

65	73.24	Wanting to repay others' thoughtless actions with friendship is ...	☐	☐	☐	☐	☐	☐	☐
66	73.25	If I knew that others took very little interest in my activities and ideas it would be ...	☐	☐	☐	☐	☐	☐	☐
67	73.26	To defend my rights by force would be ...	☐	☐	☐	☐	☐	☐	☐
68	73.27	Putting myself out to be considerate of the feelings of others is ...	☐	☐	☐	☐	☐	☐	☐
69	73.28	Correcting people who express an ignorant belief is ...	☐	☐	☐	☐	☐	☐	☐
70	73.29	For me to work alone would be ...	☐	☐	☐	☐	☐	☐	☐
71	73.30	To be fair to people who do things which I consider wrong seems ...	☐	☐	☐	☐	☐	☐	☐

74. Role Perception

The purpose of this part of the questionnaire is to find out which features you think are most necessary to become a successful small business owner/manager.

Below is a list of 12 personality traits arranged in random order. You are asked to first decide whether you regard each of the listed traits as "MOST IMPORTANT", "MODERATELY IMPORTANT" or "LESS IMPORTANT" for success as an owner/manager. According to your choice, place a TICK in the appropriate "Tick" column.

Next, you are asked to RANK each of the traits ticked in the "MOST IMPORTANT" column, placing "1" alongside the trait you regard as the most important of all, then "2" alongside the next most important, and so on, until all traits are ranked. Then do the same for all traits ticked in the "MODERATELY IMPORTANT" column (starting again with "1" for the most important trait ticked in this column). Repeat this (again ranking from "1") for the "LESS IMPORTANT" column.

Example:

	MOST IMPORTANT		MODERATELY IMPORTANT		LESS IMPORTANT	
	Tick	Rank	Tick	Rank	Tick	Rank
Trait W			✓	2		
Trait X	✓	2				
Trait Y	✓	1				
Trait Z					✓	1
etc						

Do not write anything in the area enclosed with heavy lines.

TRAITS	MOST IMPORTANT				MODERATELY IMPORTANT				LESS IMPORTANT			
	Tick	Rank			Tick	Rank			Tick	Rank		
EFFICIENT												
FORCEFUL												
CO-OPERATIVE												
ADAPTABLE												
IMAGINATIVE												
INDEPENDENT												
CAUTIOUS												
INTELLIGENT												
SELF-CONFIDENT												
AGREEABLE												
DECISIVE												
TACTFUL												

PART P	AFFECTIVE REACTION
--------	--------------------

Note: The columns of boxes, from the left, are:

A = ALWAYS

F = FREQUENTLY

S = SOMETIMES

R = RARELY

N = NEVER

Place a TICK in the box which indicates most accurately your response to each question.

There are no right or wrong answers!

A F S R N

75.01 Have your business/work commitments ever caused any stress or problems between you and your wife and family?

--	--	--	--	--

75.02 Do you think that running your own business is taking up time that you would like to be spending with your family?

--	--	--	--	--

75.03 Do you ever wish you had more time to relax or take part in other activities?

--	--	--	--	--

75.04 Do you ever doubt your ability to succeed in business?

--	--	--	--	--

- 75.05 Do you ever wish that you had taken more time to prepare yourself for managing your own business? ☐ ☐ ☐ ☐ ☐
- 75.06 Are there ever times when you have seriously thought you would be happier as an employee? ☐ ☐ ☐ ☐ ☐
- 75.07 Do you find that owning and running your own business offers you a greater challenge than working for others? ☐ ☐ ☐ ☐ ☐
- 75.08 Do you get more personal satisfaction as an owner than you did as an employee? ☐ ☐ ☐ ☐ ☐
- 75.09 Does making important decisions worry you? ☐ ☐ ☐ ☐ ☐
- 75.10 Does it worry you when any of your employees make decisions on their own? ☐ ☐ ☐ ☐ ☐
- 75.11 Are you enthusiastic about your business and its chances of success? ☐ ☐ ☐ ☐ ☐
- 75.12 Do you ever regret investing money in your own business? ☐ ☐ ☐ ☐ ☐
- 75.13 Do you ever seriously wish you did not have so many business/work problems to face? ☐ ☐ ☐ ☐ ☐
- 75.14 Do you ever seriously regret not having the security of regular and known income as an employee? ☐ ☐ ☐ ☐ ☐
- 75.15 Does the fact that you are responsible to others (e.g. partners, shareholders, creditors, customers) worry you at all? ☐ ☐ ☐ ☐ ☐
- 75.16 Are you ever seriously tempted to quit? ☐ ☐ ☐ ☐ ☐
- 75.17 Do your business/work worries ever have any effect on your health? ☐ ☐ ☐ ☐ ☐
- 75.18 Do you find that you have to spend so much time attending to immediate problems that you have no time to consider and make thoughtful decisions on more important matters? ☐ ☐ ☐ ☐ ☐
- 75.19 If this business fails, do you think you would ever try again? YES ☐ NO ☐
- 75.20 Do you really think that you are suited to being an owner/manager? YES ☐ NO ☐
- 75.21 Despite all the problems, do you really enjoy owning and operating your own business? YES ☐ NO ☐

- 75.22 What do you think is your most serious weakness as a small business owner/manager (i.e. what aspect of the task do you find most difficult)?

- 75.23 What do you think are the main differences between people who go into business for themselves and those who prefer to work for others?

- 75.24 What are your business plans for the future?

PART Q	BUSINESS PERFORMANCE
--------	----------------------

76. Status of the firm? OPERATING ☐ CLOSED ☐

77. If CLOSED, what reason(s) do you give for closing?

78. Below are a number of questions about your business, its growth in staff employed and sales income, its profits, assets and liabilities. From the figures you provide certain ratios and other calculations will be produced to give a single score for your business performance. Please provide accurate figures and as much information as you can. You may round figures to the nearest \$100 if wished.

- 78.01 Number of Years in Business ☐ YEARS

78.02 Sales Income

(Should include all sales (i.e. cash and credit) all fees earned, commissions etc. net of any returns out.)

FIRST FULL YEAR IN BUSINESS

\$	
\$	

MOST RECENT FULL YEAR

§

78.03 Employment

(Number of persons employed full-time or equivalent (including unpaid family or relations) for periods of at least three months.)

AT START OF BUSINESS

AT PRESENT

78.04 Net Earnings

(Should represent the true earnings of the business before taxation and adjusted for owner "wages" etc.)

NET EARNINGS/PROFIT FOR FIRST FULL YEAR

8

NET EARNINGS/PROFIT FOR MOST RECENT FULL YEAR

78.05 to 78.08 Balance Sheet Data

Balance Sheets as at	END FIRST YEAR	END MOST RECENT YEAR
1939	1940	1941
1940	1941	1942
1941	1942	1943
1942	1943	1944
1943	1944	1945
1944	1945	1946
1945	1946	1947
1946	1947	1948
1947	1948	1949
1948	1949	1950
1949	1950	1951
1950	1951	1952
1951	1952	1953
1952	1953	1954
1953	1954	1955
1954	1955	1956
1955	1956	1957
1956	1957	1958
1957	1958	1959
1958	1959	1960
1959	1960	1961
1960	1961	1962
1961	1962	1963
1962	1963	1964
1963	1964	1965
1964	1965	1966
1965	1966	1967
1966	1967	1968
1967	1968	1969
1968	1969	1970
1969	1970	1971
1970	1971	1972
1971	1972	1973
1972	1973	1974
1973	1974	1975
1974	1975	1976
1975	1976	1977
1976	1977	1978
1977	1978	1979
1978	1979	1980
1979	1980	1981
1980	1981	1982
1981	1982	1983
1982	1983	1984
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2004	2005	2006
2005	2006	2007
2006	2007	2008
2007	2008	2009
2008	2009	2010
2009	2010	2011
2010	2011	2012
2011	2012	2013
2012	2013	2014
2013	2014	2015
2014	2015	2016
2015	2016	2017
2016	2017	2018
2017	2018	2019
2018	2019	2020
2019	2020	2021
2020	2021	2022
2021	2022	2023
2022	2023	2024
2023	2024	2025
2024	2025	2026
2025	2026	2027
2026	2027	2028
2027	2028	2029
2028	2029	2030
2029	2030	2031
2030	2031	2032
2031	2032	2033
2032	2033	2034
2033	2034	2035
2034	2035	2036
2035	2036	2037
2036	2037	2038
2037	2038	2039
2038	2039	2040
2039	2040	2041
2040	2041	2042
2041	2042	2043
2042	2043	2044
2043	2044	2045
2044	2045	2046
2045	2046	2047
2046	2047	2048
2047	2048	2049
204		

END FIRST YEAR

END MOST
RECENT YEAR

Assets

Fixed (Equipment etc)

Current - Stock

Cash, Bank

Debtors

others

Total Assets

Liabilities

Long Term Loans

Current - Creditors

Overdraft

others

Total Liabilities

Net Worth/Deficiency

Depreciation written off

APPENDIX D

POSTAL SURVEY OF 2,000 WESTERN AUSTRALIAN BUSINESS FIRMS

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One-way frequency distributions of data from the survey were presented in Section 1.41.

1. THE SAMPLE

To gain a more acceptable appraisal of the structure of Western Australian industry and commerce, and to provide a meaningful basis for the stratification of the research sample, a postal survey was undertaken. The sample was randomly selected by using the Western Australian Telephone Directory "Pink Pages" (classified business directory) for 1972-73.

Trade classifications were ignored, every entry therein being numbered and the sample selected by the use of a table of random numbers, without replacement. The questionnaire and reply-paid envelope were then posted to all business firms thus selected. The questionnaires were addressed specifically to the "Manager" or "Managing Director" as appropriate. Selection of firms proceeded until 2,000 useable returns were received. A total of 3,614 questionnaires were issued, the return rate being 55.34%. The high rate of return was attributed to a simple questionnaire (requiring an average of five minutes to complete), and certain fortuitous publicity in the media about the author's study and small business problems generally, just prior to the postal survey.

2. THE QUESTIONNAIRE

See next page.

POSTAL SURVEY OF BUSINESS CHARACTERISTICS IN
WESTERN AUSTRALIA

Dear Sir or Madam,

This short questionnaire represents a postal survey of industry and commerce in Western Australia. It is part of a larger and more detailed examination of the main features of business enterprise in this State, dealing particularly with the problems of small business.

It is hoped that you will assist with this survey by providing a few minutes of your time to answer the following questions about your firm, and return the completed form to me in the pre-paid envelope provided.

This survey is a private endeavour, not being associated in any way with any business, institution or government. All replies are anonymous and there is no way in which your firm's name can be associated with your replies. I assure you of complete confidentiality.

Please mark (TICK or CROSS) the appropriate box for each question - only one box should be marked for each question. Please accept my sincere thanks for your co-operation.

Yours sincerely,

Alan J. Williams

Alan J. Williams
 Department of Management
 W.A. Institute of Technology
 Telephone Extension 7840

PAGE TWO - PLEASE RETURN THIS SHEET IN THE ENVELOPE!

1. Based on dollar sales income, what is your firm's main area of business activity?

MINING

RETAILING

MANUFACTURING

WHOLESALE

ELECTRICITY/GAS

SERVICES

2. What type of legal organisation is your firm?

SOLE TRADER

PRIVATE COMPANY

PARTNERSHIP

PUBLIC COMPANY

3. How many persons (full-time or equivalent) did you employ continuously (for about 2 months) during the past 3 months? (include proprietors, partners and directors, if employed in the actual work of the firm)

UNDER 4

☐
☐
☐
☐

51 - 100

☐
☐
☐
☐

4 - 10

101 - 500

11 - 20

OVER 500

21 - 50

4. What was your firm's sales income (turnover or gross earnings) for the most recent full year of business?

UNDER \$5,000

☐
☐
☐
☐

\$50,001 - \$100,000

☐
☐
☐

\$5,000 - \$10,000

\$100,001 - \$250,000

\$10,001 - \$20,000

OVER \$250,000

\$20,001 - \$50,000

5. If your firm is a partnership, how many partners (both active and inactive) are there?

TWO

☐
☐

THREE

☐
☐

FOUR

☐

FIVE

MORE THAN FIVE

☐

6. If a sole trader, partnership or private company, do you have your wife and/or children working in the firm?

YES

☐

NO

☐

7. If a sole trader, partnership or private company, are you, as chief executive, the son or grandson (or daughter or granddaughter) of the firm's founder?

YES

☐

NO

☐

8. If your firm has less than 50 employees, indicate the age of your firm.

UNDER 1 YEAR

☐
☐
☐
☐

4 - 5 YEARS

☐
☐
☐
☐

1 - 2 YEARS

5 - 10 YEARS

2 - 3 YEARS

10 - 20 YEARS

3 - 4 YEARS

OVER 20 YEARS

3. CROSSTABULATIONS

In each cell of the following Tables, the figures represent:

FREQUENCY	
ROW PERCENT	↔
COLUMN PERCENT	↑↓
TOTAL PERCENT	

In some cases, cell percentages do not total the shown row or column percentages because of rounding.

TABLE D1 INDUSTRIAL GROUPING BY MODE OF OWNERSHIP

INDUSTRIAL GROUPING	MODE OF OWNERSHIP				
	Sole Trader	Partner- ship	Private Company	Public Company	Row Totals
Mining	-	-	6	6	12
	-	-	50.0	50.0	-
	-	-	1.0	3.8	-
	-	-	0.3	0.3	0.6
Manufacturing	30	42	98	111	281
	10.7	14.9	34.9	39.5	-
	7.7	4.9	16.7	69.4	-
	1.5	2.1	4.9	5.6	14.1
Electricity/ Gas	-	-	2	6	8
	-	-	25.0	75.0	-
	-	-	0.4	3.7	-
	-	-	0.1	0.3	0.4
Retail	185	440	166	1	792
	23.4	55.5	21.0	0.1	-
	47.2	51.0	28.3	0.6	-
	9.2	22.0	8.3	0.1	39.6
Wholesale	19	75	181	21	296
	6.4	25.3	61.2	7.1	-
	4.8	8.7	30.9	13.1	-
	1.0	3.7	9.1	1.0	14.8
Services	158	305	133	15	611
	25.9	49.9	21.8	2.4	-
	40.3	35.4	22.7	9.4	-
	7.9	15.2	6.6	0.8	30.5
Column Totals	392	862	586	160	2000
	19.6	43.1	29.3	8.0	100.0

TABLE D2 INDUSTRIAL GROUPING BY FULL-TIME EQUIVALENT EMPLOYEES*

INDUSTRIAL GROUPING	FULL-TIME EQUIVALENT EMPLOYEES							Row Totals
	Under 4	4-10	11-20	21-50	51-100	101-500	Over 500	
Mining	-	-	-	-	-	6	6	12
	-	-	-	-	-	50.0	50.0	-
	-	-	-	-	-	20.0	37.5	-
	-	-	-	-	-	0.3	0.3	0.6
Manufacturing	46	61	93	44	28	6	3	281
	16.4	21.7	33.1	15.7	10.0	2.1	1.0	-
	5.3	9.4	33.2	42.3	60.9	20.0	18.8	-
	2.3	3.1	4.6	2.2	1.4	0.3	0.2	14.1
Electricity/ Gas	-	-	-	-	-	5	3	8
	-	-	-	-	-	62.5	37.5	-
	-	-	-	-	-	16.7	18.8	-
	-	-	-	-	-	0.3	0.1	0.4
Retail	418	273	78	13	4	5	1	792
	52.8	34.5	9.9	1.6	0.5	0.6	0.1	-
	47.9	41.9	27.9	12.5	8.7	16.7	6.2	-
	20.9	13.6	3.9	0.7	0.2	0.2	0.1	39.6
Wholesale	36	116	84	39	12	6	3	296
	12.2	39.2	28.4	13.2	4.0	2.0	1.0	-
	4.1	17.8	30.0	37.5	26.1	20.0	18.8	-
	1.8	5.8	4.2	1.9	0.6	0.3	0.1	14.8
Services	372	202	25	8	2	2	-	611
	60.9	33.1	4.1	1.3	0.3	0.3	-	-
	42.7	30.9	8.9	7.7	4.3	6.6	-	-
	18.6	10.1	1.3	0.4	0.1	0.1	-	30.5
Column Totals	872	652	280	104	46	30	16	2000
	43.6	32.6	14.0	5.2	2.3	1.5	0.8	100.0

* Includes Working Proprietors, Directors, Partners

TABLE D3 INDUSTRIAL GROUPING BY SALES INCOME (ANNUAL)

INDUSTRIAL GROUPING	SALES INCOME (ANNUAL)							Row Totals
	Under \$5000	\$5000- \$10000	\$10001- \$20000	\$20001- \$50000	\$50001- \$100000	\$100001- \$250000	Over \$250000	
Mining	-	-	1	1	1	3	6	12
	-	-	8.3	8.3	8.3	25.0	50.0	-
	-	-	0.3	0.1	0.3	1.5	11.5	-
	-	-	0.1	0.1	0.1	0.2	0.3	0.6
Manufacturing	4	3	17	52	81	102	22	281
	1.4	1.1	6.1	18.5	28.8	36.3	7.8	-
	2.4	2.6	4.9	6.6	24.7	49.5	42.3	-
	0.2	0.2	0.9	2.6	4.0	5.1	1.1	14.1
Electricity/ Gas	-	-	-	-	-	3	5	8
	-	-	-	-	-	37.5	62.5	-
	-	-	-	-	-	1.5	9.6	-
	-	-	-	-	-	0.2	0.2	0.4
Retail	88	47	131	315	142	61	8	792
	11.1	5.9	16.5	39.8	17.9	7.7	1.0	-
	52.4	41.2	38.1	40.0	43.3	29.6	15.4	-
	4.4	2.3	6.5	15.8	7.1	3.0	0.4	39.6
Wholesale	6	11	72	96	84	20	7	296
	2.0	3.7	24.3	32.4	28.4	6.8	2.4	-
	3.6	9.7	20.9	12.2	25.6	9.7	13.5	-
	0.3	0.6	3.6	4.8	4.2	1.0	0.4	14.8
Services	70	53	123	324	20	17	4	611
	11.5	8.7	20.1	53.0	3.3	2.8	0.7	-
	41.7	46.5	35.8	41.1	6.1	8.3	7.7	-
	3.5	2.6	6.1	16.7	1.0	0.8	0.2	30.5
Column Totals	168	114	344	788	328	206	52	2000
	8.4	5.7	17.2	39.4	16.4	10.3	2.6	100.0

TABLE D4 INDUSTRIAL GROUPING BY AGE*

INDUSTRIAL GROUPING	AGE								Row Totals
	Under 1 yr	1-2 yrs	2-3 yrs	3-4 yrs	4-5 yrs	5-10 yrs	10-20 yrs	Over 20 yrs	
Mining	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Manufacturing	82	50	37	27	23	15	7	3	244
	33.6	20.5	15.2	11.1	9.4	6.2	2.9	1.2	-
	14.4	12.1	12.3	11.3	11.3	14.9	11.9	13.0	-
	4.3	2.6	1.9	1.4	1.2	0.8	0.4	0.2	12.8
Electricity/ Gas	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Retail	222	177	132	101	78	39	24	9	782
	28.4	22.6	16.9	12.9	10.0	5.0	3.1	1.2	-
	39.0	43.0	44.0	42.3	38.2	38.6	40.7	39.1	-
	11.6	9.3	6.9	5.3	4.1	2.0	1.3	0.5	41.0
Wholesale	81	61	40	35	28	16	10	4	275
	29.5	22.2	14.6	12.7	10.2	5.8	3.6	1.5	-
	14.2	14.8	13.3	14.6	13.7	15.8	17.0	17.4	-
	4.3	3.2	2.1	1.8	1.5	0.8	0.5	0.2	14.4
Services	185	124	92	76	75	31	18	7	607
	30.5	20.4	15.0	12.5	12.5	5.1	3.0	1.2	-
	32.5	30.1	30.3	31.8	36.8	30.7	30.5	30.4	-
	9.7	6.5	4.8	4.0	3.9	1.6	0.9	0.4	31.8
Column Totals	570	412	300	239	204	101	59	23	1908
	29.9	21.6	15.7	12.5	10.7	5.3	3.1	1.2	100.0

* This Table includes only those 1908 firms reporting 50 or fewer F.T.E. employees. All percentages are based on that total.

