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - good luck

35. Which of the following do you consider most important in your life? The next most important

A - leisure time
recreational activities

36. What do you think is the most important difference between work and other activities?

A - work is something for which you are paid

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - yes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no, I don't want to push other people

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - no

41. When a worker does something extra for the boss, is he usually:

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - no

43. When you make a mistake in your work, what do you do?

A - try to figure out how to correct it by yourself

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?
A - yes
46. On the average, about how many days per month are you absent from your job?
A - three days per month
47. To what extent do you consider yourself to be a responsible worker?
A - average
48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?
A - yes
49. To what extend did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?
A - average
50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?
A - eight months
Did you really know what you were required to do?
A - yes
Did you feel qualified for this type of work when you were hired?
A - yes
51. What would you say is the most difficult thing you had to learn in order to do your job well?
A - learning to read blueprints and understand
52. Were there things asked of you on your job that are just impossible for you to do?
A - no
53. How often did you get mad and lose your temper when the boss criticized your work?
A - never
54. At the present time, what kinds of training would help you to get a better job?
A - nothing
55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).
A - treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help

59. When you left, did you:

A - know most of your fellow workers as friends

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - yes

64. If yes, did you participate in your union?

A - yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - agree, the union got me a job

66. What is your marital status?

A - separated

At what age did you marry?

A - 18, started living with her

67. How many children do you have?

A - 3

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, some high school
Mother, graduated from high school
Myself, completed junior high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - Father, unemployed
Mother, on welfare

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$9,000 to 10,999

71. How many brothers and sisters (half or full) do you have?

A - full, one brother, three sisters

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - brother unemployed

72. With whom did you make your home?

A - girlfriend

73. What was the name of the place and state in which you spent most of your life?

A - San Diego, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - very dissatisfied, I'm in jail

75. Did you go to school in this community?

A - yes, in San Diego

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - yes

If no, which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - closest friend, unemployed
other friend, unemployed

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - better than

81. If these are no longer your closest friends, what do your two present closest friends do?

A - does not apply, they are in here with me

82. What was the most important reason why you decided to end your education when you did?

A - no particular reason

83. If you had a choice what would you do?

A - work I guess

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - no

If yes, what kind of work did you do? does not apply
How many hours per week did you usually work? does not apply
Do you feel that this job interferred with your school work in any way? does not apply

85. Have you ever served in the U. S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
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iron worker

87. How would you feel about a son of yours going into your kind of work?

A - It's up to him

88. What was your yearly gross salary?

A - \$10,000 and over

CASE NUMBER 32

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - yes, I usually had a job but good jobs were hard to get

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - no

3. How long after leaving school did you start lookinf for a full time job?

A - started looking before leaving school, worked full time while in school.

4. How did you find your first job?

A - A friend told me about the opening, personal contact

5. Why did you take that job?

A - needed the money

6. Why do you think you got the job?

A - personal recommendations

7. Why did you leave your last full-time job?

A - enlisted in the army

8. What was the most important reason why you took that particular job?

A - work was the kind enjoyed

9. What was the most important reason why you think you got that job?

A - no particular reason; a vacancy existed. I was there so I got the job.

10. What is the title and principle duties of your last work?

A - general work and delivery

11. What did you like most about your job?

A - driving and the opportunity to meet people

12. What did you dislike most about your job?

A - the pay, and some of the people I worked under

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - no because I really enjoyed my work.

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

1) Was your job too monotonous? no

2) Were you doing as well in your job as you expected to? yes

3) Have you ever thought seriously about changing your job? yes

4) Did you feel you could work at your own speed? yes

5) Was your work often frustrating? no

6) Did the firm give you sufficient training for the job you were doing? yes

7) Were you satisfied with your earnings? no

8) Would you have chosen another "boss" if you could? no

9) Did you think that the job you were in was the right sort of job for you? don't know

10) Did you have too many bosses? yes

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

1) Provide you with the opportunity for advancement or promotion? 4

2) More than merely keep you occupied by filling your day and giving you something to do? 3

3) Give you a feeling of self respect? 3

4) Provided you with new and interesting experiences? 2

5) Enabled you to make a "good" living for yourself and your family? 4

6) Served as source of satisfaction because your family was proud you had the job you did? 6

- 7) Made use of your skills and abilities? 3
- 8) Gave you the chance to work with and be with people? 2
- 9) Provided you with enjoyment because you can use your own ideas? 4
- 10) Provided a secure future for you and your family? 4
- 11) Made it possible for you to have influence in the community? 4
- 12) Demanded you follow a pretty regular routine on the job? 2
- 13) Gave you the chance to tell others on the job what to do? 3
- 14) Gave purpose to your life? 4
- 15) Gave you and your family the respect of others in the community? 6
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 3