TABLE D5 MODE OF OWNERSHIP BY FULL-TIME-EQUIVALENT EMPLOYEE

MODE OF OWNERSHIP	FULL-TIME-EQUIVALENT EMPLOYEES							Row Totals
	Under 4	4-10	11-20	21-50	51-100	101-500	Over 500	
Sole Trader	197	133	59	3	-	-	-	392
	50.2	33.9	15.1	0.8	-	-	-	-
	22.6	20.4	21.1	2.9	-	-	-	-
	9.9	6.7	3.0	0.2	-	-	-	19.6
Partnership	457	281	96	17	6	4	1	862
	53.0	32.6	11.1	2.0	0.7	0.5	0.1	-
	52.4	43.1	34.3	16.4	13.0	13.3	6.3	-
	22.9	14.1	4.8	0.9	0.3	0.2	0.1	43.1
Private Company	215	226	86	24	17	11	7	586
	36.7	38.6	14.7	4.1	2.9	1.9	1.2	-
	24.7	34.7	30.7	23.1	37.0	36.7	43.8	-
	10.8	11.3	4.3	1.2	0.9	0.6	0.4	29.3
Public Company	3	12	39	60	23	15	8	160
	1.9	7.5	24.4	37.5	14.4	9.4	5.0	-
	0.3	1.8	13.9	57.7	50.0	50.0	50.0	-
	0.2	0.6	2.0	3.0	1.2	0.8	0.4	8.0
Column Totals	872	652	280	104	46	30	16	2000
	43.6	32.6	14.0	5.2	2.3	1.5	0.8	100.0

TABLE D6 MODE OF OWNERSHIP BY SALES INCOME

MODE OF OWNERSHIP	SALES INCOME (ANNUAL)							Row Totals
	Under \$5000	\$5000-\$10000	\$10001-\$20000	\$20001-\$50000	\$50001-\$100000	\$100001-\$250000	Over \$250000	
Sole Trader	54	30	77	160	47	19	5	392
	13.8	7.7	19.6	40.8	12.0	4.9	1.3	-
	32.1	26.3	22.4	20.3	14.3	9.2	9.6	-
	2.7	1.5	3.9	8.0	2.4	1.0	0.3	19.6
Partnership	66	49	179	399	101	57	11	862
	7.7	5.7	20.8	46.3	11.7	6.6	1.3	-
	39.3	43.0	52.0	50.6	30.8	27.7	21.2	-
	3.3	2.5	9.0	20.0	5.1	2.9	0.6	43.1
Private Company	40	26	74	186	149	94	17	586
	6.8	4.4	12.6	31.7	25.4	16.0	2.9	-
	23.8	22.8	21.5	23.6	45.4	45.6	32.7	-
	2.0	1.3	3.7	9.3	7.5	4.7	0.9	29.3
Public Company	8	9	14	43	31	36	19	160
	5.0	5.6	8.8	26.9	19.4	22.5	11.9	-
	4.8	7.9	4.1	5.5	9.5	17.5	36.5	-
	0.4	0.5	0.7	2.2	1.6	1.8	1.0	8.0
Column Totals	168	114	344	788	328	206	52	2000
	8.4	5.7	17.2	39.4	16.4	10.3	2.6	100.0

TABLE D7 MODE OF OWNERSHIP BY AGE*

MODE OF OWNERSHIP	AGE								Row Totals
	Under 1 yr	1-2 yrs	2-3 yrs	3-4 yrs	4-5 yrs	5-10 yrs	10-20 yrs	Over 20 yrs	
Sole Trader	128	90	63	43	33	17	10	5	389
	32.9	23.1	16.2	11.1	8.5	4.4	2.6	1.3	-
	22.5	21.9	21.0	18.0	16.2	16.8	17.0	21.7	-
	6.7	4.7	3.3	2.3	1.7	0.9	0.5	0.3	20.4
Partnership	257	214	111	108	96	43	20	7	856
	30.0	25.0	13.0	12.6	11.2	5.0	2.3	0.8	-
	45.1	51.9	37.0	45.2	47.1	42.6	33.9	30.4	-
	13.5	11.2	5.8	5.7	5.0	2.3	1.1	0.4	44.8
Private Company	172	96	113	74	59	29	21	8	572
	30.1	16.8	19.8	12.9	10.3	5.1	3.7	1.4	-
	30.2	23.3	37.7	31.0	28.9	28.7	35.6	34.8	-
	9.0	5.0	5.9	3.9	3.1	1.5	1.1	0.4	30.0
Public Company	13	12	13	14	16	12	8	3	91
	14.3	13.2	14.3	15.4	17.6	13.2	8.8	3.3	-
	2.3	2.9	4.3	5.9	7.8	11.9	13.6	13.0	-
	0.7	0.6	0.7	0.7	0.8	0.6	0.4	0.2	4.8
Column Totals	570	412	300	239	204	101	59	23	1908
	29.9	21.6	15.7	12.5	10.7	5.3	3.1	1.2	100.0

* This Table includes only those 1908 firms reporting 50 or fewer F.T.E. employees. All percentages are based on that total.

TABLE D8 FULL-TIME-EQUIVALENT EMPLOYEES BY SALES INCOME

F.T.E. EMPLOYEES	SALES INCOME (ANNUAL)							Row Totals
	Under \$5000	\$5000- \$10000	\$10001- \$20000	\$20001- \$50000	\$50001- \$100000	\$100001- \$250000	Over \$250000	
Less Than 4	82	54	197	360	138	41	-	872
	9.4	6.2	22.6	41.3	15.8	4.7	-	-
	48.8	47.4	57.3	45.7	42.1	19.9	-	-
	4.1	2.7	9.9	18.0	6.9	2.1	-	43.6
4-10	57	26	72	297	78	117	5	652
	8.7	4.0	11.0	45.6	12.0	17.9	0.8	-
	33.9	22.8	20.9	37.7	23.8	56.8	9.6	-
	2.9	1.3	3.6	14.9	3.9	5.9	0.3	32.6
11-20	20	24	59	97	55	17	8	280
	7.1	8.6	21.1	34.6	19.6	6.1	2.9	-
	11.9	21.1	17.1	12.3	16.8	8.3	15.4	-
	1.0	1.2	3.0	4.9	2.8	0.9	0.4	14.0
21-50	9	7	10	26	33	12	7	104
	8.7	6.7	9.6	25.0	31.7	11.6	6.7	-
	5.4	6.1	2.9	3.3	10.1	5.8	13.5	-
	0.5	0.4	0.5	1.3	1.7	0.6	0.4	5.2
51-100	-	2	2	5	12	11	14	46
	-	4.3	4.4	10.9	26.1	23.9	30.4	-
	-	1.8	0.6	0.6	3.6	5.3	26.9	-
	-	0.1	0.1	0.3	0.6	0.6	0.7	2.3
101-500	-	1	2	3	8	6	10	30
	-	3.3	6.7	10.0	26.7	20.0	33.3	-
	-	0.8	0.6	0.4	2.4	2.9	19.2	-
	-	0.1	0.1	0.2	0.4	0.3	0.5	1.5
Over 500	-	-	2	-	4	2	8	16
	-	-	12.5	-	25.0	12.5	50.0	-
	-	-	0.6	-	1.2	1.0	15.4	-
	-	-	0.1	-	0.2	0.1	0.4	0.8
Column Totals	168	114	344	788	328	206	52	2000
	8.4	5.7	17.2	39.4	16.4	10.3	2.6	100.0

TABLE D9 FULL-TIME-EQUIVALENT EMPLOYEES BY AGE *

F.T.E. EMPLOYEES	AGE								
	Under 1 yr	1-2 yrs	2-3 yrs	3-4 yrs	4-5 yrs	5-10 yrs	10-20 yrs	Over 20 yrs	Row Totals
Less Than 4	262	182	133	103	103	38	17	4	842
	31.1	21.6	15.8	12.2	12.2	4.5	2.0	0.5	-
	46.0	44.2	44.3	43.1	50.5	37.6	28.8	17.4	-
	13.7	9.5	7.0	5.4	5.4	2.0	0.9	0.2	44.1
4-10	202	146	102	82	48	29	19	4	632
	32.0	23.1	16.1	13.0	7.6	4.6	3.0	0.6	-
	35.4	35.4	34.0	34.3	23.5	28.7	32.2	17.4	-
	10.6	7.7	5.4	4.3	2.5	1.5	1.0	0.2	33.1
11-20	67	55	45	37	34	21	9	2	270
	24.8	20.4	16.7	13.7	12.6	7.8	3.3	0.7	-
	11.8	13.4	15.0	15.5	16.7	20.8	15.3	8.7	-
	3.5	2.9	2.4	1.9	1.8	1.1	0.5	0.1	14.2
21-50	27	21	13	9	9	5	6	4	94
	28.7	22.3	13.8	9.6	9.6	5.3	6.4	4.3	-
	4.7	5.1	4.3	3.8	4.4	5.0	10.2	17.4	-
	1.4	1.1	0.7	0.5	0.5	0.3	0.3	0.2	4.9
51-100	9	5	4	3	5	3	4	3	36
	25.0	13.9	11.1	8.3	13.9	8.3	11.1	8.3	-
	1.6	1.2	1.3	1.3	2.5	3.0	6.8	13.0	-
	0.5	0.3	0.2	0.2	0.3	0.2	0.2	0.2	1.9
101-500	2	2	2	3	3	3	2	3	20
	10.0	10.0	10.0	15.0	15.0	15.0	10.0	15.0	-
	0.4	0.5	0.7	1.3	1.5	3.0	3.4	13.0	-
	0.1	0.1	0.1	0.2	0.2	0.2	0.1	0.2	1.1
Over 500	1	1	1	2	2	2	2	3	14
	7.1	7.1	7.1	14.3	14.3	14.3	14.3	21.4	-
	0.2	0.2	0.3	0.8	1.0	2.0	3.4	13.0	-
	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.7
Column Totals	570	412	300	239	204	101	59	23	1908
	29.9	21.6	15.7	12.5	10.7	5.3	3.1	1.2	100.0

* This Table includes only those 1908 firms reporting 50 or fewer F.T.E. employees. All percentages are based on that total.

TABLE D10 SALES INCOME BY AGE*

SALES INCOME (ANNUAL)	AGE								Row Totals
	Under 1 yr	1-2 yrs	2-3 yrs	3-4 yrs	4-5 yrs	5-10 yrs	10-20 yrs	Over 20 yrs	
Under \$5000	250	200	144	86	81	31	19	6	817
	30.6	24.5	17.6	10.5	9.9	3.8	2.3	0.7	-
	43.9	48.5	48.0	36.0	39.7	30.7	32.2	26.1	-
	13.1	10.5	7.6	4.5	4.3	1.6	1.0	0.3	42.8
\$4000-\$10000	213	128	86	81	59	27	13	4	611
	34.9	21.0	14.1	13.3	9.7	4.4	2.1	0.7	-
	37.4	31.1	28.7	33.9	28.9	26.7	22.0	17.4	-
	11.2	6.7	4.5	4.3	3.1	1.4	0.7	0.2	32.0
\$10001-\$20000	59	53	40	46	43	19	10	3	273
	21.6	19.4	14.7	16.9	15.8	7.0	3.7	1.1	-
	10.4	12.9	13.3	19.3	21.1	18.8	17.0	13.0	-
	3.1	2.8	2.1	2.4	2.3	1.0	0.5	0.2	14.3
\$20001-\$50000	37	21	16	13	10	14	7	3	121
	30.6	17.4	13.2	10.7	8.3	11.6	5.8	2.5	-
	6.5	5.1	5.3	5.4	4.9	13.9	11.9	13.0	-
	1.9	1.1	0.8	0.7	0.5	0.7	0.4	0.2	6.4
\$50001-\$100000	5	5	7	7	6	5	5	4	44
	11.4	11.4	15.9	15.9	13.6	11.4	11.4	9.1	-
	0.9	1.2	2.3	2.9	2.9	5.0	8.5	17.4	-
	0.3	0.3	0.4	0.4	0.3	0.3	0.3	0.2	2.3
\$100001-\$250000	3	3	4	3	3	3	4	2	25
	12.0	12.0	16.0	12.0	12.0	12.0	16.0	8.0	-
	0.5	0.7	1.3	1.3	1.5	3.0	6.8	8.7	-
	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	1.3
Over \$250000	3	2	3	3	2	2	1	1	17
	17.7	11.8	17.7	17.7	11.8	11.8	5.9	5.9	-
	0.5	0.5	1.0	1.3	1.0	2.0	1.7	4.3	-
	0.2	0.1	0.2	0.2	0.1	0.1	0.1	0.1	0.9
Column Totals	570	412	300	239	204	101	59	23	1908
	29.9	21.6	15.7	12.5	10.7	5.3	3.1	1.2	100.0

* This Table includes only those 1908 firms reporting 50 or fewer F.T.E. employees. All percentages are based on that total.

APPENDIX E

SURVEY OF 863 BUSINESS FAILURES

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One-way frequency distributions of data from the survey were presented in Section 1.5.

1. THE PROCEDURE

While some information is becoming available about the causes of business failure in Australia (see Section 1.5) practically nothing is known about the actual firms which fail. The author had come to expect that most business failures would involve small firms and newer firms. Verification of such expectations would provide further justification for this and similar studies, in that the small firm is dominated by the owner/manager who therefore is worthy of intensive study, and it is in the formative period when managerial expertise is so lacking and role stress so prevalent, that most failures occur.

Many, and without doubt the majority of, small business failures are never processed through any formal channels and there is no verifiable record of such events. The author studies available records of formal bankruptcies, assignments and arrangements in Melbourne and Perth from July 1960 to June 1963 and July 1970 to June 1973.

Data thus obtained from Statements of Affairs and other material made available relate to the age of failed firms, their size (based on full-time-equivalent employees), the extent of liabilities incurred and the recorded deficiencies. Tables 1.19, 1.20 and 1.21, in Section 1.5, provide figures on age, size and liabilities. In addition to these tabular data, it was also determined that the 863 failures averaged assets estimated to be worth \$7,638 and liabilities of \$11,913, resulted in 6,943 individuals becoming

unemployed and caused financial loss to a reported 9,497 creditors. A total of 1,126 families were involved in the bankruptcy or like proceedings.

2. CROSSTABULATIONS

In each cell of the following Tables, the figures represent:

FREQUENCY	
ROW PERCENT	↔
COLUMN PERCENT	↕
TOTAL PERCENT	

In some cases, cell percentages do not total the shown row or column percentages because of rounding.

TABLE E1 AGE BY FULL-TIME-EQUIVALENT EMPLOYEES

AGE	FULL-TIME-EQUIVALENT EMPLOYEES							Row Totals
	Under 4	4-10	11-20	21-50	51-100	101-500	Over 500	
Under 1 yr	116	67	38	12	5	-	-	238
	48.7	28.2	16.0	5.0	2.1	-	-	-
	32.6	28.2	26.0	18.5	10.6	-	-	-
	13.4	7.8	4.4	1.4	0.6	-	-	27.6
1-2 yrs	43	41	20	10	5	-	-	119
	36.1	34.5	16.8	8.4	4.2	-	-	-
	12.1	17.2	13.7	15.4	10.6	-	-	-
	5.0	4.8	2.3	1.2	0.6	-	-	13.8
2-3 yrs	43	18	21	9	6	1	-	98
	43.0	18.4	21.4	9.2	6.1	1.0	-	-
	12.1	7.6	14.4	13.9	12.8	11.1	-	-
	5.0	2.1	2.4	1.0	0.7	0.1	-	11.2
3-4 yrs	28	27	19	8	4	1	-	87
	32.2	31.0	21.9	9.2	4.6	1.2	-	-
	7.9	11.3	13.0	12.3	8.5	11.1	-	-
	3.2	3.1	2.2	0.9	0.5	0.1	-	10.1
4-5 yrs	17	9	13	7	7	2	-	55
	30.9	16.4	23.6	12.7	12.7	3.6	-	-
	4.8	3.8	8.9	10.8	14.9	22.2	-	-
	2.0	1.0	1.5	0.8	0.8	0.2	-	6.4
5-10 yrs	28	25	11	8	6	1	1	80
	35.0	31.3	13.8	10.0	7.5	1.3	1.3	-
	7.9	10.5	7.5	12.3	12.8	11.1	50.0	-
	3.2	2.9	1.3	0.9	0.7	0.1	0.1	9.3
10-20 yrs	30	21	10	7	6	1	-	75
	40.0	28.0	13.3	9.3	8.0	1.3	-	-
	8.4	8.8	6.9	10.8	12.8	11.1	-	-
	3.5	2.4	1.2	0.8	0.7	0.1	-	8.7
Over 20 yrs	51	30	14	4	8	3	1	111
	46.0	27.0	12.6	3.6	7.2	2.7	0.9	-
	14.3	12.6	9.6	6.2	17.0	33.3	50.0	-
	5.9	3.5	1.6	0.5	0.9	0.4	0.1	12.9
Column Totals	356	238	146	65	47	9	2	863
	41.2	27.6	16.9	7.6	5.4	1.1	0.2	100.0

TABLE E2 AGE BY LIABILITIES

AGE	LIABILITIES					Row Totals
	Under \$5000	\$5000-\$25000	\$25001-\$100000	\$100001-\$1 Mill.	Over \$1 Mill.	
Under 1 yr	7	90	96	44	1	238
	2.9	37.8	40.3	18.5	0.4	-
	17.5	31.8	27.0	25.9	6.7	-
	0.8	10.4	11.1	5.1	0.1	27.6
1-2 yrs	4	53	37	24	1	119
	3.4	44.5	31.1	20.2	0.8	-
	10.0	18.7	10.4	14.1	6.7	-
	0.5	6.1	4.3	2.8	0.1	13.8
2-3 yrs	5	27	41	23	2	98
	5.1	27.6	41.8	23.5	2.0	-
	12.5	9.5	11.6	13.5	13.3	-
	0.6	3.1	4.8	2.7	0.2	11.2
3-4 yrs	5	24	39	18	1	87
	5.8	27.6	44.8	20.7	1.2	-
	12.5	8.5	11.0	10.6	6.7	-
	0.6	2.8	4.5	2.1	0.1	10.1
4-5 yrs	7	13	21	12	2	55
	12.7	23.6	38.2	21.8	3.6	-
	17.5	4.6	5.9	7.1	13.3	-
	0.8	1.5	2.4	1.4	0.2	6.4
5-10 yrs	4	21	34	19	2	80
	5.0	26.3	42.5	23.7	2.5	-
	10.0	7.4	9.6	11.2	13.3	-
	0.5	2.4	3.9	2.2	0.2	9.3
10-20 yrs	5	19	30	18	3	75
	6.7	25.3	40.0	24.0	4.0	-
	12.5	6.7	8.5	10.6	20.0	-
	0.6	2.2	3.5	2.1	0.4	8.7
Over 20 yrs	3	36	57	12	3	111
	2.7	32.4	51.4	10.8	2.7	-
	7.5	12.7	16.1	7.1	20.0	-
	0.4	4.2	6.6	1.4	0.4	12.9
Column Totals	40	283	355	170	15	863
	4.6	32.8	41.2	19.7	1.7	100.0

TABLE E3 AGE BY DEFICIENCIES

AGE	DEFICIENCIES						Row Totals
	Under \$5000	\$5000-\$10000	\$10001-\$25000	\$25001-\$50000	\$50001-\$100000	Over \$100000	
Under 1 yr	15	58	69	48	41	7	238
	6.3	24.4	29.0	20.2	17.2	2.9	-
	20.0	31.0	40.6	20.2	24.4	28.0	-
	1.7	6.7	8.0	5.6	4.8	0.8	27.6
1-2 yrs	11	46	17	15	27	3	119
	9.2	38.7	14.3	12.6	22.7	2.5	-
	14.7	24.6	10.0	6.3	16.1	12.0	-
	1.3	5.3	2.0	1.7	3.1	0.4	13.8
2-3 yrs	11	18	17	25	24	3	98
	11.2	18.4	17.4	25.5	24.5	3.1	-
	14.7	9.6	10.0	10.5	14.3	12.0	-
	1.3	2.1	2.0	2.9	2.8	0.4	11.2
3-4 yrs	17	11	13	24	20	2	87
	19.5	12.6	14.9	27.6	23.0	2.3	-
	22.7	5.9	7.7	10.1	11.9	8.0	-
	2.0	1.3	1.5	2.8	2.3	0.2	10.1
4-5 yrs	3	7	6	23	13	3	55
	5.5	12.7	10.9	41.8	23.6	5.5	-
	4.0	3.7	3.5	9.7	7.7	12.0	-
	0.4	0.8	0.7	2.7	1.5	0.4	6.4
5-10 yrs	4	9	11	38	15	3	80
	5.0	11.3	13.8	47.5	18.8	3.8	-
	5.3	4.8	6.5	16.0	8.9	12.0	-
	0.5	1.0	1.3	4.4	1.7	0.4	9.3
10-20 yrs	3	18	10	26	16	2	75
	4.0	24.0	13.3	34.7	21.3	2.7	-
	4.0	9.6	5.9	10.9	9.5	8.0	-
	0.4	2.1	1.2	3.0	1.9	0.2	8.7
Over 20 yrs	11	20	27	39	12	2	111
	9.9	18.0	24.3	35.1	10.8	1.8	-
	14.7	10.7	15.9	16.4	7.1	8.0	-
	1.3	2.3	3.1	4.5	1.4	0.2	12.9
Column Totals	75	187	170	238	168	25	863
	8.7	21.6	19.7	27.6	19.5	2.9	100.0

TABLE E4 FULL-TIME-EQUIVALENT EMPLOYEES BY LIABILITIES

F.T.E. EMPLOYEES	LIABILITIES					Row Totals
	Under \$5000	\$5000- \$25000	\$25001- \$100000	\$100001- \$1 Mill.	Over \$1 Mill.	
Less than 4	8	117	171	60	-	356
	2.3	32.9	48.0	16.9	-	-
	20.0	41.3	48.2	35.3	-	-
	0.9	13.6	19.8	7.0	-	41.2
4-10	8	122	76	32	-	238
	3.4	51.3	31.9	13.4	-	-
	20.0	43.1	21.4	18.8	-	-
	0.9	14.1	8.8	3.7	-	27.6
11-20	8	23	76	37	2	146
	5.5	15.8	52.1	25.3	1.4	-
	20.0	8.1	21.4	21.8	13.3	-
	0.9	2.7	8.8	4.3	0.2	16.9
21-50	9	14	18	21	3	65
	13.9	21.5	27.7	32.3	4.6	-
	22.5	5.0	5.1	12.4	20.0	-
	1.0	1.6	2.1	2.4	0.4	7.6
51-100	6	6	12	17	6	47
	12.8	12.8	25.5	36.2	12.8	-
	15.0	2.1	3.4	10.0	40.0	-
	0.7	0.7	1.4	2.0	0.7	5.4
101-500	1	1	2	2	3	9
	11.1	11.1	22.2	22.2	33.3	-
	2.5	0.4	0.6	1.2	20.0	-
	0.1	0.1	0.2	0.2	0.4	1.1
Over 500	-	-	-	1	1	2
	-	-	-	50.0	50.0	-
	-	-	-	0.6	6.7	-
	-	-	-	0.1	0.1	0.2
Column Totals	40	283	355	170	15	863
	4.6	32.8	41.2	19.7	1.7	100.0

TABLE E5 FULL-TIME-EQUIVALENT EMPLOYEES BY DEFICIENCIES

F.T.E. EMPLOYEES	DEFICIENCIES						Row Totals
	Under \$5000	\$5000- \$10000	\$10001- \$25000	\$25001- \$50000	\$50001- \$100000	Over \$100000	
Less Than 4	29	83	65	106	70	3	356
	8.2	23.3	18.3	29.8	19.7	0.8	-
	38.7	44.4	38.2	44.5	41.7	12.0	-
	3.4	9.6	7.5	12.3	8.1	0.4	41.2
4-10	21	59	48	55	51	4	238
	8.8	24.8	20.2	23.1	21.4	1.7	-
	28.0	31.6	28.2	23.1	30.4	16.0	-
	2.4	6.8	5.6	6.4	5.9	0.5	27.6
11-20	22	31	33	36	19	5	146
	15.1	21.2	22.6	24.7	13.0	3.4	-
	29.3	16.6	19.4	15.1	11.3	20.0	-
	2.6	3.6	3.8	4.2	2.2	0.6	16.9
21-50	2	11	16	19	13	4	65
	3.1	16.9	24.6	29.2	20.2	6.2	-
	2.7	5.9	9.4	8.0	7.7	16.0	-
	0.2	1.3	1.9	2.2	1.5	0.5	7.6
51-100	1	3	7	20	11	5	47
	2.1	6.4	14.9	42.6	23.4	10.6	-
	1.3	1.6	4.1	8.4	6.6	20.0	-
	0.1	0.4	0.8	2.3	1.3	0.6	5.4
101-500	-	-	-	-	1	1	2
	-	-	-	-	50.0	50.0	-
	-	-	-	-	0.6	4.0	-
	-	-	-	-	0.1	0.1	0.2
Column Totals	75	187	170	238	168	25	863
	8.7	21.6	19.7	27.6	19.5	2.9	100.0

TABLE E6 LIABILITIES BY DEFICIENCIES

LIABILITIES	DEFICIENCIES						Row Totals
	Under \$5000	\$5000-\$10000	\$10001-\$25000	\$25001-\$50000	\$50001-\$100000	Over \$100000	
Under \$5000	40	-	-	-	-	-	40
	100.0	-	-	-	-	-	-
	53.3	-	-	-	-	-	-
	4.6	-	-	-	-	-	4.6
\$5001-\$25000	25	161	97	-	-	-	283
	8.8	56.9	34.3	-	-	-	-
	33.3	86.1	57.1	-	-	-	-
	2.9	18.7	11.2	-	-	-	32.8
\$25001-\$100000	10	26	69	136	108	6	355
	2.8	7.3	19.4	38.3	30.4	1.7	-
	13.3	13.9	40.6	57.1	64.3	24.0	-
	1.2	3.0	8.0	15.8	12.5	0.7	41.2
\$100001-\$1 Mill	-	-	4	100	57	9	170
	-	-	2.4	58.8	33.5	5.3	-
	-	-	2.4	42.0	33.9	36.0	-
	-	-	0.5	11.6	6.6	1.0	19.7
Over \$1 Mill	-	-	-	2	3	10	15
	-	-	-	13.3	20.0	6.7	-
	-	-	-	0.8	1.8	40.0	-
	-	-	-	0.2	0.4	1.2	1.7
Column Totals	75	187	170	238	168	25	863
	8.7	21.6	19.7	27.6	19.5	2.9	100.0

APPENDIX F

DESCRIPTIVE (GRAPHICAL AND TABULAR) PRESENTATION OF ALL STUDY VARIABLES

These graphical and tabular data are related to the discussion
in Section 6.1 and should be read with same.

<i>Industrial Grouping</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>
<i>Manufacturing</i>	26	10.4
<i>Retailing</i>	108	43.2
<i>Wholesaling</i>	32	12.8
<i>Services</i>	84	33.6
	<u>250</u>	<u>100.0%</u>

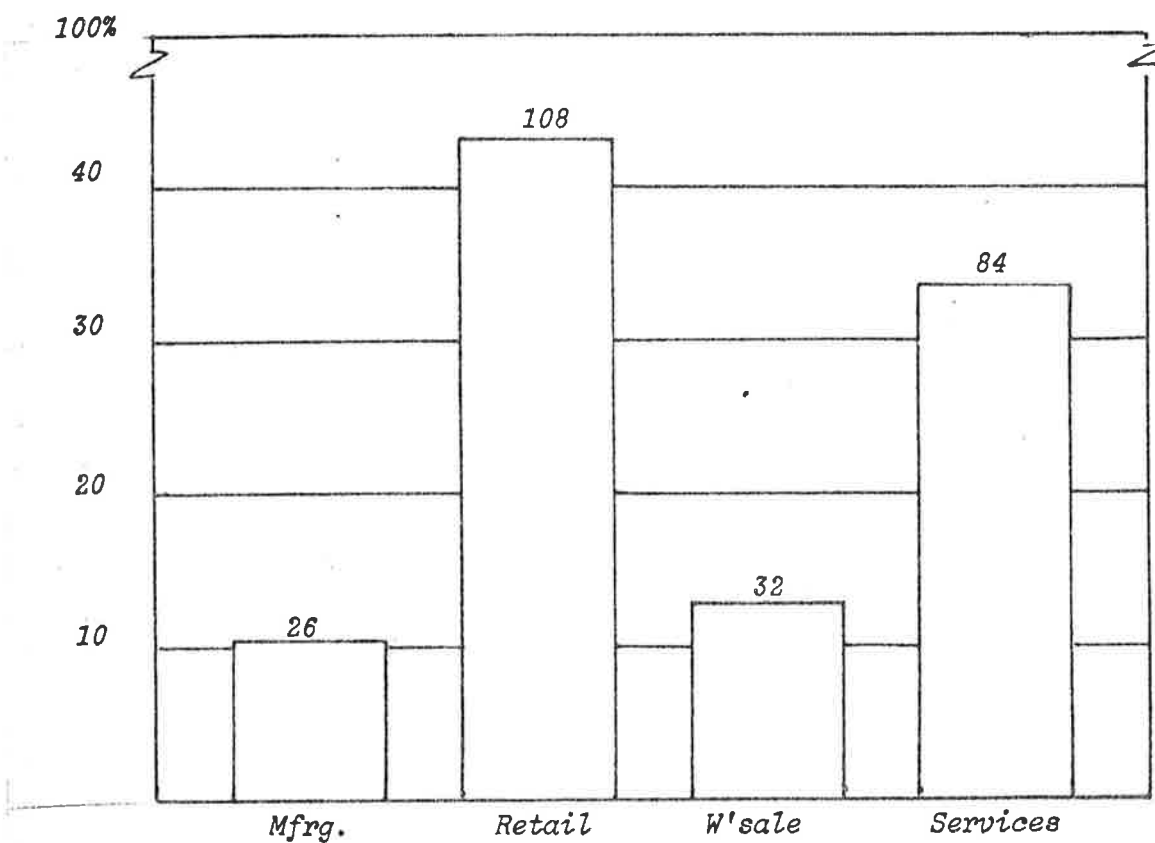


FIGURE F1 STUDY SAMPLE BY INDUSTRIAL GROUPING OF FIRM

<i>Organisational Type</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>
<i>Sole Trader</i>	78	31.2
<i>Partnership</i>	118	47.2
<i>Private Company</i>	54	21.6
	250	100.0

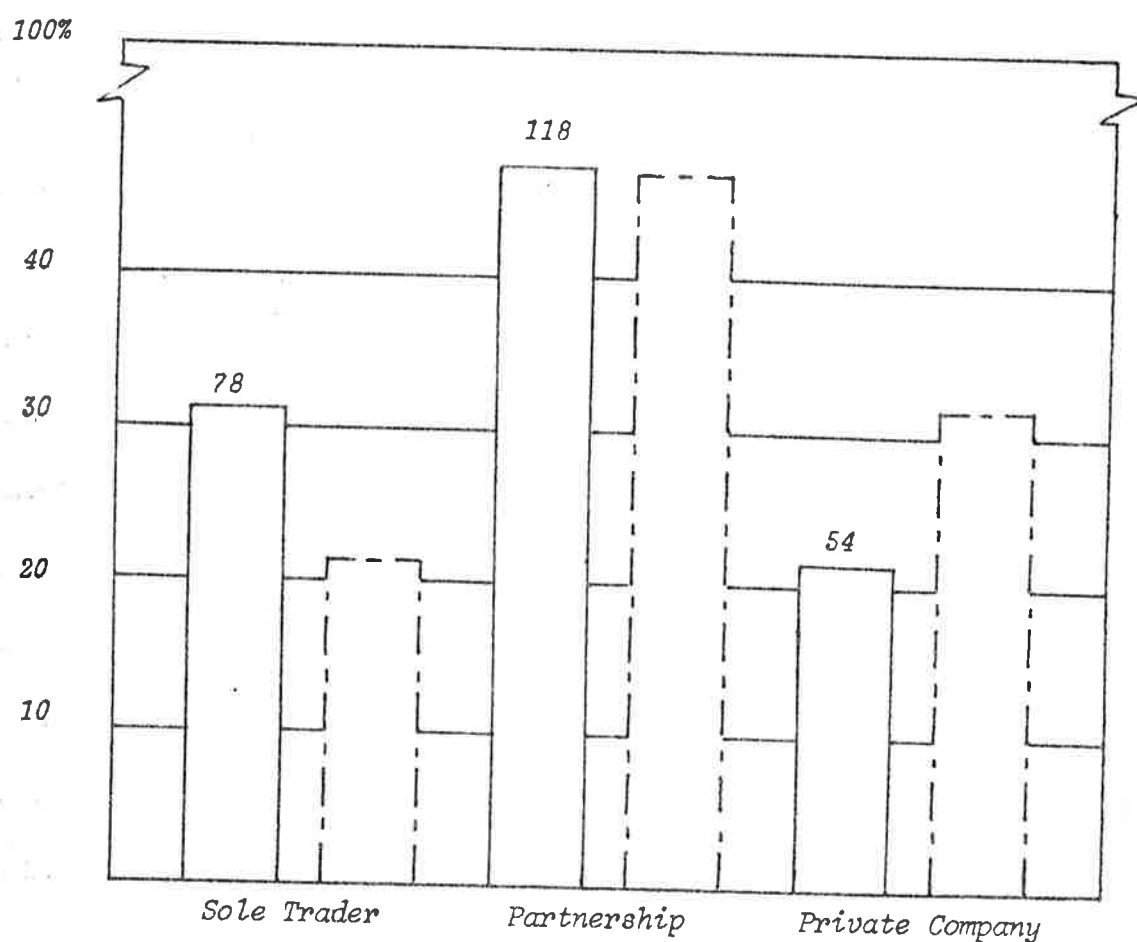


FIGURE F2 STUDY SAMPLE BY ORGANISATIONAL TYPE - COMPARED WITH 2000 FIRM SURVEY [—]

Age of Firm	Absolute Frequency	Percentage Frequency	Cumulative Percentage
Less than 1 year	81	32.4	32.4
1 - 2 years	57	22.8	55.2
2 - 3 years	36	14.4	69.6
3 - 4 years	33	13.2	82.8
4 - 5 years	22	8.8	91.6
5 - 10 years	10	4.0	95.6
10 - 20 years	7	2.8	98.4
Over 20 years	4	1.6	100.0%
	<u>250</u>	<u>100.0%</u>	

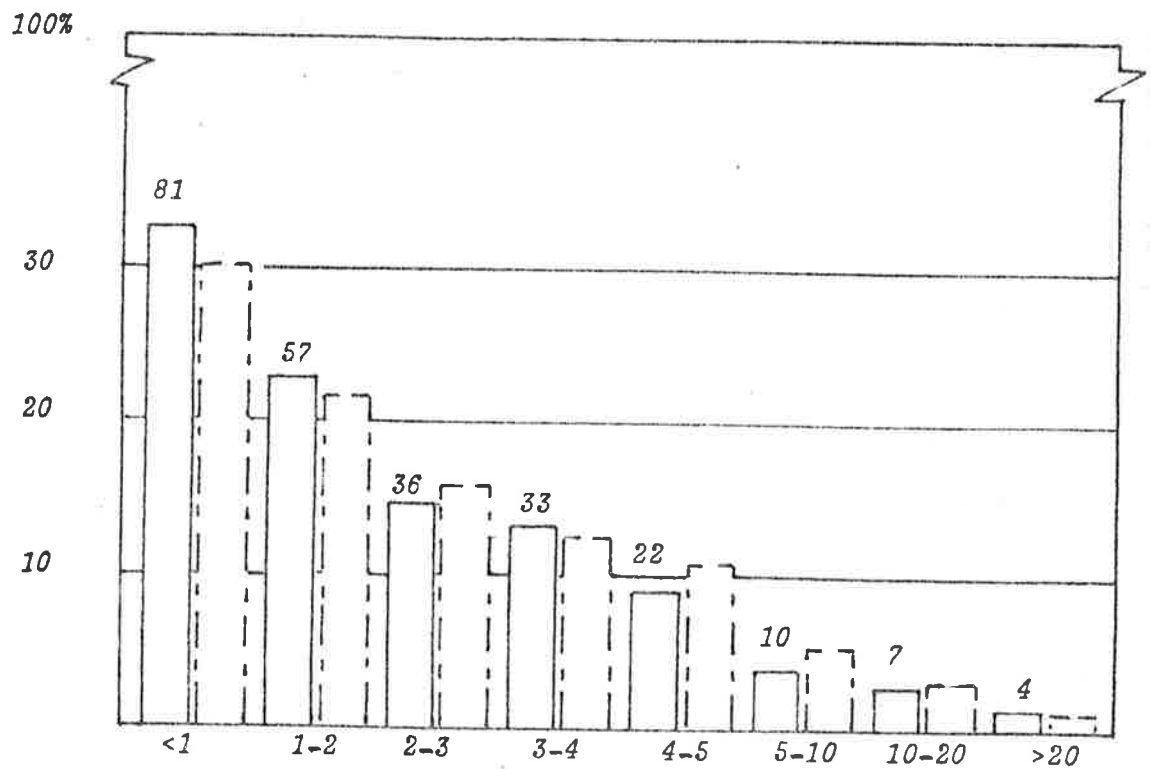


FIGURE F3 STUDY SAMPLE BY AGE (IN YEARS) - COMPARED WITH 2000 FIRM SURVEY [-]

<i>Number of Employees</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
<i>Under 4</i>	108	43.2	43.2
<i>4 - 10</i>	84	33.6	76.8
<i>11 - 20</i>	40	16.0	92.8
<i>21 - 50</i>	18	7.2	100.0%
	<u>250</u>	<u>100.0%</u>	

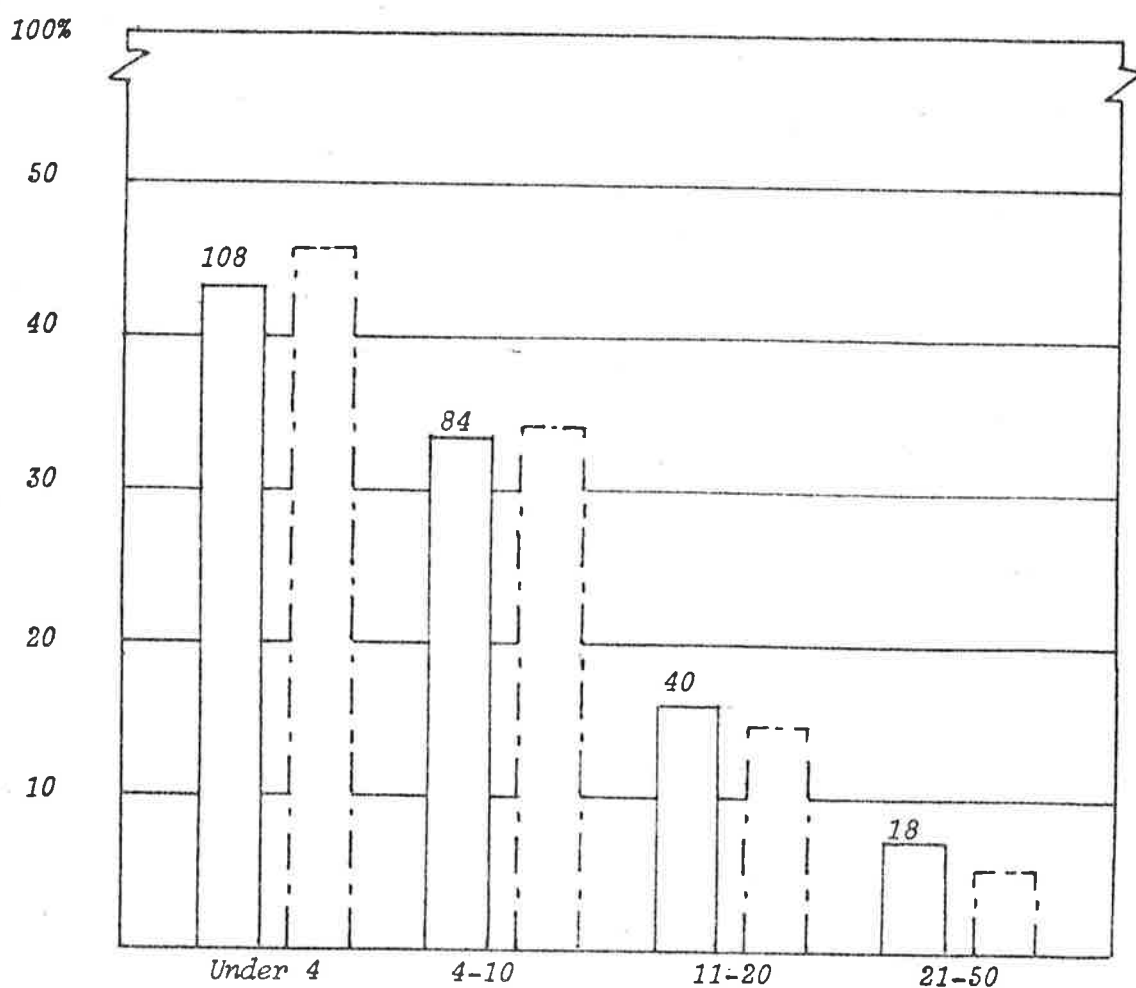


FIGURE F4 STUDY SAMPLE BY SIZE (F.T.E. EMPLOYEES) -
COMPARED WITH 2000 FIRM SURVEY [—]

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
17 - 22	-	-	-
23 - 28	12	4.8	4.8
39 - 34	22	8.8	13.6
35 - 40	41	16.4	30.0
41 - 46	38	15.2	45.2
47 - 52	21	8.4	53.6
53 - 58	16	6.4	60.0
59 - 64	33	13.2	73.2
65 - 70	26	10.4	83.6
71 - 76	36	14.4	98.0
77 - 82	5	2.0	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	51.876	<i>Median</i>	49.100
<i>Standard</i>	15.380	<i>Mode</i>	63
<i>Standard Error</i>	.973	<i>Skewness</i>	.087
<i>Variance</i>	236.535	<i>Range</i>	54