For the following questions, answer "yes," "no," or "don't know.":

- 18) In the performance of your work, did you usually work alone? no
 - 19) Did you have a boss on your job? yes
 - 20) Did your boss have a boss? yes
 - 21) Was there anyone over your boss's boss? no
 - 22) Was there anyone over whom you were the boss? no
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? don't know, I didn't know any rules, I just did what they told me to do.
 - 24) Did this company expect too much of the young people who work for it? don't know
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? yes
16. How much influence did you and others like you have on the way the place where you worked was run?
- A - very little
17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?
- A - personal and educational qualifications--you had to be able to load the truck and do the paper work.

18. Was your job one of the more important jobs in the overall functioning of the company?

A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - yes, but they didn't take them

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better, they pay better

22. If you could start over, would you have gone into the same kind of work that you did?

A - no, I would go to college

23. In the work you were doing, were you making less, more, or as much as you expected to be making?

A - making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - not sure right now, but possibly working with youth

26. How important is it to you to get this job?

A - important

27. What job do you really think you will have five years from now?

A - not sure, probably in an airport as a mechanic, in college

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - not qualified because of inadequate education, training or experience

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - loved working

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - because I love to work, to be doing something creative

Would you keep your present occupation or get another?

A - does not apply-not in prison

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or 2. good pay
A - work you like

1. good pay or 2. opportunity for advancement
A - opportunity for advancement

1. security or 2. good pay
A - security

1. work you like or 2. opportunity for advancement
A - work you like

1. security or 2. work you like
A - work you like

1. security or 2. opportunity for advancement
A - security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - the quality of his work

35. Which of the following do you consider most important in your life? The next most important?

A - family relationships
your career or occupation

36. What do you think is the most important difference between work and other activities?

A - work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - rarely

38. Do you consider yourself to be a better worker than most of the others there?

A - yes, I had to help them sometimes

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - yes, I enjoy a challenge

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - trying to help the company

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes, I helped the other men and cleaned up the place sometimes

43. When you make a mistake in your work, what do you do?

A - get someone to help you straighten out the problem

44. How often are you late for work?

A - rarely - once a month maybe, last job

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extend do you consider yourself to be a responsible worker?

A - high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes, I worked during high school

49. To what extend did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 4 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - talking to people

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never

54. At the present time, what kinds of training would help you to get a better job?

A - college and vocational training

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, knows his job, praises you when you do well, stands up for us, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help, know most of your fellow workers as friends, associate with the others

59. When you left, did you:

A - find the other workers very kind and eager to help, know most of your fellow workers as friends, associate with the others

60. Did you make any new close friends at your job?

A - no

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - disagree, unions keep people from getting jobs

66. What is your marital status?

A - divorced

At what age did you marry?

A - 19

67. How many children do you have?

A - 1 and 1 deceased

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, less than 7 years of school

Mother, less than 7 years of school

Myself, some college or university while in insititution

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - general laborer, deceased

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, I haven't been home for 5 years

71. How many brothers and sisters (half or full) do you have?

A - 4

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - Larry, salesman

Paul, general laborer

72. With whom did you make your home?

A - alone

73. What was the name of the place and state in which you spent most of your life?

A - Jerome, Idaho

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - I didn't get any training

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no, which would you suggest?

A - academic, go to college after high school

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - closest friend, sales, drugs
other, unemployed

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - better than

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply, they are in prison

82. What was the most important reason why you decided to end your education when you did?

A - disliked school, going to college now (not true, subject is wood furniture shop)

83. If you had a choice what would you do?

A - go to college

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? service station

How many hours per week did you usually work? 40

Do you feel that this job interferred with your school work in any way? no

85. Have you ever served in the U. S. Armed Forces?

A - yes

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
delivery	Roberts Furniture	2 years
assembly line	Chrysler	6 months
factory	Crown Z	6 months

87. How would you feel about a son of yours going into your kind of work?

A - he should go to college

88. What was your yearly gross salary?

A - \$3,000-3,999

CASE NUMBER 33

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Yes, I did not find one so I moved to Oregon

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - yes, counselors and teachers

3. How long after leaving school did you start looking for a full time job?

A - started looking before leaving school, promised a job upon leaving school. Worked 1/2 day and attended high school 1/2 day.

4. How did you find your first job?

A - on my own, just started hitting all the electronic firms

5. Why did you take that job?

A - wanted to learn the business

6. Why do you think you got the job?

A - educational background was geared in that direction, past experience in hobbying in field and personality

7. Why did you leave your last full-time job?

A - poor attitude towards personnel, "I got in a fight with the manager."

8. What was the most important reason why you took that particular job?

A - I needed the money and enjoyed the business

9. What was the most important reason why you think you got that job?

A - educational background was geared in that direction, past work (part-time) experience, personal recommendations, school record, personality, talent and work known in business.

10. What is the title and principle duties of your last work?

A - audio bench technician, production manager and road PA sound for rock groups, rec. studio instrumentation.

11. What did you like most about your job?

A - the work, problem solving, design, layout, plan the concerts I did.

12. What did you dislike most about your job?

A - people and hours, too much on the road travel

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - yes, product design

14. Answer "yes," "no." or "D?K" (don't know) for each of the following questions:

1) Was your job too monotonous? no

2) Were you doing as well in your job as you expected to? yes

3) Have you ever thought seriously about changing your job? yes

4) Did you feel you could work at your own speed? no

5) Was your work often frustrating? no

6) Did the firm give you sufficient training for the job you were doing? no

7) Were you satisfied with your earnings? no

8) Would you have chosen another "boss" if you could? no

9) Did you think that the job you were in was the right sort of job for you? yes and no, I should have gone into sound electronics

10) Did you have too many bosses? no

15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:

1) Provide you with the opportunity for advancement or promotion? 5

2) More than merely keep you occupied by filling your day and giving you something to do? 1

3) Give you a feeling of self respect? 1

4) Provided you with new and interesting experiences? 1

- 5) Enabled you to make a "good" living for yourself and your family? 3
- 6) Served as source of satisfaction because your family was proud that you had the job you did? 1
- 7) Made use of your skills and abilities? 1
- 8) Gave you the chance to work with and be with people? 1, too much
- 9) Provided you with enjoyment because you can use your own ideas? 5
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 2
- 12) Demanded you follow a pretty regular routine on the job? 5
- 13) Gave you the chance to tell others on the job what to do? 1
- 14) Gave purpose to your life? 3
- 15) Gave you and your family the respect of others in the community? 5
- 16) Provided you with "good" working hours? 1
- 17) Made it possible for you to be of service or useful to others? 5

For the following questions, answer "yes," "no," or "don't know."

- 18) In the performance of your work, did you usually work alone? yes
 - 19) Did you have a boss on your job? no, not when I set up sound equipment for rock bands.
 - 20) Did your boss have a boss? no
 - 21) Was there anyone over your boss's boss? no
 - 22) Was there anyone over whom you were the boss? yes
 - 23) Did you feel the rules that determine company policy are set up to consider the worker? no
 - 24) Did this company expect too much of the young people who work for it? yes
 - 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?

A - very little

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - personal and educational qualifications

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - yes

20. Did you ever offer them your suggestions?

A - yes, subject redesigned several electronic components

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - don't know

22. If you could start over, would you have gone into the same kind of work that you did?

A - yes

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making less money than I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no, lower

25. What job would you like to have five years from now?

A - manufacturer on low level crossover networks

26. How important is it to you to get this job?

A - very important

27. What job do you really think you will have five years from now?

A - manufacturer of low level crossover networks

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference? Indicate the most important as 1 and second most important as 2.

A - not applicable

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - yes

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - loved working, disliked people

31. Let us imagine you inherited enough money to make a good living (live comfortable) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - make development in audio field. I enjoy it.

Would you keep your present occupation or get another?

A - does not apply, not while in prison

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

A - does not apply, not while in prison

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - yes

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?
- A - his energy and willingness to work
35. Which of the following do you consider most important in your life? The next most important?
- A - family relationships
your career or occupation
36. What do you think is the most important difference between work and other activities?
- A - work is something for which you are paid
37. How often do you do things in your work that you wouldn't do if you didn't have to?
- A - occasionally
38. Do you consider yourself to be a better worker than most of the others there?
- A - yes
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
- A - yes, offers more challenge today
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
- A - yes
41. When a worker does something extra for the boss, is he usually:
- A - trying to help the company
42. In your past job, were you willing to accept duties beyond those that were required of you?
- A - yes, subject did several volunteer projects in redesigning
43. When you make a mistake in your work, what do you do?
- A - try to figure out how to correct it by yourself
44. How often are you late for work?
- A - frequently

45. Do you generally take off days when you don't feel like working?

A - yes

46. On the average, about how many days per month are you absent from your job?

A - 4 days per month

47. To what extent do you consider yourself to be a responsible worker?

A - very high, technically
very low, on schedules "I hate the 8 to 5 bit"

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - yes, and usually worked more because I was willing to learn

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - very low

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - still learning

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes, but I wasn't. I need more electronics and math.