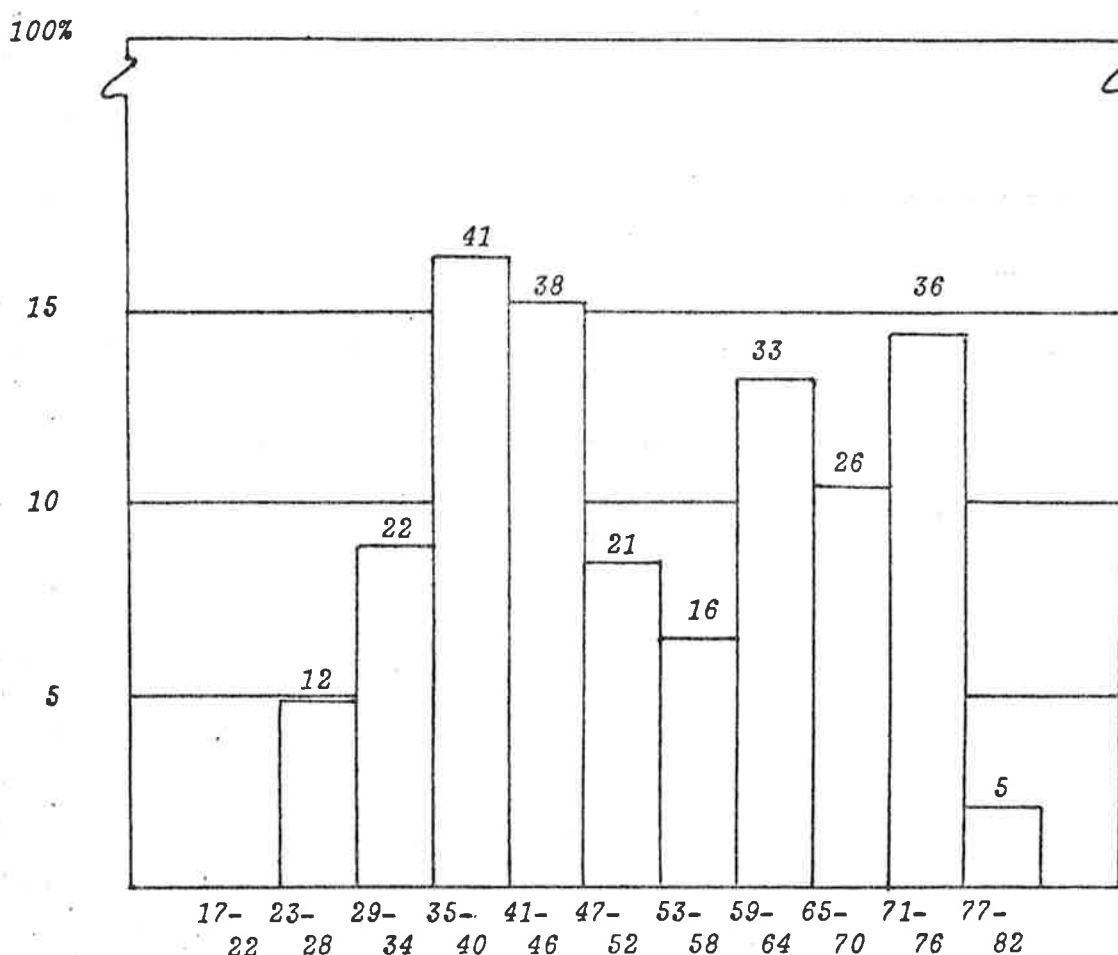


FIGURE F5 ACHIEVEMENT MOTIVATION SCORES

min 25

max 78

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
11 - 15	1	.4	.4
16 - 20	6	2.4	2.8
21 - 25	20	8.0	10.8
26 - 30	37	14.8	25.6
31 - 35	37	14.8	40.4
36 - 40	65	26.0	66.4
41 - 45	53	21.2	87.6
46 - 50	30	12.0	99.6
51 - 55	1	.4	100.0%
56 - 60	-	-	
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	36.012	<i>Median</i>	36.875
<i>Standard Deviation</i>	7.872	<i>Mode</i>	36
<i>Standard Error</i>	.498	<i>Skewness</i>	-.335
<i>Variance</i>	61.972	<i>Range</i>	36

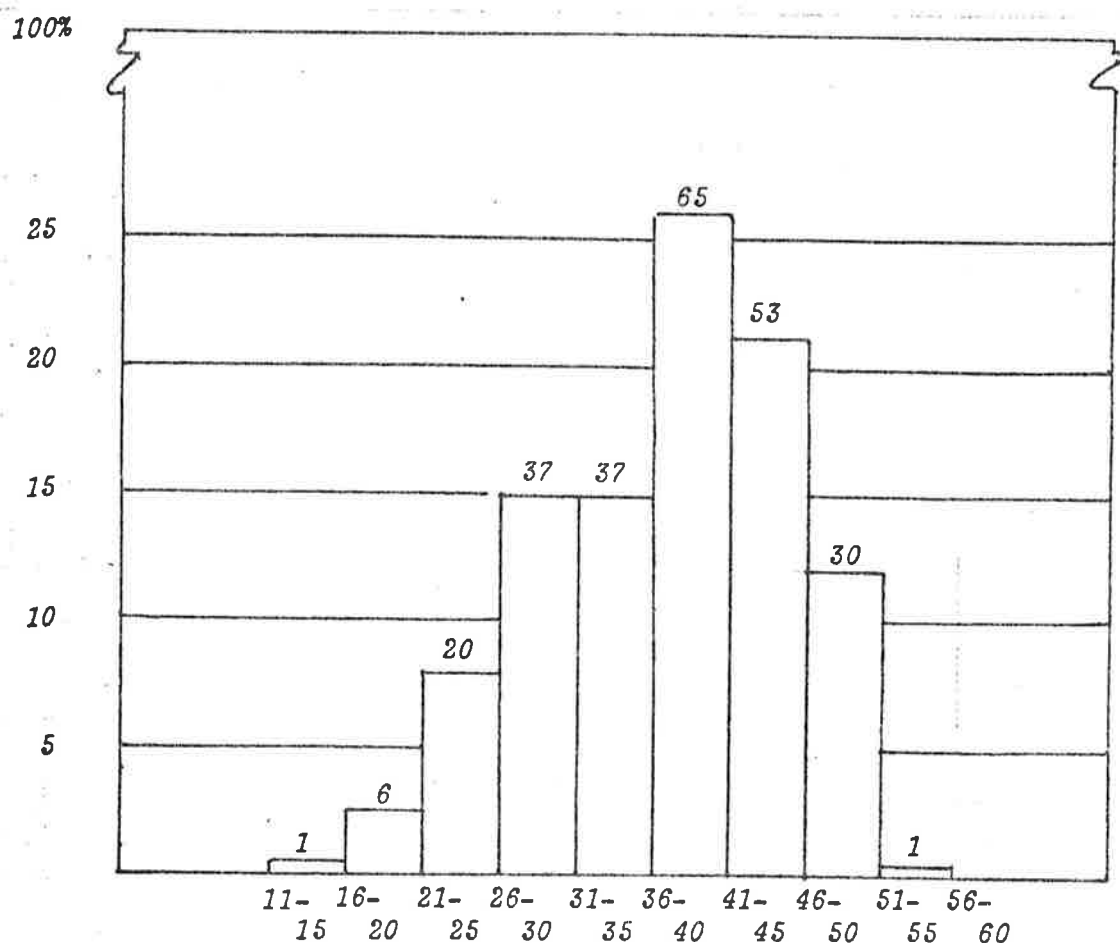


FIGURE F6 COMPLIANT INTERPERSONAL ORIENTATION SCORES

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Percentage
11 - 15	-	-	-
16 - 20	11	4.4	4.4
21 - 25	17	6.8	11.2
26 - 30	45	18.0	29.2
31 - 35	38	15.2	44.4
36 - 40	32	12.8	57.2
41 - 45	22	8.8	66.0
46 - 50	43	17.2	83.2
51 - 55	32	12.8	96.0
56 - 60	10	4.0	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	38.240	Median	36.278
Standard Deviation	10.734	Mode	36
Standard Error	.679	Skewness	.017
Variance	115.219	Range	42

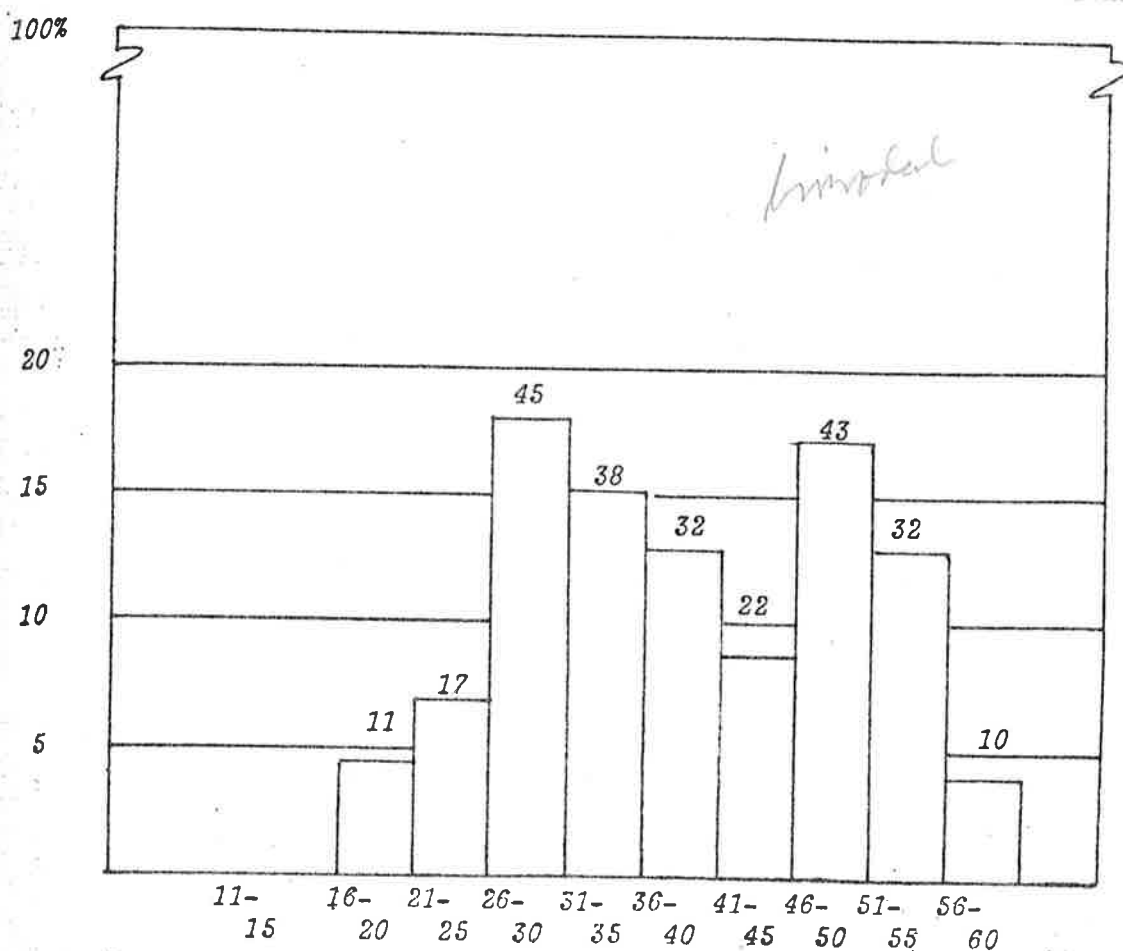


FIGURE F7 AGGRESSIVE INTERPERSONAL ORIENTATION SCORES

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
11 - 15	-	-	-
16 - 20	1	.4	.4
21 - 25	7	2.8	3.2
26 - 30	31	12.4	15.6
31 - 35	64	25.6	41.2
36 - 40	66	26.4	67.6
41 - 45	38	15.2	82.8
46 - 50	36	14.4	97.2
51 - 55	7	2.8	100.0%
56 - 60	-	-	
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	37.164	<i>Median</i>	36.633
<i>Standard Deviation</i>	7.024	<i>Mode</i>	31.
<i>Standard Error</i>	.444	<i>Skewness</i>	.146
<i>Variance</i>	49.342	<i>Range</i>	33

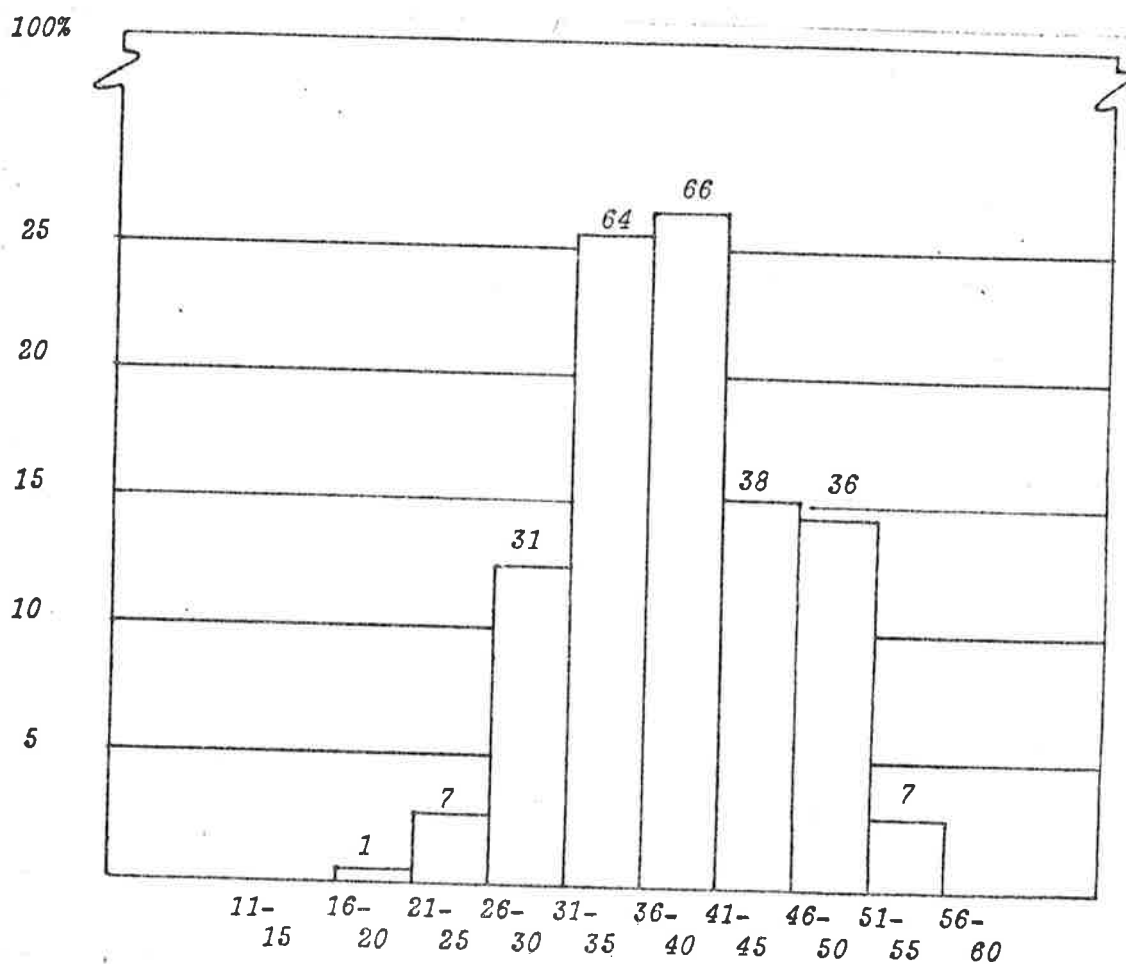


FIGURE F8 DETACHED INTERPERSONAL ORIENTATION SCORES

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
13 - 16	-	-	-
17 - 20	22	8.8	8.8
21 - 24	53	21.2	30.0
25 - 28	60	24.0	54.0
29 - 32	55	22.0	76.0
33 - 36	50	20.0	96.0
37 - 40	10	4.0	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	27.848	<i>Median</i>	27.350
<i>Standard Deviation</i>	5.392	<i>Mode</i>	26
<i>Standard Error</i>	.341	<i>Skewness</i>	.023
<i>Variance</i>	29.077	<i>Range</i>	22

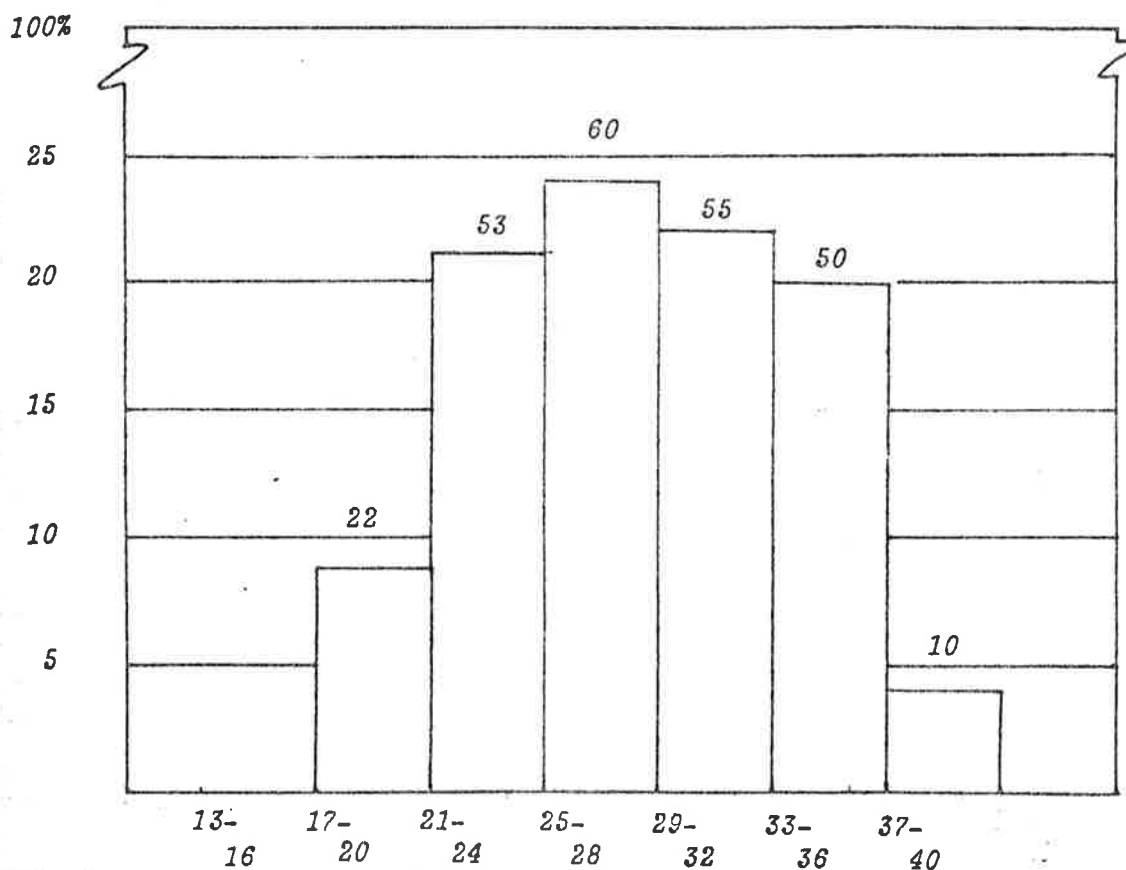


FIGURE F9 ROLE PERCEPTION (INNER-DIRECTEDNESS) SCORES

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
13 - 16	-	-	-
17 - 20	15	6.0	6.0
21 - 24	46	18.4	24.4
25 - 28	67	26.8	51.2
29 - 32	79	31.6	82.8
33 - 36	39	15.6	98.4
37 - 40	4	1.6	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	27.960	<i>Median</i>	28.200
<i>Standard Deviation</i>	4.570	<i>Mode</i>	27
<i>Standard Error</i>	.289	<i>Skewness</i>	-.126
<i>Variance</i>	20.882	<i>Range</i>	20

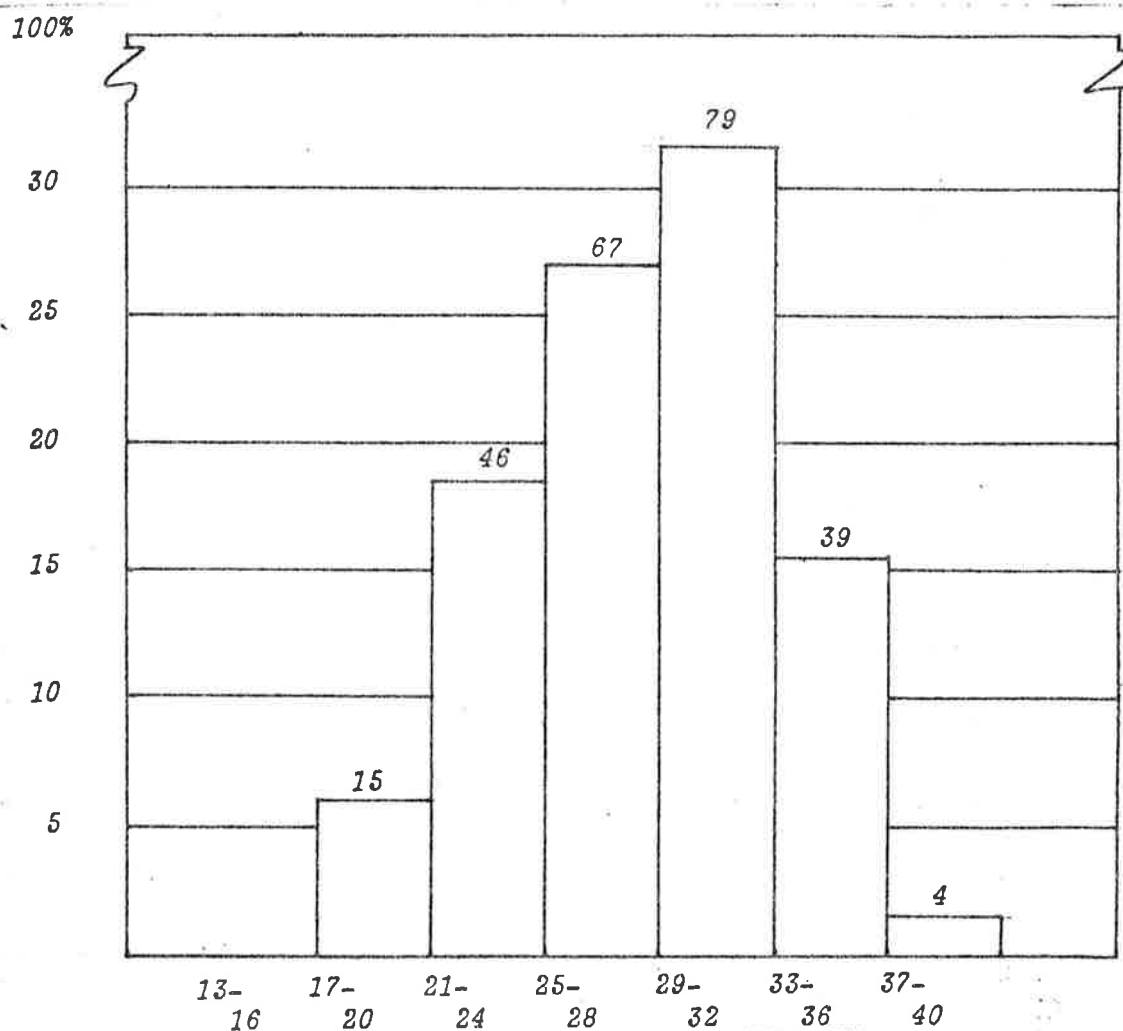


FIGURE F10 ROLE PERCEPTION (OTHER-DIRECTEDNESS) SCORES

<i>Scores</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
4	1	.4	.4
5	7	2.8	3.2
6	11	4.4	7.6
7	24	9.6	17.2
8	37	14.8	32.0
9	37	14.8	46.8
10	35	14.0	60.8
11	24	9.6	70.4
12	27	10.8	81.2
13	16	6.4	87.6
14	20	8.0	95.6
15	8	3.2	98.8
16	3	1.2	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	9.984	<i>Median</i>	9.729
<i>Standard Deviation</i>	2.607	<i>Mode</i>	9
<i>Standard Error</i>	.165	<i>Skewness</i>	.206
<i>Variance</i>	6.795	<i>Range</i>	12