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - math, advanced trouble shooting techniques, circuits

52. Were there things asked of you on your job that are just impossible for you to do?

A - yes, speedily make repairs

53. How often did you get mad and lose your temper when the boss criticized your work?

A - frequently, had fight with customer at stereo shop, had fight with manager at electronics firm.

54. At the present time, what kinds of training would help you to get a better job?

A - electronics; math; business administration, management courses

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).

A - fair, strict, knows his job, explains things clearly, treats you like a human being

56. If you felt your boss was being unfair to you, would you:

A - tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers hard to get to know, act friendly just to get the job done

59. When you left, did you:

A - find the other workers hard to get to know, find the other workers distant, act friendly just to get the job done

60. Did you make any new close friends at your job?

A - no

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - tell the worker responsible

62. Did you find it hard to work with older workers?

A - "Yes, yes, yes. They thought that they know it all."

63. Were you a member of a union?

A - yes, non-trade - Society of Broadcast Engineers

64. If yes, did you participate in your union?

A - yes

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - disagree

66. What is your marital status?

A - single

At what age did you marry?

A - never

67. How many children do you have?

A - none

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, finished 8 grades or graduated from elementary school
Mother, graduated from high school, some post high school business or technical school, completed post high school, business or technical school

Myself, graduated from high school, completed post high school business or technical school, some college or university

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - owner chain of contracting companies, deceased. Step-father, carpenter.

70. What do you estimate as the present income of the head of the household in your parental family?

A - over \$15,000, but he died in 1970

71. How many brothers and sisters (half or full) do you have?

A - one

If brothers are full-time workers, what are their usual occupations, that is what is the job called--business or industry?

A - brother - draftsman

72. With whom did you make your home?

A - fiancee

73. What was the name of the place and state in which you spent most of your life?

A - Oakland, California. Moved to Portland, Oregon in 1970.

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - very dissatisfied, no jobs, too many fights, nothing to do with spare time.

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - academic (college preparatory), vocational (electronics)

77. Do you use this training on your present job?

A - yes

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no, which would you suggest?

A - academic, but with separate private technical training

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - electronics tech
sales sound equipment

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - equal to

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - no particular reason, "Just don't like the way they run the school."

83. If you had a choice what would you do?

A - go to college, to into a special skill training program, develop prototype of crossover unit

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - yes

If yes, what kind of work did you do? maintenance engineer, KQIV-FM Portland, Oregon

How many hours per week did you usually work? 28 hours per week, 4 per day per 7 days

Do you feel that this job interferred with your school work in any way? no

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

Type of Job	Name of Organization	Length of Time
PA sound, prod. manager	Bozotronics, 315 n. 36th Seattle	5 months
Service manager	Hawthorne Stereo 3580 S.E. Hawthorne, Portland, Oredon	1 year
Maint. engineer	KQIV-FM P.O. Box 107 Lake Oswgo, Oregon	1 1/2 years

87. How would you feel about a son of yours going into your kind of work?

A - pleased

88. What was your yearly gross salary?

A - \$8,000 to 8,999

CASE NUMBER 34

1. Did you think that jobs for beginning workers were hard to get in the community where you live?
A - yes, looked once or twice, but friends told him it was pointless
2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)
A - no, no one told him about types of work or anything like that
3. How long after leaving school did you start looking for a full-time job?
A - started looking before leaving school, looked twice
4. How did you find your first job?
A - family or relations
5. Why did you take that job?
A - I had just got out of Youth Authority Camp
6. Why do you think you got the job?
A - personality
7. Why did you leave your last full-time job?
A - I was arrested
8. What was the most important reason why you took that particular job?
A - not wanting to go back to Youth Authority Camp
9. What was the most important reason why you think you got that job?
A - no particular reason; a vacancy existed
10. What is the title and principle duties of your last work?
A - buffer - I used buffing wheel to buff door knobs
11. What did you like most about your job?
A - working at my own speed
12. What did you dislike most about your job?
A - I liked the job