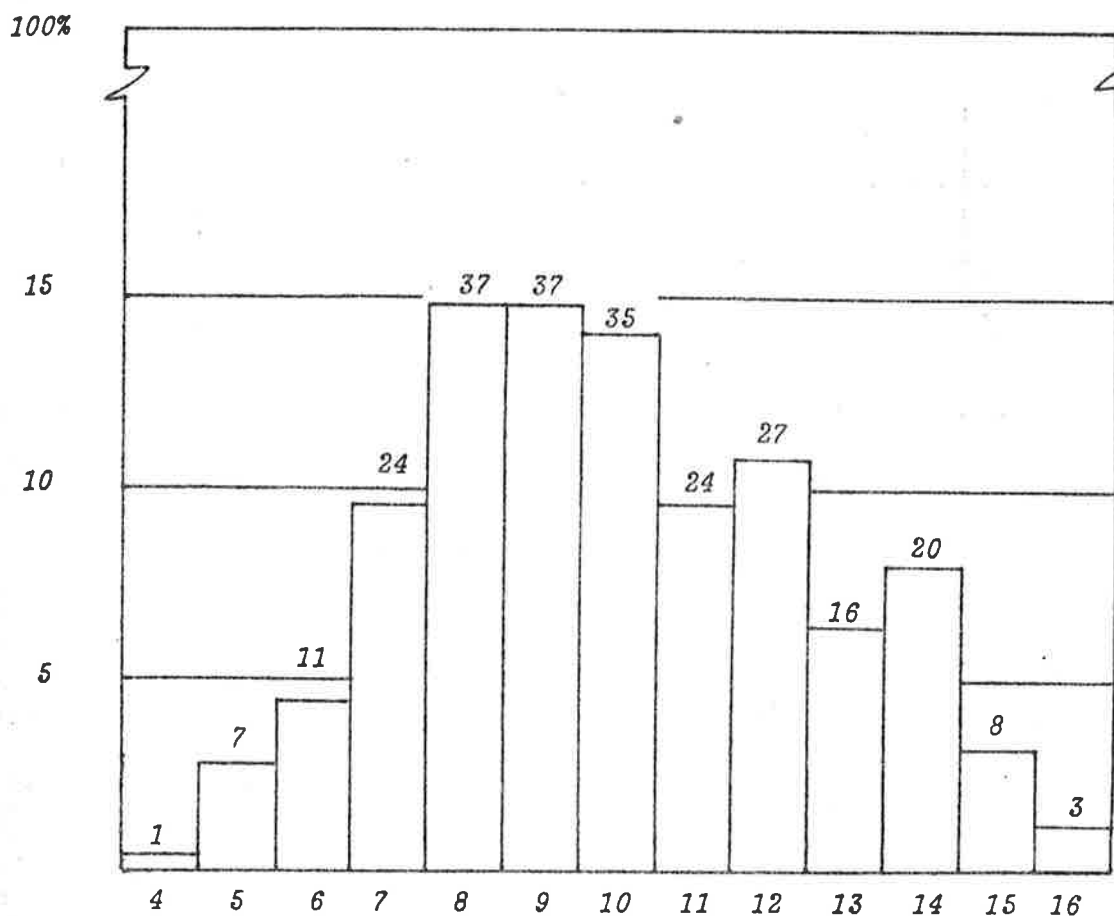


FIGURE F11 ROLE SUCCESS MOTIVATION SCORES

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
20 - 26	3	1.2	1.2
27 - 33	25	10.0	11.2
34 - 40	42	16.8	28.0
41 - 47	27	10.8	38.8
48 - 54	18	7.2	46.0
55 - 61	18	7.2	53.2
62 - 68	13	5.2	58.4
69 - 75	24	9.6	68.0
76 - 82	35	14.0	82.0
83 - 89	34	13.6	95.6
90 - 96	11	4.4	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	59.172	<i>Median</i>	59.100
<i>Standard Deviation</i>	20.747	<i>Mode</i>	34
<i>Standard Error</i>	1.312	<i>Skewness</i>	-.002
<i>Variance</i>	430.424	<i>Range</i>	68

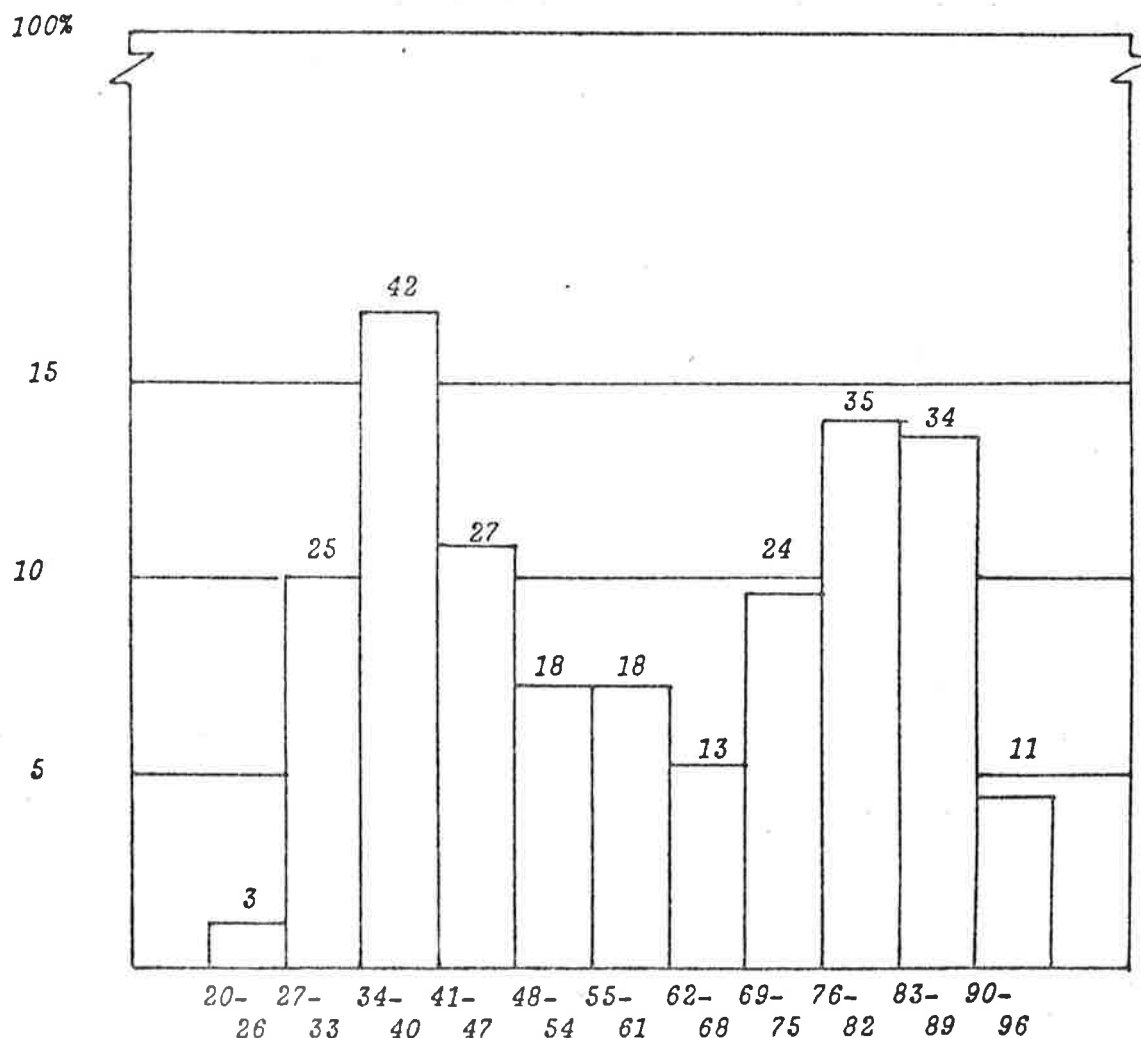


FIGURE F12 AFFECTIVE REACTION SCORES

<i>Duration</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
<i>None</i>	9	3.6	3.6
<i>Less than 2 years</i>	25	10.0	13.6
<i>2 - 5 years</i>	52	20.8	34.4
<i>6 - 10 years</i>	79	31.6	66.0
<i>11 - 20 years</i>	56	22.4	88.4
<i>Over 20 years</i>	29	11.6	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	5.730 yrs.	<i>Median</i>	5.761 yrs.
<i>Standard Deviation</i>	1.910 yrs.	<i>Mode</i>	6 yrs.
<i>Standard Error</i>	.121 yrs.	<i>Skewness</i>	-.261
<i>Variance</i>	3.648 yrs.	<i>Range</i>	46 yrs.

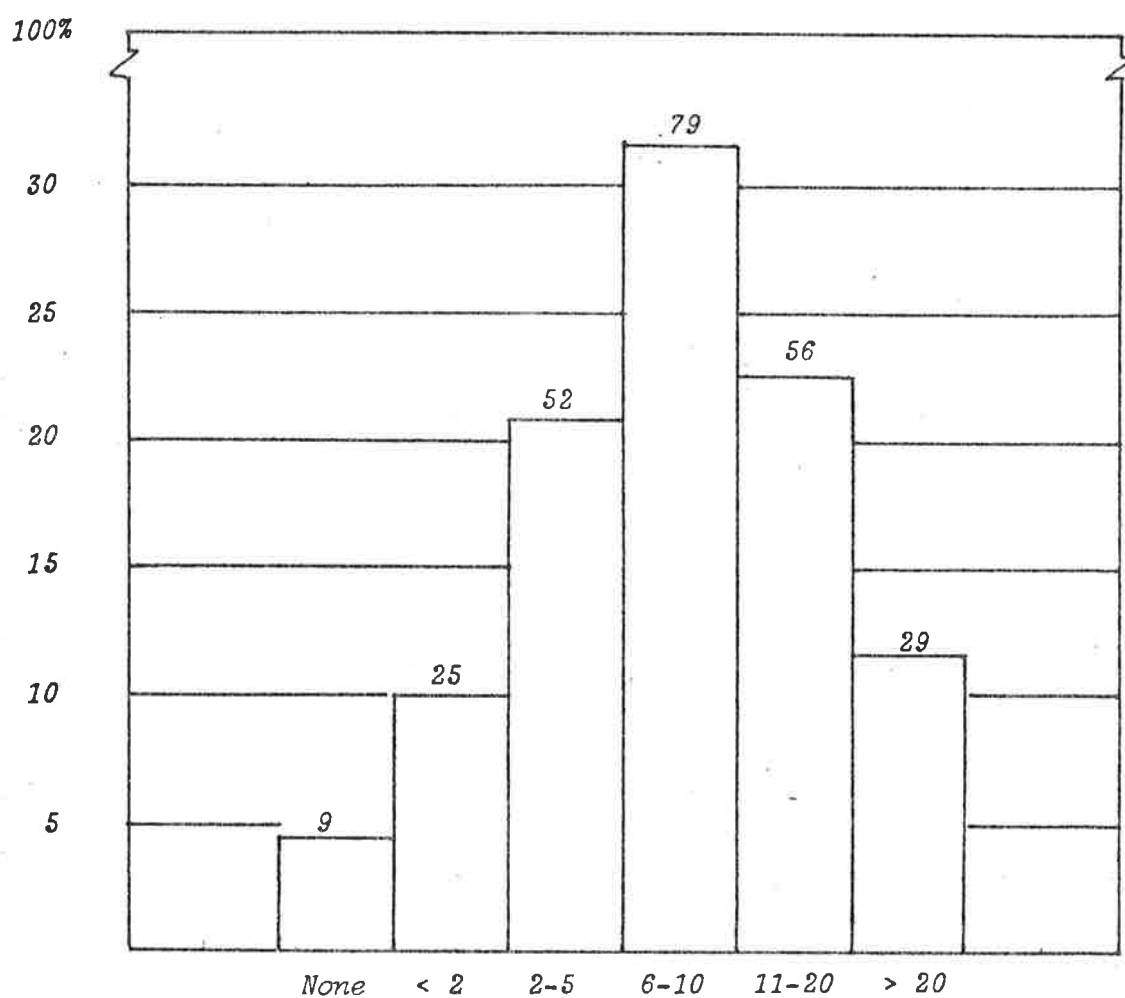


FIGURE F13 DURATION OF OCCUPATIONAL EXPERIENCE (YEARS)

Scores	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1	15	6.0	6.0
2	48	19.2	25.2
3	37	14.8	40.0
4	53	21.2	61.2
5	49	19.6	80.8
6	48	19.2	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	3.868	Median	3.972
Standard Deviation	1.553	Mode	4
Standard Error	.098	Skewness	-.166
Variance	2.412	Range	5

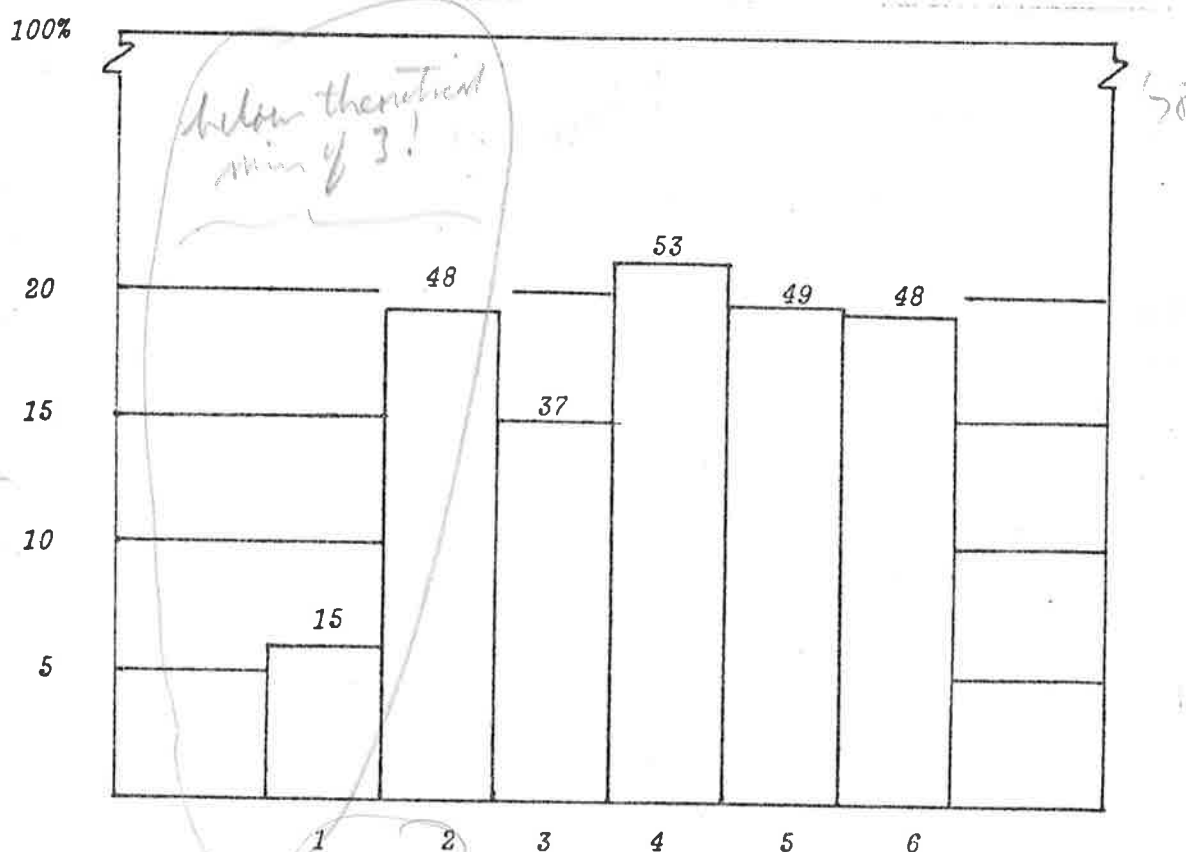


FIGURE F14 RELEVANCE OF OCCUPATIONAL EXPERIENCE

score 1 & 2 are impossible, acc/ to
scoring instruction - acc 325, 346
+ 8.488

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1 - 2	1	.4	.4
3 - 4	17	6.8	7.2
5 - 6	59	23.6	30.8
7 - 8	69	27.6	58.4
9 - 10	65	26.0	84.4
11 - 12	39	15.6	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	7.800	Median	7.882
Standard Deviation	2.322	Mode	9
Standard Error	.147	Skewness	-.096
Variance	5.390	Range	10

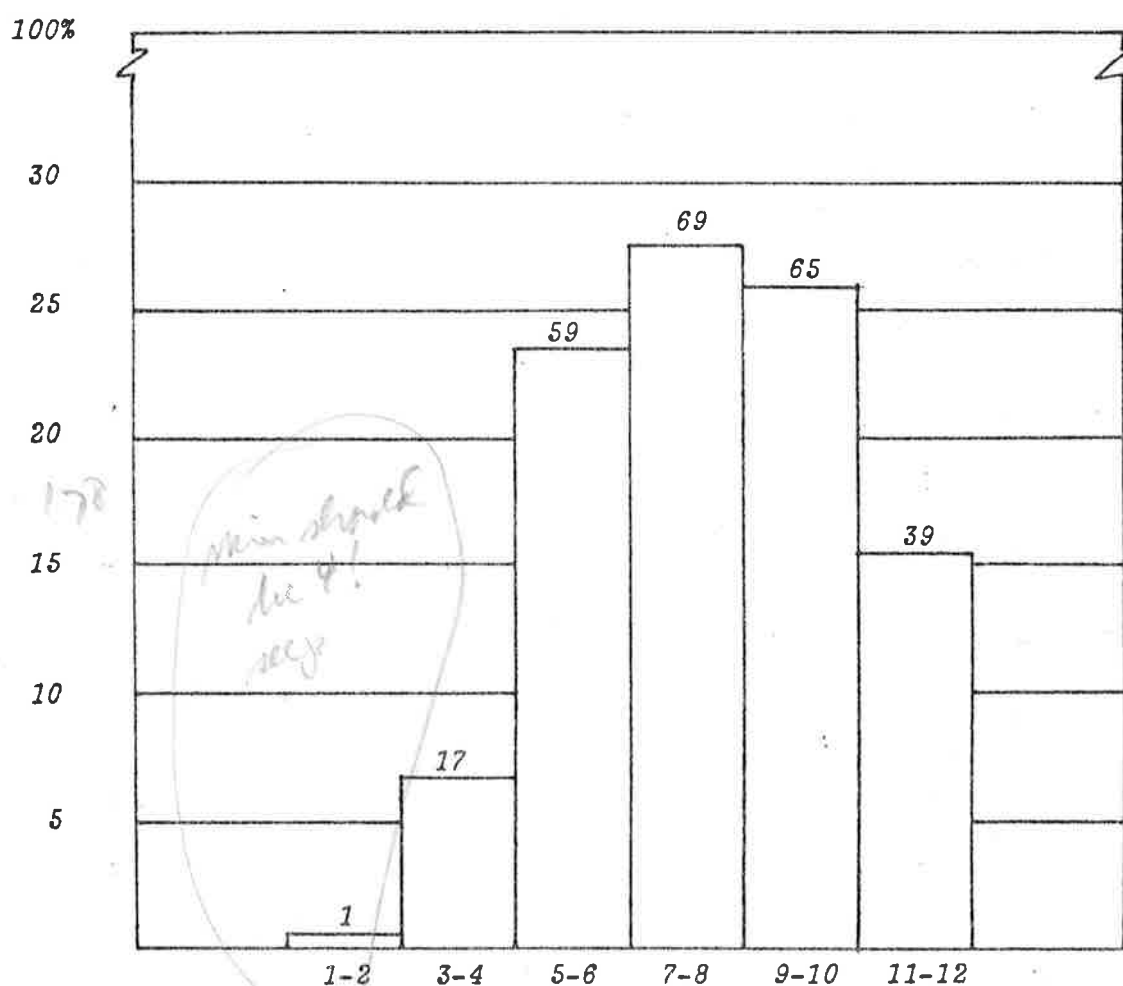


FIGURE F15 TOTAL OCCUPATIONAL EXPERIENCE SCORES

<i>Duration</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
<i>None</i>	55	22.0	22.0
<i>Less than 2 years</i>	60	24.0	46.0
<i>2 - 5 years</i>	53	21.2	67.2
<i>6 - 10 years</i>	38	15.2	82.4
<i>11 - 20 years</i>	28	11.2	93.6
<i>Over 20 years</i>	16	6.4	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	2.047 yrs.	<i>Median</i>	2.306 yrs.
<i>Standard Deviation</i>	1.121 yrs.	<i>Mode</i>	3 yrs.
<i>Standard Error</i>	.071 yrs.	<i>Skewness</i>	.448
<i>Variance</i>	1.257 yrs.	<i>Range</i>	28 yrs.