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - don't know

14. Answer "yes," "no," or "D/K" (don't know) for each of the following questions:

- 1) Was your job too monotonous? yes
 - 2) Were you doing as well in your job as you expected to? no
 - 3) Have you ever thought seriously about changing your job? no
 - 4) Did you feel you could work at your own speed? yes
 - 5) Was your work often frustrating? no
 - 6) Did the firm give you sufficient training for the job you were doing? no
 - 7) Were you satisfied with your earnings? no
 - 8) Would you have chosen another "boss" if you could? no
 - 9) Did you think that the job you were in was the right sort of job for you? no
 - 10) Did you have too many bosses? no
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6=not applicable. Select the one number in each case which you think best describes how your job rates on each of the following characteristics:
- 1) Provide you with the opportunity for advancement or promotion? 4
 - 2) More than merely keep you occupied by filling your day and giving you a feeling of self respect? 3
 - 3) Give you a feeling of self respect? 3
 - 4) Provided you with new and interesting experiences? 4
 - 5) Enabled you to make a "good" living for yourself and your family? 5
 - 6) Served as source of satisfaction because your family was proud that that you had the job you did? 2
 - 7) Made use of your skills and abilities? 4

- 8) Gave you the chance to work with and be with people? 3
- 9) Provided you with enjoyment because you can use your own ideas? 4
- 10) Provided a secure future for you and your family? 5
- 11) Made it possible for you to have influence in the community? 5
- 12) Demanded you follow a pretty regular routine on the job? 2
- 13) Gave you the chance to tell others on the job what to do? 5
- 14) Gave purpose to your life? 3
- 15) Gave you and your family the respect of others in the community? 4
- 16) Provided you with "good" working hours? 3
- 17) Made it possible for you to be of service or useful to others? 3
- For the following questions answer "yes," "no," or "don't know."
- 18) In the performance of your work, did you usually work alone? yes
- 19) Did you have a boss on your job? yes
- 20) Did your boss have a boss? yes
- 21) Was there anyone over your boss's boss? don't know
- 22) Was there anyone over whom you were the boss? no
- 23) Did you feel the rules that determine company policy are set up to consider the worker? don't know
- 24) Did this company expect too much of the young people who work for it? don't know, I just did what they told me to do.
- 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? no
16. How much influence did you and others like you have on the way the place where you worked was run?

A - very little

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - how long he had been with the company (seniority)

18. Was your job one of the more important jobs in the overall functioning of the company?

A - no

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - don't know

20. Did you ever offer them your suggestions?

A - no

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - this company is as good

22. If you could start over, would you have gone into the same kind of work that you did?

A - no

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making about as much money as I expected

24. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - butcher

26. How important is it to you to get this job?

A - wants to transfer to Chino to get butcher trade and be closer to home and friends. He has few visitors now, at Chino expects friends will drive to see him.

27. What job do you really think you will have five years from now?

A - butcher

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - not applicable

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - yes, would get more money

Would you say that the chances are good, or not so good, that you will someday be offered such a job?

A - not so good

30. In general, how do you feel about working?

A - enjoyed it some of the time

31. Let us imagine you inherited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - I sure would get tired of doing nothing

Would you keep your present occupation or get another?

A - get another

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. work you like or 2. good pay
A - work you like

1. good pay or 2. opportunity for advancement
A - good pay

1. security or 2. good pay
A - security

1. work you like or 2. opportunity for advancement
A - work you like

1. security or 2. work you like
A - security

1. security or 2. opportunity for advancement
A - security

33. Would you wish to get together with others to discuss the job and how to improve the quality of work?

A - yes

Have you ever tried that?

A - no

34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?

A - his energy and willingness to work

35. Which of the following do you consider most important in your life? The next most important?

A - family relationships

36. What do you think is the most important difference between work and other activities?

A - work is something productive, a contribution

37. How often do you do things in your work that you wouldn't do if you didn't have to?

A - occasionally

38. Do you consider yourself to be a better worker than most of the others there?

A - no

39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?

A - no, I feel I can get a better job

40. If you were offered a higher paying job which involved more responsibilities, would you accept it?

A - yes

41. When a worker does something extra for the boss, is he usually:

A - looking for special privileges

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - no

43. When you make a mistake in your work, what do you do?

A - try to figure out how to correct it by yourself
get someone to help you straighten out the problem

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 2 days per month

47. To what extend do you consider yourself to be a responsible worker?

A - very high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extend did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - low

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 7 days

Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - no

51. What would you say is the most difficult thing you had to learn in order to do your job well?

A - speed with accuracy

52. Were there things asked of you on your job that are just impossible for you to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - never, stated that he did get mad once

54. At the present time, what kinds of training would help you to get a better job?
- A - butcher trade
55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss (that is, the person you thought of as most directly in charge of your work).
- A - fair
56. If you felt your boss was being unfair to you, would you:
- A - tell him about it in private
57. In general, do you like or dislike the people for whom you worked?
- A - like
58. At first did you:
- A - find the other workers very kind and eager to help associate with others
59. When you left, did you:
- A - arrested, could not go back to find out their reaction--refused to answer on bases of the day before arrested.
60. Did you make any new close friends at your job?
- A - no
61. If you saw something that should be done (that some other worker forgot to do), would you:
- A - do it
62. Did you find it hard to work with older workers?
- A - no
63. Were you a member of a union?
- A - no
64. If yes, did you participate in your union?
- A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - don't know

66. What is your marital status?

A - married

- . At what age did you marry?