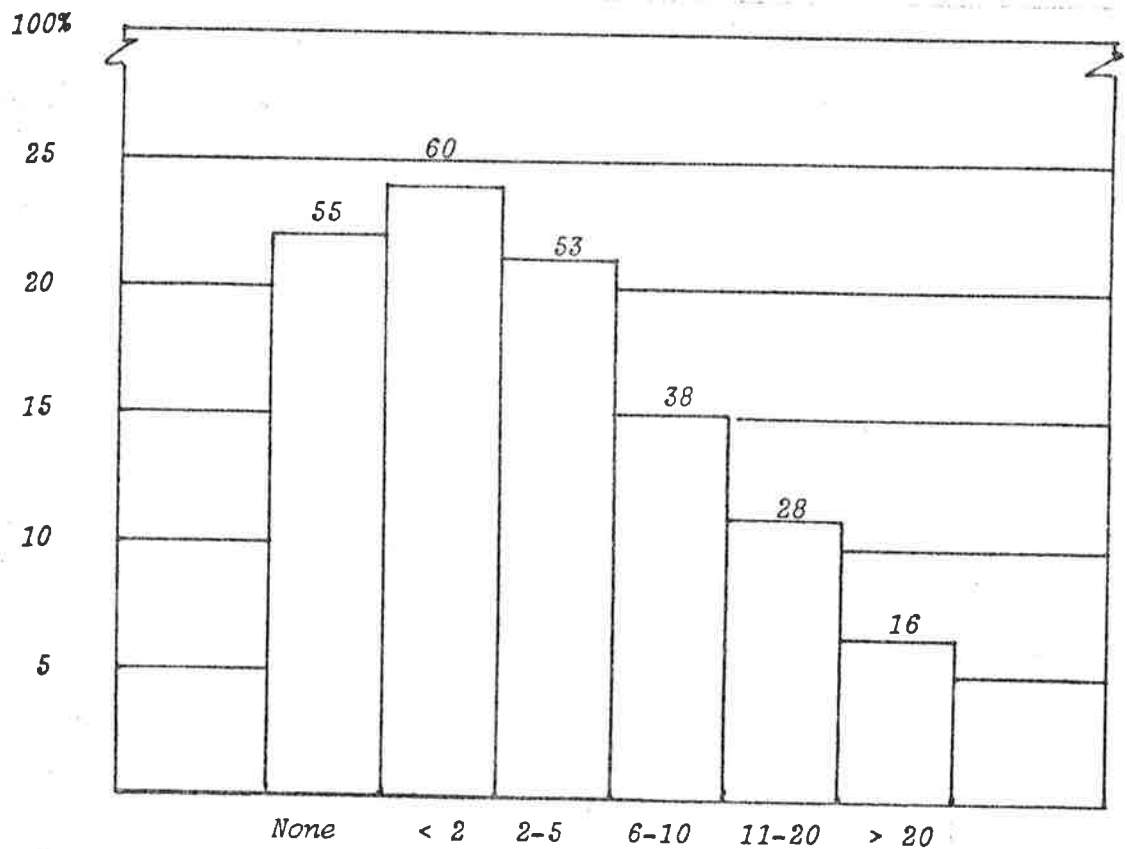


FIGURE F16 DURATION OF MANAGERIAL EXPERIENCE (YEARS)

Scores	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1	60	24.0	24.0
2	27	10.8	34.8
3	52	20.8	55.6
4	39	15.6	71.2
5	45	18.0	89.2
6	27	10.8	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	3.252	Median	3.231
Standard Deviation	1.692	Mode	1
Standard Error	.107	Skewness	.065
Variance	2.864	Range	5

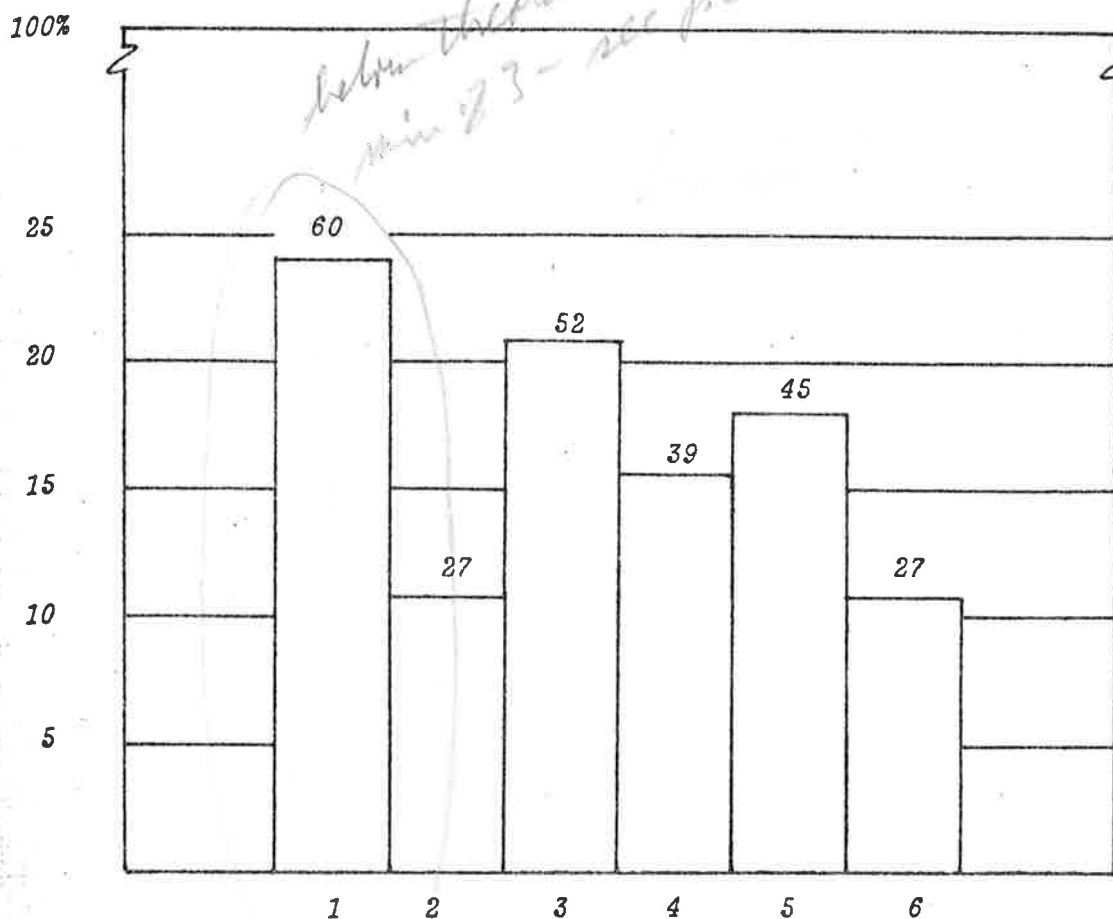


FIGURE F17 RELEVANCE OF MANAGERIAL EXPERIENCE

inserted

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1 - 2	55	22.0	22.0
3 - 4	22	8.8	30.8
5 - 6	59	23.6	54.4
7 - 8	50	20.0	74.4
9 - 10	42	16.8	91.2
11 - 12	22	8.8	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	6.140	Median	6.077
Standard Deviation	3.015	Mode	2
Standard Error	.191	Skewness	.084
Variance	9.093	Range	10

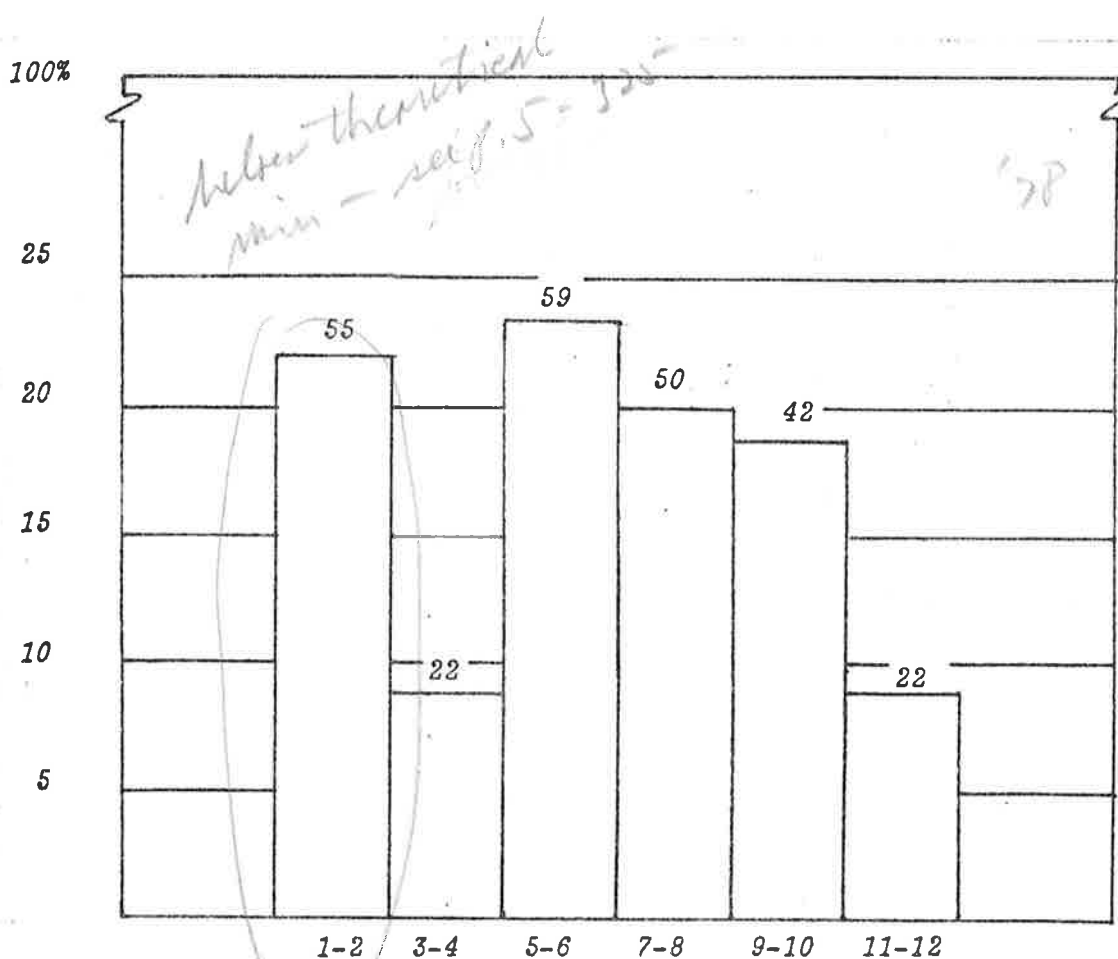


FIGURE F18 TOTAL MANAGERIAL EXPERIENCE SCORES

<i>Duration</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
<i>None</i>	188	75.2	75.2
<i>Less than 2 years</i>	39	15.6	90.8
<i>2 - 5 years</i>	15	6.0	96.8
<i>6 - 10</i>	7	2.8	99.6
<i>11 - 20</i>	1	.4	100.0%
<i>Over 20 years</i>	-	-	
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	1.376 yrs.	<i>Median</i>	1.165 yrs.
<i>Standard Deviation</i>	.793 yrs.	<i>Mode</i>	None
<i>Standard Error</i>	.050 yrs.	<i>Skewness</i>	2.207
<i>Variance</i>	.629 yrs.	<i>Range</i>	16 yrs.

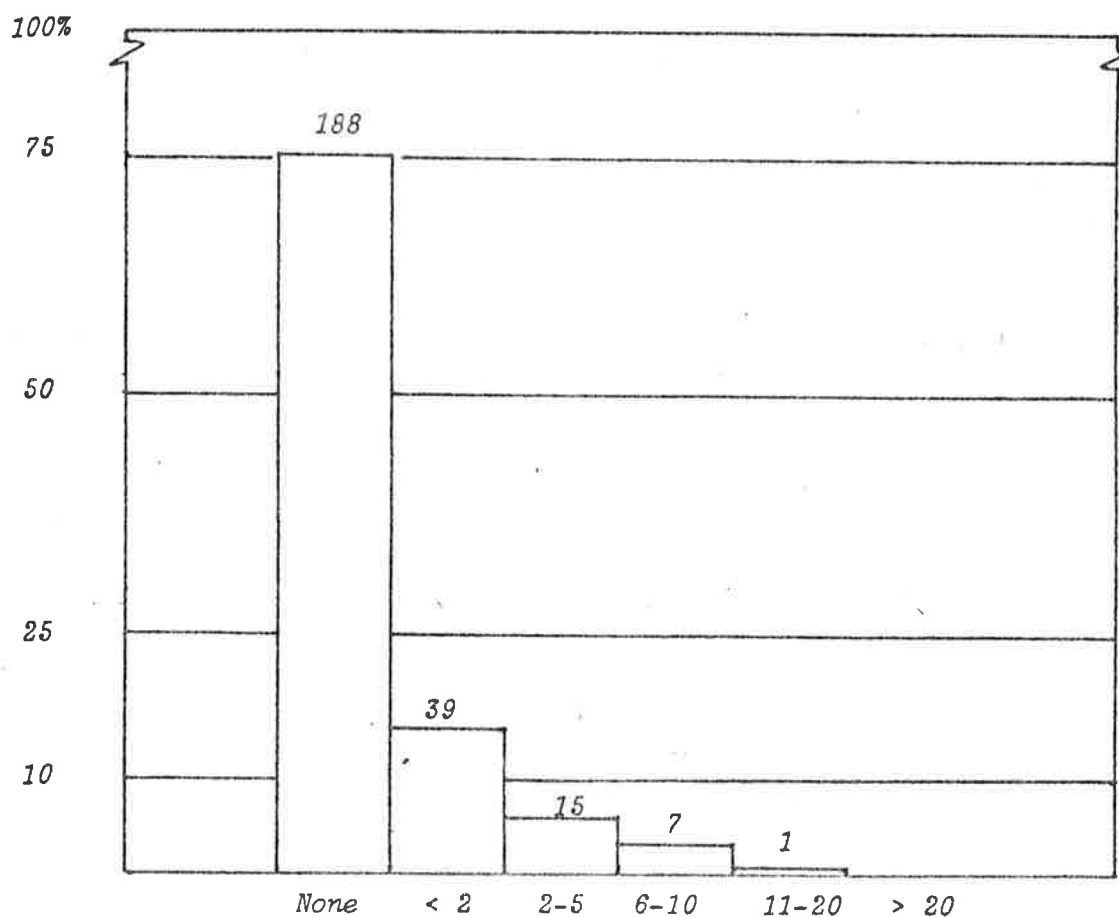


FIGURE F19 DURATION OF ENTREPRENEURIAL EXPERIENCE (YEARS)

Scores	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1	189	75.6	75.6
2	5	2.0	77.6
3	30	12.0	89.6
4	16	6.4	96.0
5	8	3.2	99.2
6	2	.8	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	1.436	Median	1.247
Standard Deviation	.591	Mode	1
Standard Error	.037	Skewness	1.799
Variance	.349	Range	5

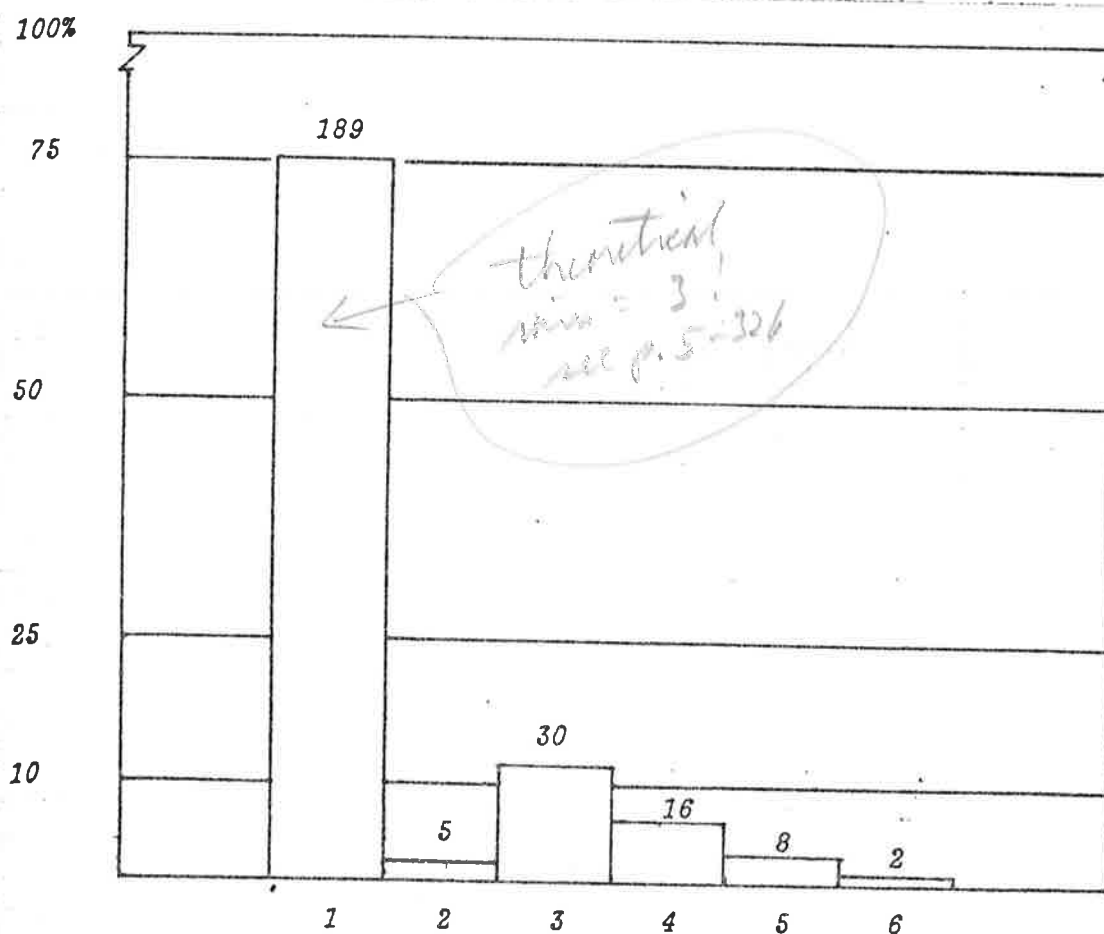


FIGURE F20 RELEVANCE OF ENTREPRENEURIAL EXPERIENCE

OWNERRE

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1 - 2	188	75.2	75.2
3 - 4	2	.8	76.0
5 - 6	42	16.8	92.8
7 - 8	12	4.8	97.6
9 - 10	6	2.4	100.0%
11 - 12	-	-	
	<u>250</u>	<u>100.0%</u>	

Mean	2.244	Median	1.330
Standard Deviation	2.282	Mode	1
Standard Error	.144	Skewness	1.532
Variance	5.205	Range	9

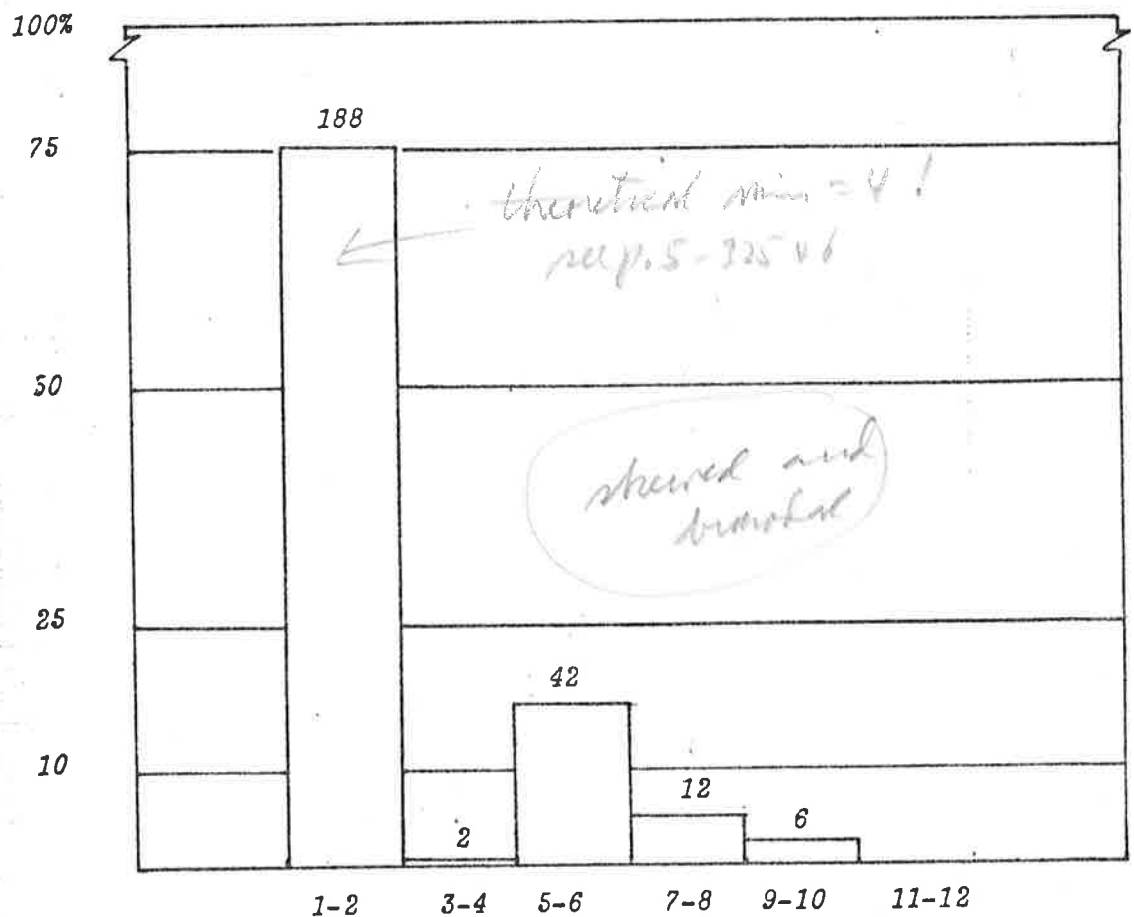


FIGURE F21 TOTAL ENTREPRENEURIAL EXPERIENCE SCORES

PREOWNER

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
5 - 8	17	6.8	6.8
9 - 12	66	26.4	33.2
13 - 16	51	20.4	53.6
17 - 20	54	21.6	75.2
21 - 24	37	14.8	90.0
25 - 28	20	8.0	98.0
29 - 32	5	2.0	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	16.180	<i>Median</i>	15.423
<i>Standard Deviation</i>	5.948	<i>Mode</i>	11
<i>Standard Error</i>	.376	<i>Skewness</i>	.387
<i>Variance</i>	35.377	<i>Range</i>	27