A - 17 years old

67. How many children do you have?

A - 2

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father, high school, two years
Mother, high school, two years
Myself, high school, two years

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - father was unknown, thinks that he returned to Mexico before subject was born

70. What do you estimate as the present income of the head of the household in your parental family?

A - I have no idea, refused--mother receives state money

71. How many brothers and sisters (half or full) do you have?

A - 2

If brothers are full-time workers, what are their usual occupations, that is, what is the job called--business or industry?

A - 2 brothers still in school

72. With whom did you make your home?

A - spouse

73. What was the name of the place and state in which you spent most of your life?

A - Los Angeles, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - neither satisfied nor dissatisfied

75. Did you go to school in this community?

A - yes

76. What was your major course of study when you were in high school?

A - subject did not know the difference, guessed it was general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

A - no

If no, which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - closest friend, paper co.
other friend, unloads trucks

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - not as good as

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - disliked school

83. If you had a choice what would you do?

A - go into a special skill training program

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - no

If yes, what kind of work did you do? not applicable
How many hours per week did you usually work? not applicable
Do you feel that this job interferred with your school work in any way? not applicable

85. Have you ever served in the U.S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

<u>Type of Job</u>	<u>Name of Organization</u>	<u>Length of Time</u>
Buffer	Door Co.	3 months
Deliver flowers	Florist	1 1/2 months
Salvage	Trucking	5 months

87. How would you feel about a son of yours going into your kind of work?

A - I wouldn't like it. But if he wants to take a trade, fine.

88. What was your yearly gross salary?

A - refused

CASE NUMBER 35

1. Did you think that jobs for beginning workers were hard to get in the community where you live?

A - Was continuously employed as maintenance mechanic

2. Did anyone at your high school tell you about the different kinds of jobs for which you might be qualified? (e.g., principal, counselor, etc.)

A - No counseling, took vocational metals because a friend did.

3. How long after leaving school did you start looking for a full-time job?

A - Four months after graduation. Graduated from high school at Youth Authority.

4. How did you find your first job?

A - Personal contacts (i.e., friends, neighbors)

5. Why did you take that job?

A - Needed the money

6. Why do you think you got the job?

A - Personal recommendations

7. Why did you leave your last full-time job?

A - I quit--cut work hours to 40 per week; was working 60'

8. What was the most important reason why you took that particular job?

A - Work was the kind I enjoyed

9. What was the most important reason why you think you got that job?

A - I knew the work

10. What is the title and principle duties of your last work?

A - Maintenance machines

11. What did you like most about your job?

A - Our boss and money

12. What did you dislike most about your job?

A - No dislikes

13. Was there any other job in your company, paying about the same as your job that you would rather have had?

A - No, I liked that job, no one pushed me

14. Answer "yes", "no", or "D/K" (don't know) for each of the following:

- 1) Was your job too monotonous? no
 - 2) Were you doing as well in your job as you expected to? yes
 - 3) Have you ever thought seriously about changing your job? no
 - 4) Did you feel you could work at your own speed? yes
 - 5) Was your work often frustrating? no
 - 6) Did the firm give you sufficient training for the job you were doing? no
 - 7) Were you satisfied with your earnings? yes
 - 8) Would you have chosen another "boss" if you could? no
 - 9) Did you think that the job you were in was the right sort of job for you? yes
 - 10) Did you have too many bosses? no
15. Each of the following statements is to be rated on the basis of the following numbers: 1=very high; 2=high; 3=average; 4=low; 5=very low; and 6= not applicable. Select one number in each case which you think best describes how your job rates on each of the following characteristics:
- 1) Provide you with the opportunity for advancement or promotion? 5
 - 2) More than merely keep you occupied by filling your day and giving you something to do? 1
 - 3) Give you a feeling of self respect? 1
 - 4) Provided you with new and interesting experiences? 1
 - 5) Enables you to make a "good" living for yourself and your family? 2
 - 6) Served as source of satisfaction because your family was proud that you had the job you did? 2
 - 7) Made use of your skills and abilities? 1
 - 8) Gave you the chance to work with and be with people? 3

- 9) Provided you with enjoyment because you can use your own ideas? 1
- 10) Provided a secure future for you and your family? 3
- 11) Made it possible for you to have influence in the community? 5
- 12) Demanded you follow a pretty regular routine on the job? 4
- 13) Gave you the chance to tell others on the job what to do? 2
- 14) Gave purpose to your life? 4
- 15) Gave you and your family the respect of others in the community? 4
- 16) Provided you with "good" working hours? 5
- 17) Made it possible for you to be of service or useful to others? 5

For the following questions, answer "yes", "no," or "don't know":

- 18) In the performance of your work, did you usually work along? no
- 19) Did you have a boss on your job? no
- 20) Did your boss have a boss? no
- 21) Was there anyone over your boss's boss? no
- 22) Was there anyone over whom you were the boss?
- 23) Did you feel the rules that determine company policy are set up to consider the worker? Don't know, did not have any rules. Just fixed things when an order came in.
- 24) Did this company expect too much of the young people who work for it? Don't know
- 25) Did you feel that you were told enough about what is going on in the firm to keep you informed? yes

16. How much influence did you and others like you have on the way the place you worked was run?

A - a lot

17. In your opinion, which one thing gives a person the best chance to advance--to get ahead--in that company?

A - the quality of his work, his energy and willingness to work

18. Was your job one of the more important jobs in the overall functioning of the company?

A - yes

19. Did you feel that your company did some things in ways that you see could be made more efficient?

A - no

20. Did you ever offer them your suggestions?

A - yes

21. For a person in your trade or occupation, do you think this company was about as good a place as there is to work, or do you think there are other places that are better?

A - other places are better

22. If you could start over, would you have gone into the same kind of work that you did?

A - not sure

23. In the work you were doing, were you making less, more, or as much money as you expected to be making?

A - making about as much money as I expected

- 24.. When you first started working, did you expect to be placed at a higher job level than the one you were placed at?

A - no

25. What job would you like to have five years from now?

A - run a dairy

26. How important is it to you to get this job?

A - somewhat important

27. What job do you really think you will have five years from now?

A - maintenance mechanic--excon would not be trusted to run a dairy. Does not have enough money to buy a dairy.

28. If the job you really think you will get is different from the one you would like to get, what are the most important factors which you feel are responsible for this difference: Indicate the most important as 1 and second most important as 2.

A - economic reasons - not enough money to start own business

29. Would you like to have a job in which you are responsible for other people's work, in addition to your own (e.g., foreman, manager, etc.)?

A - yes

Would you say that the chances are goo, or not so good, that you will someday be offered such a job?

A - good

30. In general, how do you feel about working?

A - loved working

31. Let us imagine you ingerited enough money to make a good living (live comfortably) without working. Do you think you would work anyway?

A - yes

If yes, what is the most important reason you would continue working?

A - I like to work

Would you keep your present occupation or get another?

A - keep it

32. Let us imagine that you have been offered two jobs. For each of the following pairs, choose either "1" or "2" as that which is more important to you in deciding between jobs, other things being equal.

1. good pay or 2. work you like
A - work you like

1. good pay or 2. opportunity for advancement
A - opportunity for advancement

1. good pay or 2. security
A - security

1. work you like or 2. opportunity for advancement
A - work you like
1. work you like or 2. security
A - work you like
1. opportunity for advancement or 2. security
A - security
33. Would you siwh to get together with others to discuss the job and how to improve the quality of work?
A - yes
Have you ever tried that?
A - yes
34. Which one thing do you feel gives a person the best chance to advance, to get ahead, where he works?
A - ability and brains
35. Which of the following do you consider most important in your life?
The next most important?
A - your career or occupation
family relationships
36. What do you think is the most important difference between work and other activities?
A - work is something productive, a contribution
37. How often do you do things in your work that you wouldn't do if you didn't have to?
A - rarely
38. Do you consider yourself to be a better worker than most of the others there?
A - yes
39. If you were offered a job similar to the one you had with the same pay but with more responsibilities, would you accept it?
A - yes, because it would lead to advancement
40. If you were offered a higher paying job which involved more responsibilities, would you accept it?
A - yes
41. When a worker does something extra for the boss, is he usually:
A - trying to help the company.