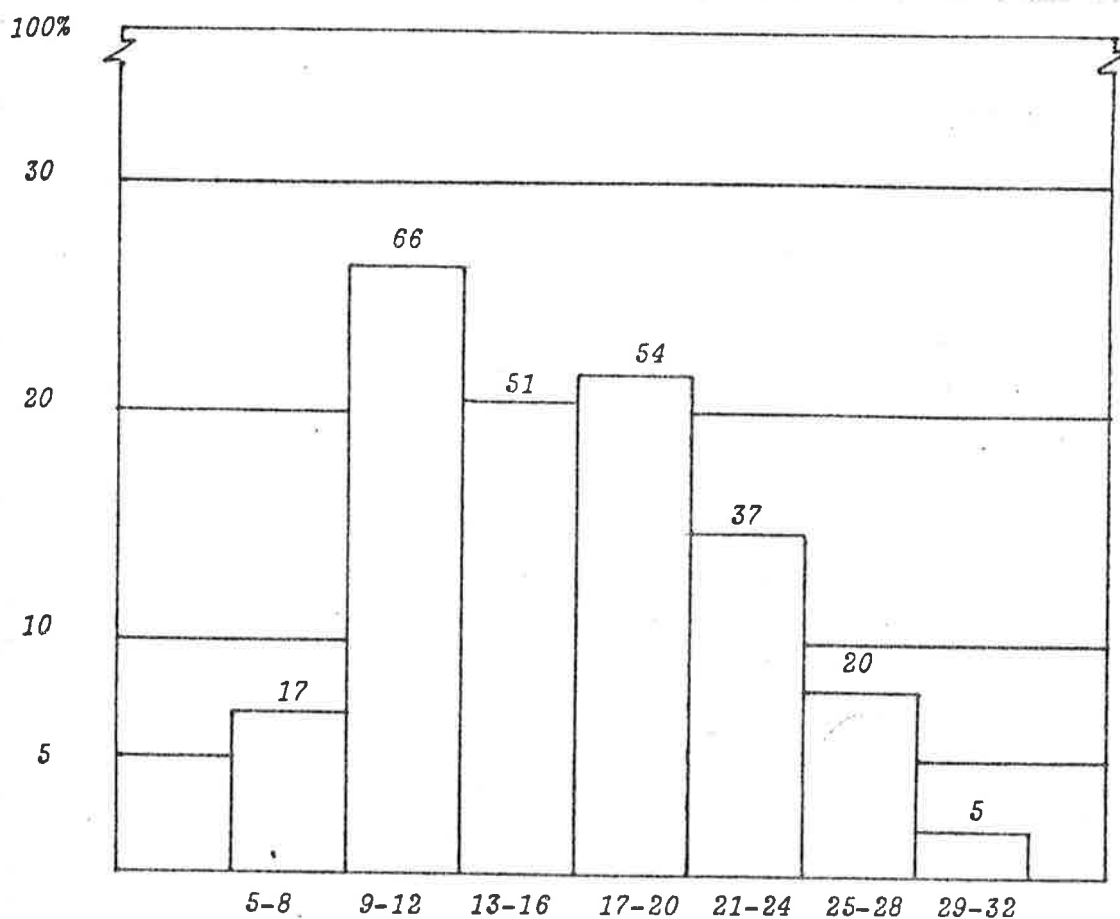


FIGURE F22 TOTAL PRE-DECISION EXPERIENCE SCORES

<i>Duration</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
<i>Less than 3 mths.</i>	64	25.6	25.6
<i>3 - 6 mths.</i>	60	24.0	49.6
<i>6 - 12 mths.</i>	47	18.8	68.4
<i>1 - 2 yrs.</i>	48	19.2	87.6
<i>2 - 5 yrs.</i>	25	10.0	97.6
<i>Over 5 yrs.</i>	6	2.4	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	6.800 mths	<i>Median</i>	4.635 mths
<i>Standard Deviation</i>	2.406 mths	<i>Mode</i>	2 mths
<i>Standard Error</i>	.152 mths	<i>Skewness</i>	.390
<i>Variance</i>	5.872 mths	<i>Range</i>	6.5 yrs

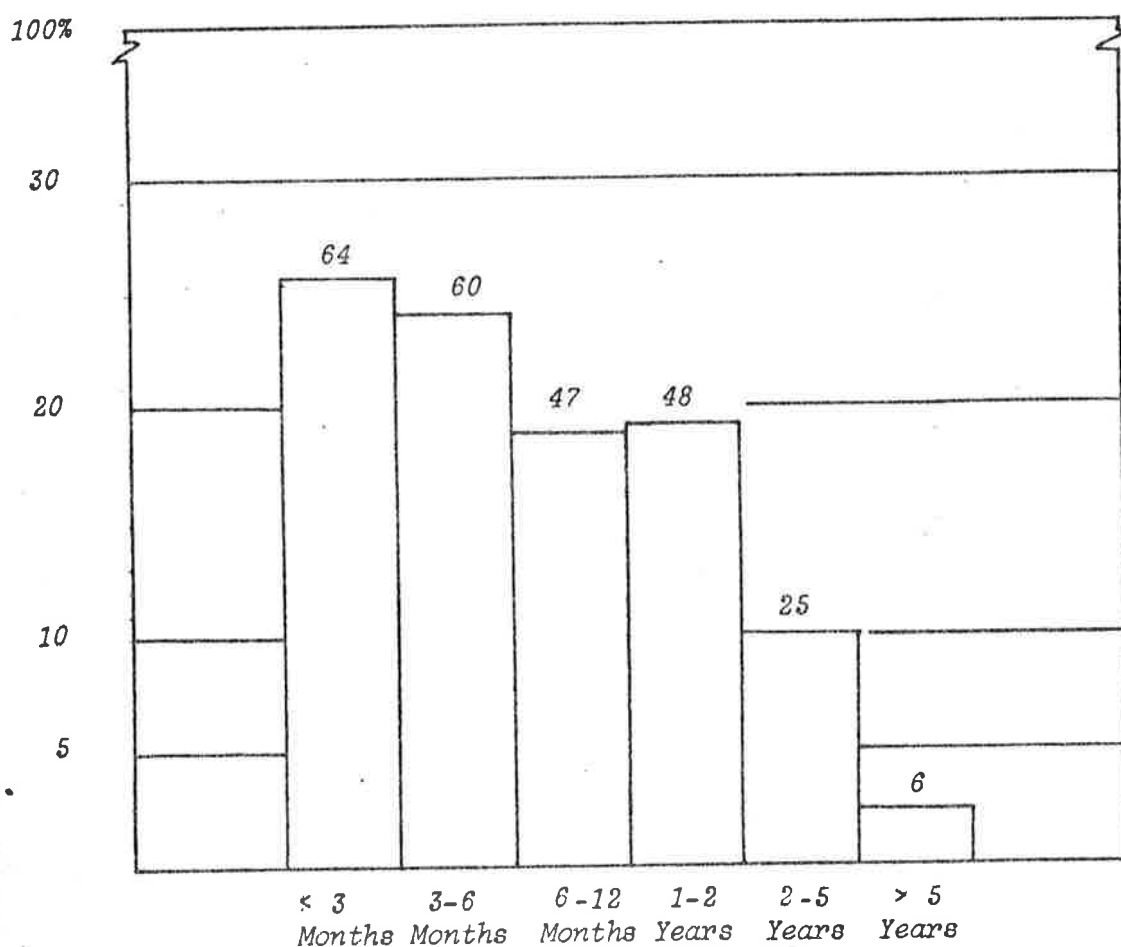


FIGURE F23 DURATION OF POST-DECISION PREPARATION

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
7 - 8	48	19.2	19.2
9 - 10	71	28.4	47.6
11 - 12	68	27.2	74.8
13 - 14	44	17.6	92.4
15 - 16	18	7.2	99.6
17 - 18	1	.4	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	10.776	<i>Median</i>	10.628
<i>Standard Deviation</i>	2.442	<i>Mode</i>	9
<i>Standard Error</i>	.154	<i>Skewness</i>	.284
<i>Variance</i>	5.966	<i>Range</i>	13

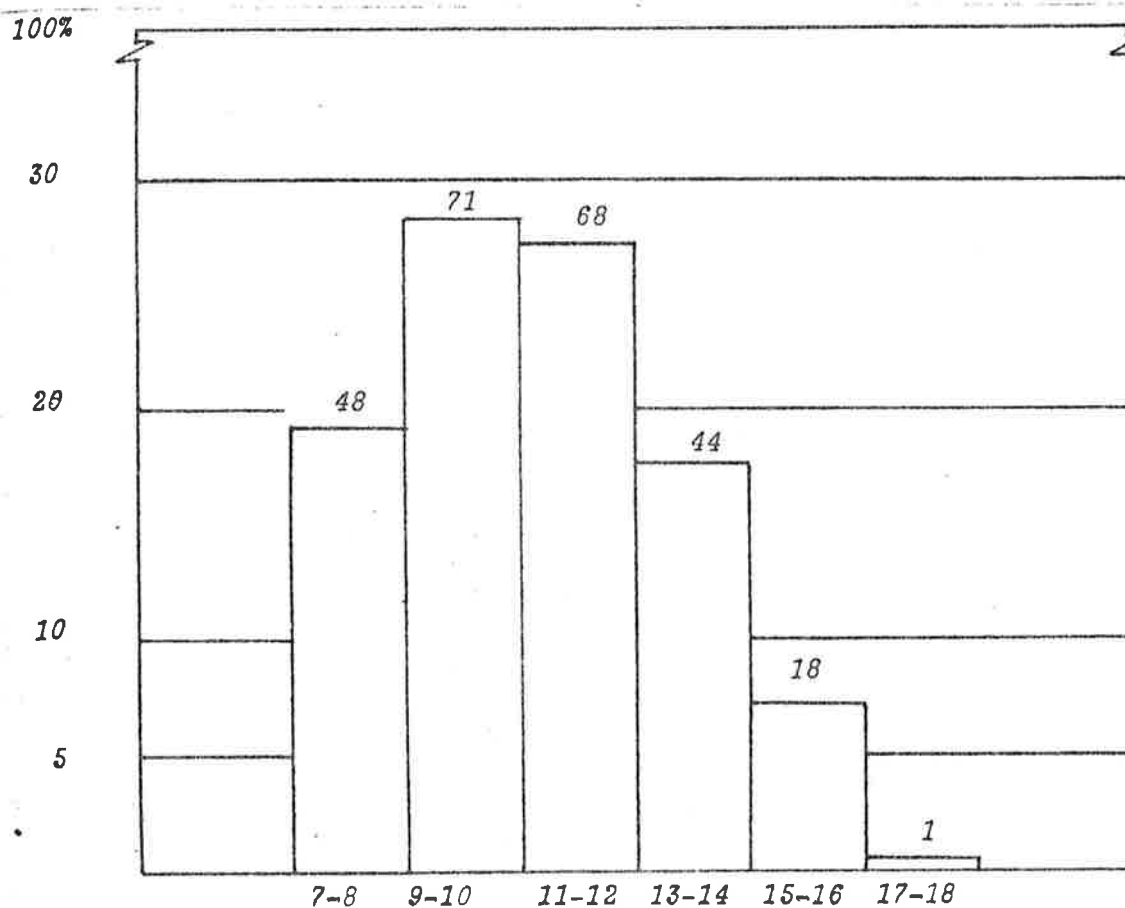


FIGURE F24 RELEVANCE OF POST-DECISION PREPARATION

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
7 - 9	25	10.0	10.0
10 - 12	86	34.4	44.4
13 - 15	66	26.4	70.8
16 - 18	48	19.2	90.0
19 - 21	25	10.0	100.0%
22 - 24	-	-	
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	13.488	<i>Median</i>	13.119
<i>Standard Deviation</i>	3.368	<i>Mode</i>	11
<i>Standard Error</i>	.213	<i>Skewness</i>	.280
<i>Variance</i>	11.343	<i>Range</i>	16

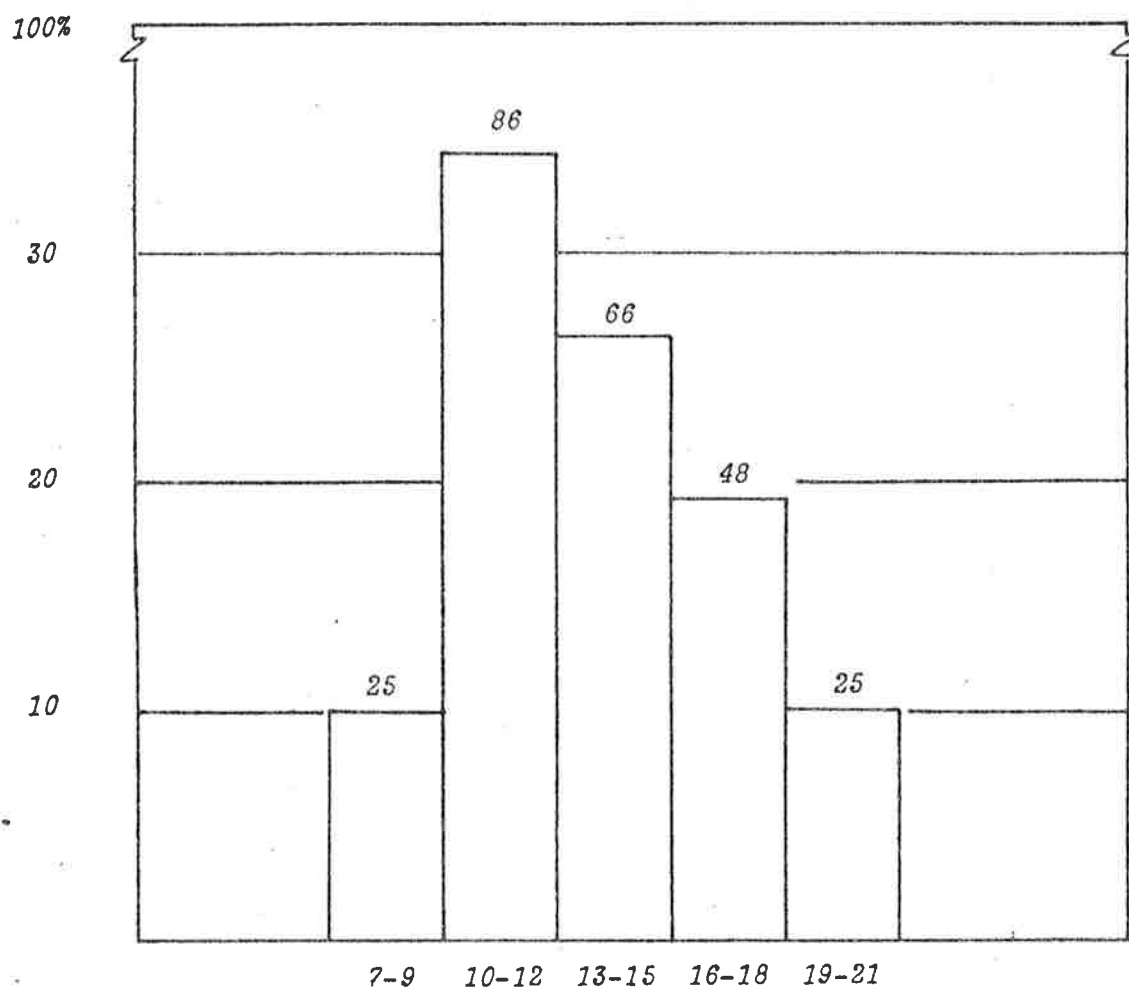


FIGURE F25 TOTAL POST-DECISION PREPARATION SCORES

Scores	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1	195	78.0	78.0
2	6	2.4	80.4
3	34	13.6	94.0
4	9	3.6	97.6
5	3	1.2	98.8
6	3	1.2	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	1.512	Median	1.141
Standard Deviation	1.061	Mode	1
Standard Error	.067	Skewness	2.099
Variance	1.126	Range	5

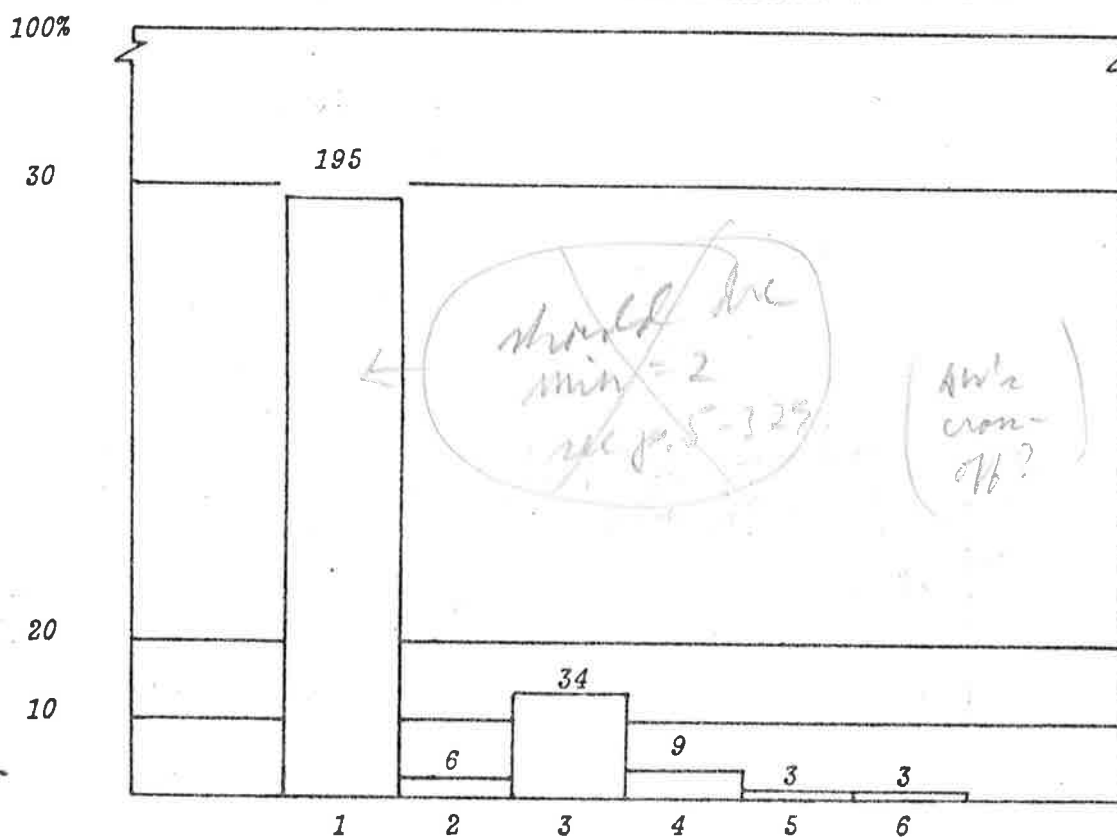


FIGURE F26 MULTIPLE JOB HOLDING COMMITMENT SCORES

limited! Bankrupt, who have
another job? See p. 497, 529, 584

79

<i>Categories</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>
<i>Member</i>	177	70.8
<i>Non-member</i>	<u>73</u>	<u>29.2</u>
	<u>250</u>	<u>100.0%</u>