42. In your past job, were you willing to accept duties beyond those that were required of you?

A - yes

43. When you make a mistake in your work, what do you do?

A - try to figure out how to correct it by yourself

44. How often are you late for work?

A - rarely

45. Do you generally take off days when you don't feel like working?

A - no

46. On the average, about how many days per month are you absent from your job?

A - 1 day or less per month

47. To what extend do you consider yourself to be a responsible worker?

A - high

48. Did you really know what it would be like to work eight hours a day, five days a week when you first started working?

A - no

49. To what extent did you know what your job would require in terms of accuracy, neatness, being on time, etc., when you took your first job?

A - high

50. How many days did it take you to learn the skills and to "catch on" to the things you needed to know about all parts of your job?

A - 3 years

51. Did you really know what you were required to do?

A - yes

Did you feel qualified for this type of work when you were hired?

A - yes

What would you say is the most difficult thing you had to learn in order to do your job well?

A - paper work

52. Were there things asked of you on your job that are just impossible to do?

A - no

53. How often did you get mad and lose your temper when the boss criticized your work?

A - rarely

54. At the present time, what kinds of training would help you to get a better job?

A - I think I have a good trade and I'm good at it.

55. Here are some descriptions that can apply to "the boss." I will read through the list and you indicate those which apply or do not apply to your past boss. (That is, the person you thought of as most directly in charge of your work.)

A - fair, knows his job, listens to what you had to say

56. If you felt your boss was being unfair to you, would you:

A - complain to "higher-ups"
tell him about it in private

57. In general, do you like or dislike the people for whom you worked?

A - like

58. At first did you:

A - find the other workers very kind and eager to help

59. When you left, did you:

A - know most of your fellow workers as friends
associate with the others
have many things in common with the other workers

60. Did you make any new close friends at your job?

A - yes

61. If you saw something that should be done (that some other worker forgot to do), would you:

A - do it, tell the worker responsible

62. Did you find it hard to work with older workers?

A - no

63. Were you a member of a union?

A - no

64. If yes, did you participate in your union?

A - no

65. Unions play a significant role not only in bettering conditions for a certain group of people but also in contributing to the welfare of the society as a whole.

A - agree

66. What is your marital status?

A - divorced

What age did you marry?

A - 19

67. How many children do you have?

A - 4

68. What was the last year of schooling completed by your father? By your mother? By you?

A - Father - graduated from high school
Mother - some college or university
Myself - graduated from high school

69. What is the usual occupation of head of the household in your parental family, what is the job called, what kind of business or industry does he work in and what does he do?

A - work for Boy Scouts of America

70. What do you estimate as the present income of the head of the household in your parental family?

A - \$9,000 to 10,999

71. How many brothers and sisters (half or full) do you have?

A - 4 or more

If brothers are full-time workers, what are their usual occupations, that is what is the job called--business or industry?

A - U. S. Air Force, job, I don't know
maintenance mechanic - industry

72. With whom do you make your home?

A - friend, girl friend

73. What was the name of the place and state in which you spent most of your life?

A - Los Angeles, California

74. Considering everything, how satisfied would you say you are with this community as a place to live?

A - satisfied

75. Did you go to school in this community?

A - no

76. What was your major course of study when you were in high school?

A - general

77. Do you use this training on your present job?

A - no

78. If someone was planning to eventually pursue the same job you have, and he was just entering high school, would you suggest that he enter the same major course of study that you did?

If no, which would you suggest?

A - vocational

79. How well did you do in high school? That is, would you say you were in the:

A - second quarter

80. What kinds of jobs do your two closest high school friends have?

A - closest friend, painter
other friend, truck driver

Considering your job, would you say it is better than, equal to, or not as good as those your friends have taken?

A - better than

81. If these are no longer your two closest friends, what do your two present closest friends do?

A - does not apply

82. What was the most important reason why you decided to end your education when you did?

A - disliked school and went to jail

83. If you had a choice what would you do?

A - stay at the same vocation

84. During your last year of school, did you hold a full or part-time job that lasted four weeks or more?

A - no

If yes what kind of work did you do? does not apply
How many hours per week did you usually work? does not apply

Do you feel that this job interferred with your school work in any way?

A - no

85. Have you ever served in the U. S. Armed Forces?

A - no

86. Beginning with your past job, please list those jobs you have held since leaving school. Please also note the length of time you held each job.

Type of job	Name of Organization	Length of Time
Maintenance mechanic	Vertex Industry	1 year
Truck driver	J. B. Nelson Co.	2 years
Truck driver	Fix & Brain Co.	1 year

87. How would you feel about a son of yours going into your kind of work?

A - It would be OK but I would like to see him become a vet.

88. What was your yearly gross salary?

A - \$10,000 and over