Support statistics not meaningful

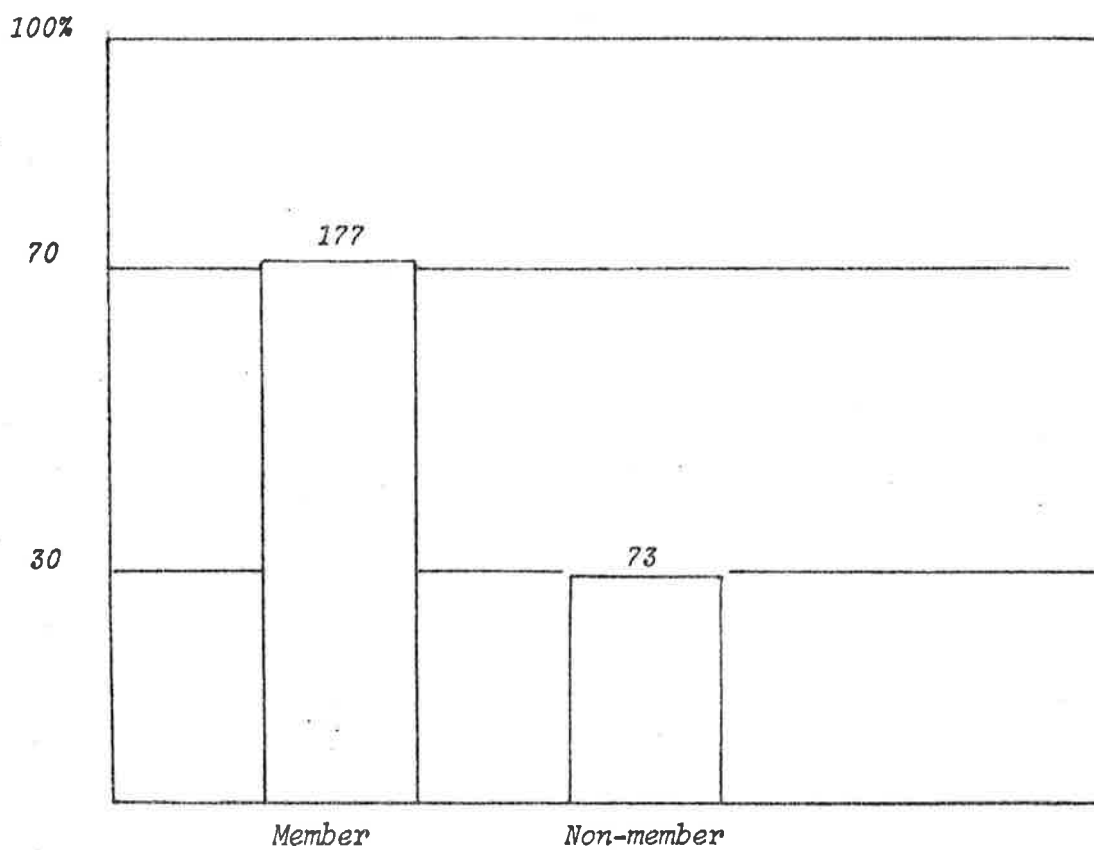


FIGURE F27 MEMBERSHIP IN OTHER ORGANISATIONS

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1 - 2	37	14.8	14.8
3 - 4	27	10.8	25.6
5 - 6	30	12.0	37.6
7 - 8	39	15.6	53.2
9 - 10	51	20.4	73.6
11 - 12	52	20.8	94.4
13 - 14	14	5.6	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	7.472	Median	8.100
Standard Deviation	3.825	Mode	1
Standard Error	.242	Skewness	-.351
Variance	14.628	Range	13

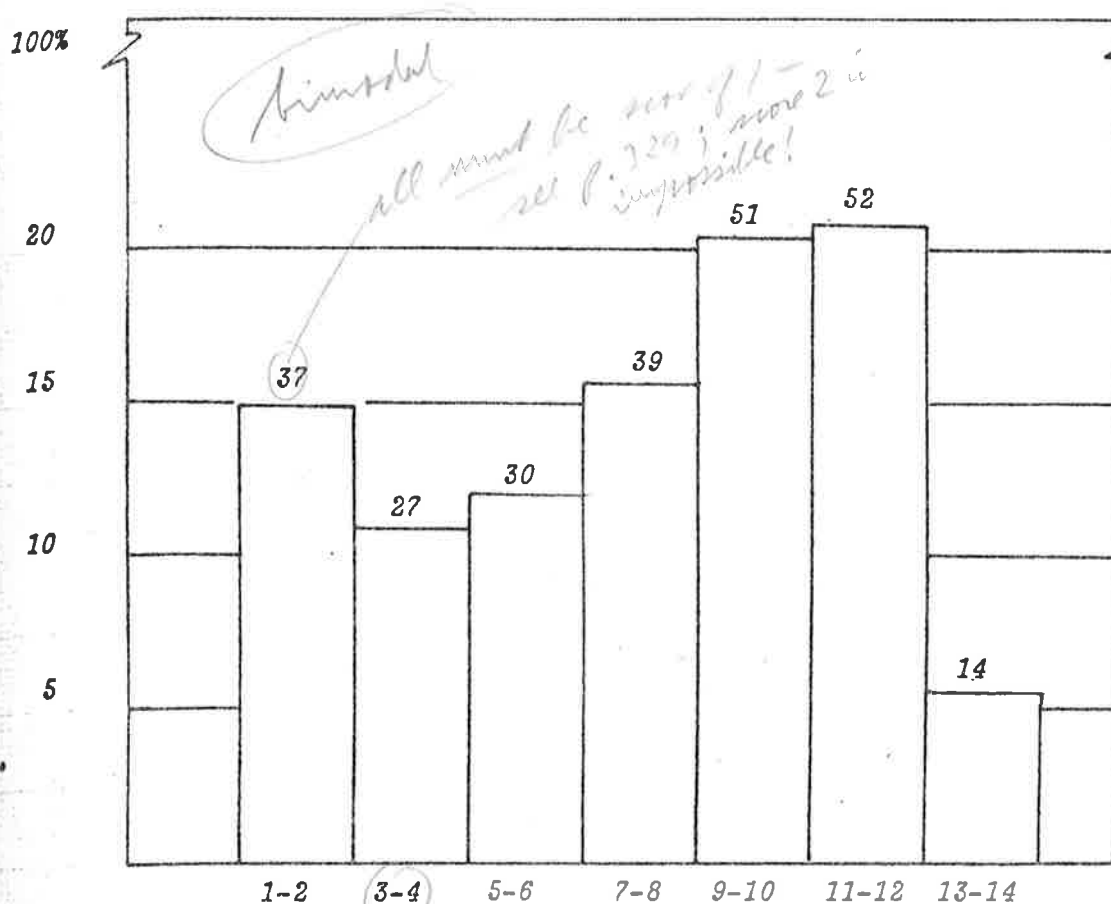


FIGURE F28 MARITAL STATUS AND FAMILY RESPONSIBILITY

Handwritten notes at the bottom:

- more 3 & 4 are impossible!*
- see P. 329 + 353*

Age Categories	Absolute Frequency	Percentage Frequency	Cumulative Percentage
Under 20 yrs	15	6.0	6.0
20 - 29 yrs	68	27.2	33.2
30 - 39 yrs	100	40.0	73.2
40 - 49 yrs	46	18.4	91.6
50 - 59 yrs	16	6.4	98.0
60 yrs or more	5	2.0	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	2.980	Median	2.920
Standard Deviation	1.066	Mode	3
Standard Error	.067	Skewness	.458
Variance	1.136	Range	5

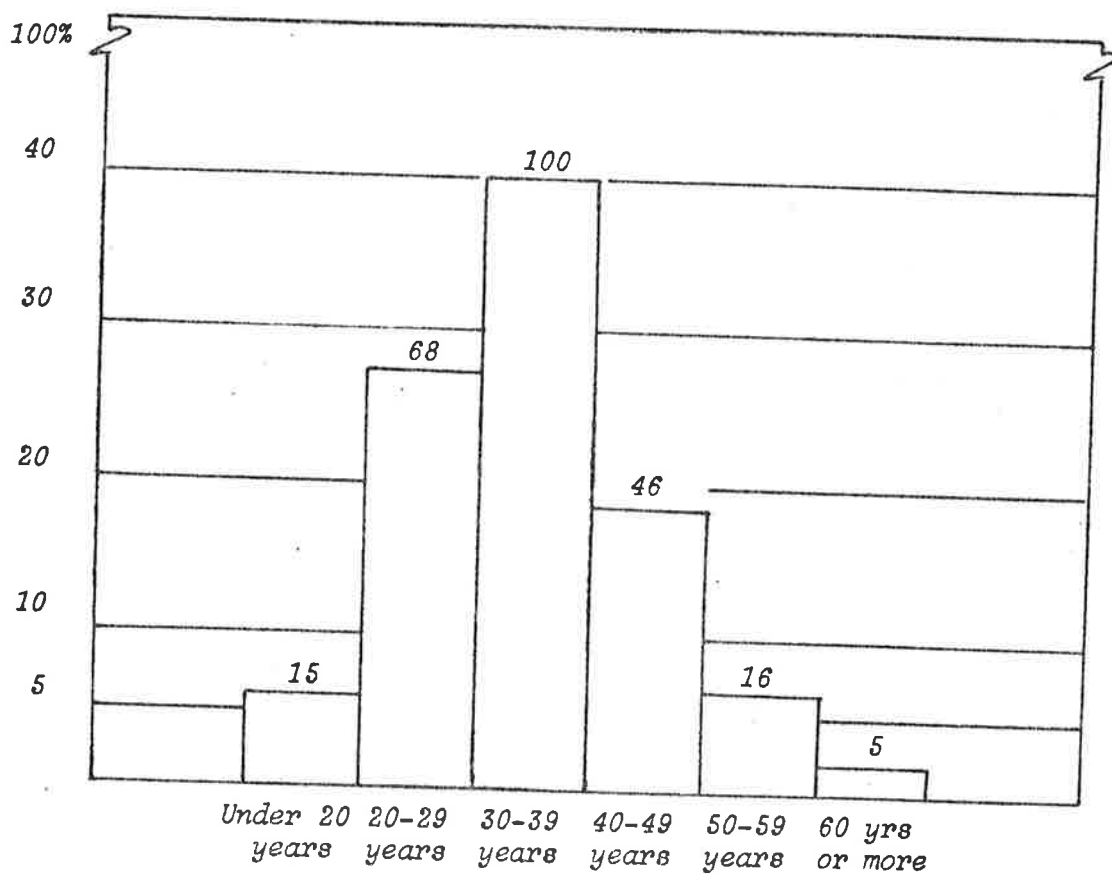


FIGURE F29 AGE OF ENTRY TO OWNERSHIP

Level Completed	Label*	Absolute Frequency	Percentage Frequency	Cumulative Percentage
Finished Primary	1	13	5.2	5.2
High School Year 1	2	10	4.0	9.2
	3	28	11.2	20.4
	4	37	14.8	35.2
	5	30	12.0	47.2
	6	46	18.4	65.6
	7	33	13.2	78.8
Tertiary Certificate/				
Not Graduated	8	26	10.4	89.2
Diploma	9	16	6.4	95.6
Degree	10	11	4.4	100.0%
		<u>250</u>	<u>100.0%</u>	

[* Used in following statistics and for column labels in Figure F30]

Mean	5.536	Median	5.652
Standard Deviation	2.301	Mode	6
Standard Error	.146	Skewness	-.036
Variance	5.294	Range	9

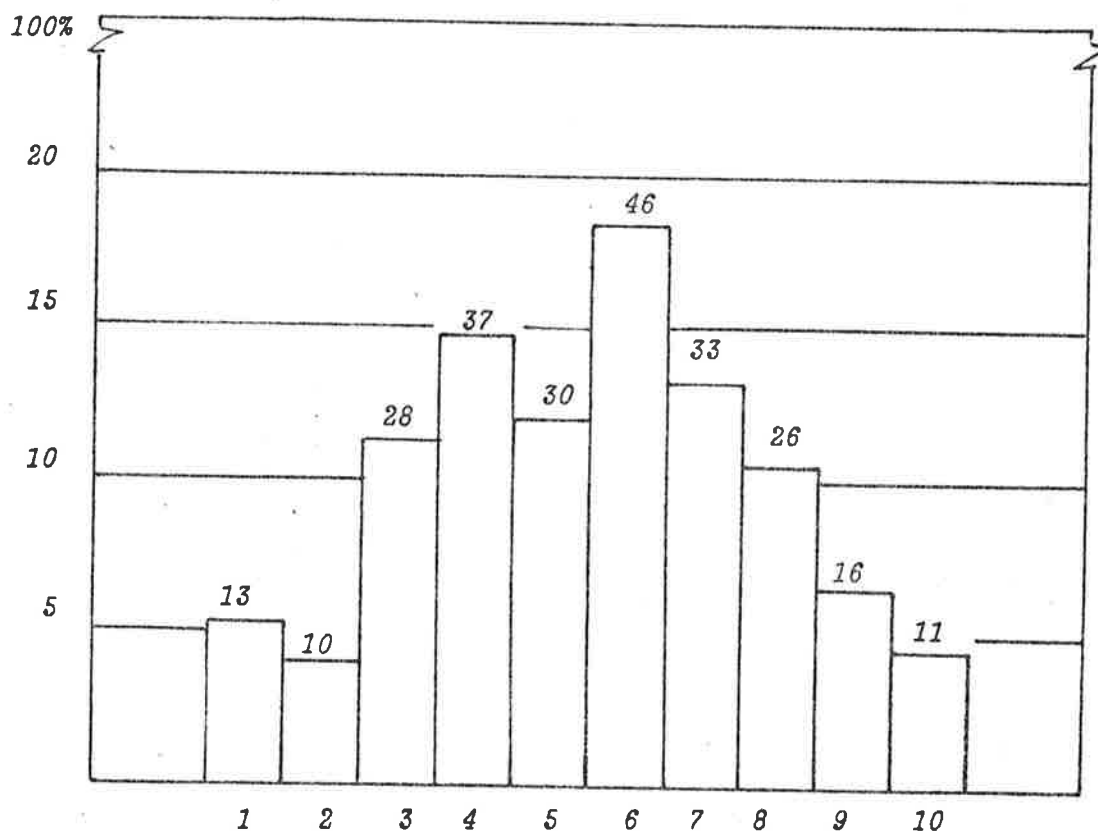


FIGURE F30 EDUCATION LEVEL COMPLETED

<i>Scores</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
1	-	-	-
2	34	13.6	13.6
3	73	29.2	42.8
4	59	23.6	66.4
5	53	21.2	87.6
6	31	12.4	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	3.896	<i>Median</i>	3.805
<i>Standard Deviation</i>	1.241	<i>Mode</i>	3
<i>Standard Error</i>	.078	<i>Skewness</i>	.160
<i>Variance</i>	1.539	<i>Range</i>	4

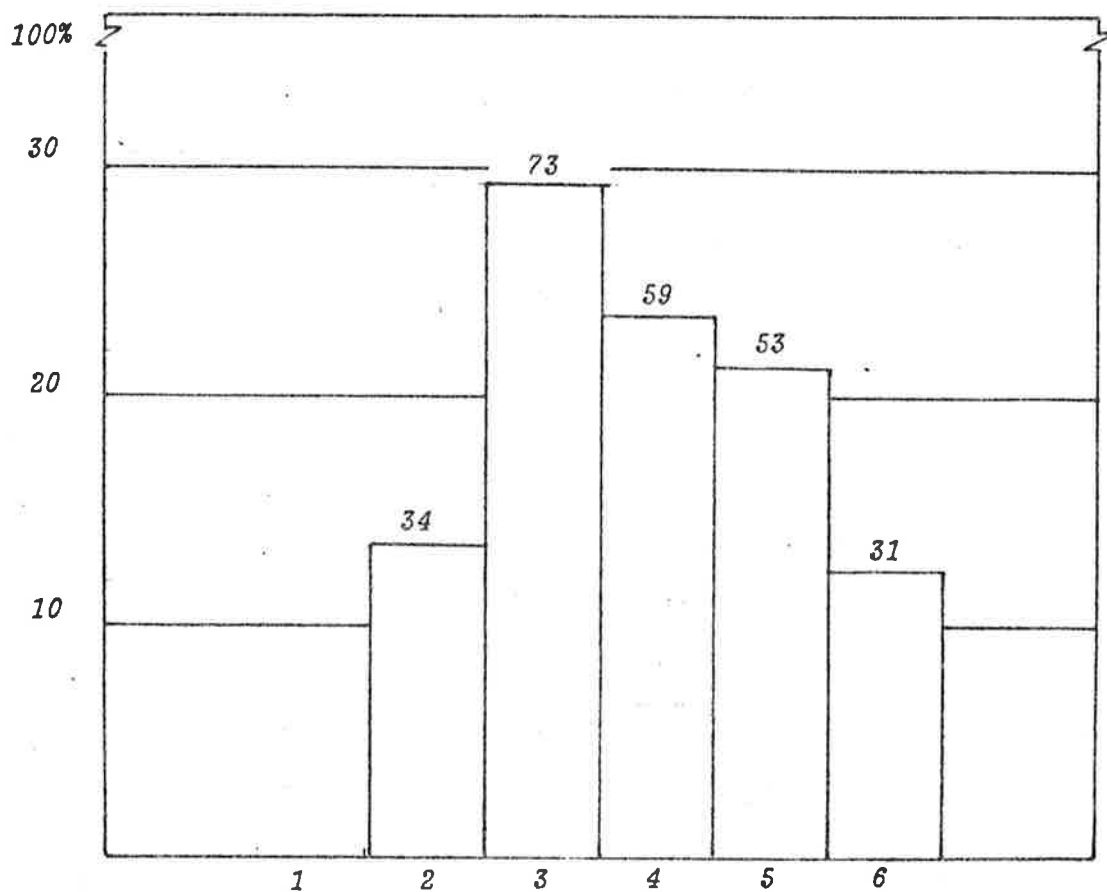


FIGURE F31 RELEVANCE OF EDUCATION

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
3 - 4	9	3.6	3.6
5 - 6	27	10.8	14.4
7 - 8	64	25.6	40.0
9 - 10	62	24.8	64.8
11 - 12	53	21.2	86.0
13 - 14	23	9.2	95.2
15 - 16	12	4.8	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	9.432	<i>Median</i>	9.333
<i>Standard Deviation</i>	2.824	<i>Mode</i>	8
<i>Standard Error</i>	.179	<i>Skewness</i>	.092
<i>Variance</i>	7.973	<i>Range</i>	13

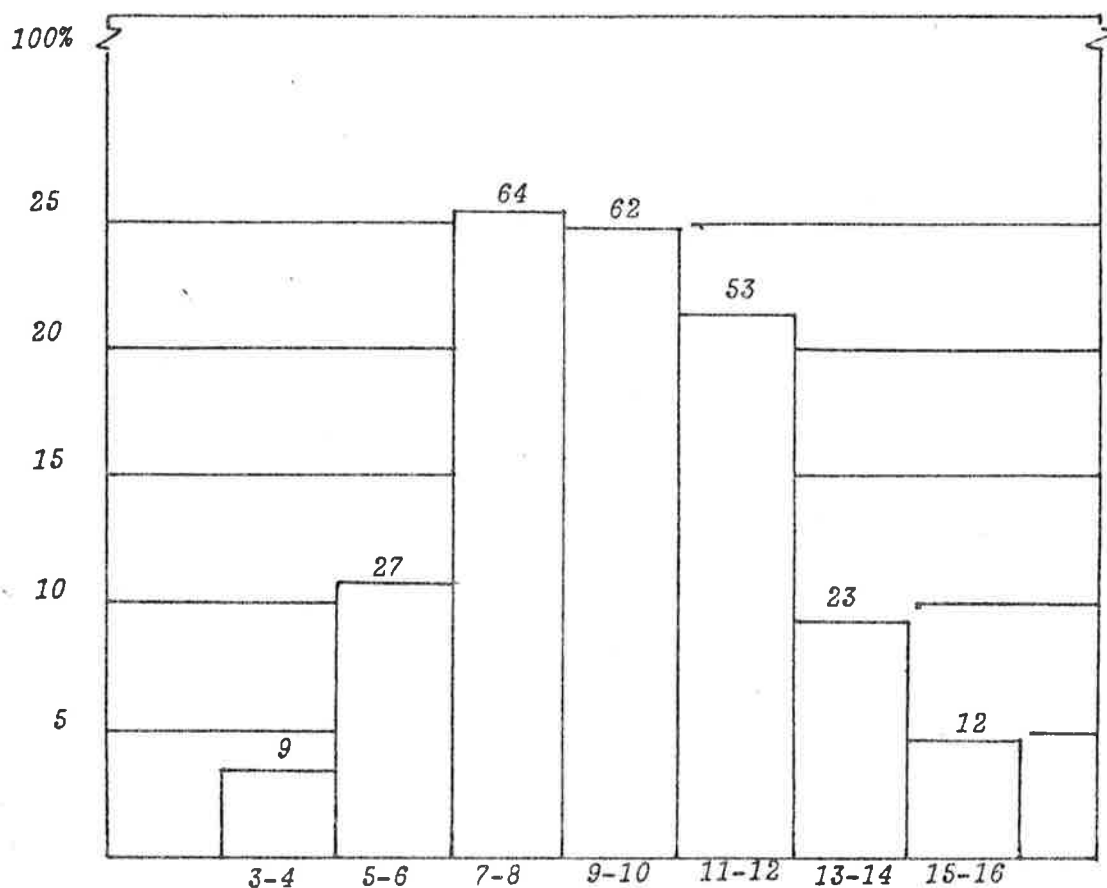


FIGURE F32 TOTAL EDUCATION SCORES

<i>Scores</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
2	-	-	-
3	17	6.8	6.8
4	74	29.6	36.4
5	76	30.4	66.8
6	83	33.2	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	4.900	<i>Median</i>	4.947
<i>Standard Deviation</i>	.945	<i>Mode</i>	6
<i>Standard Error</i>	.060	<i>Skewness</i>	-.286
<i>Variance</i>	.894	<i>Range</i>	3

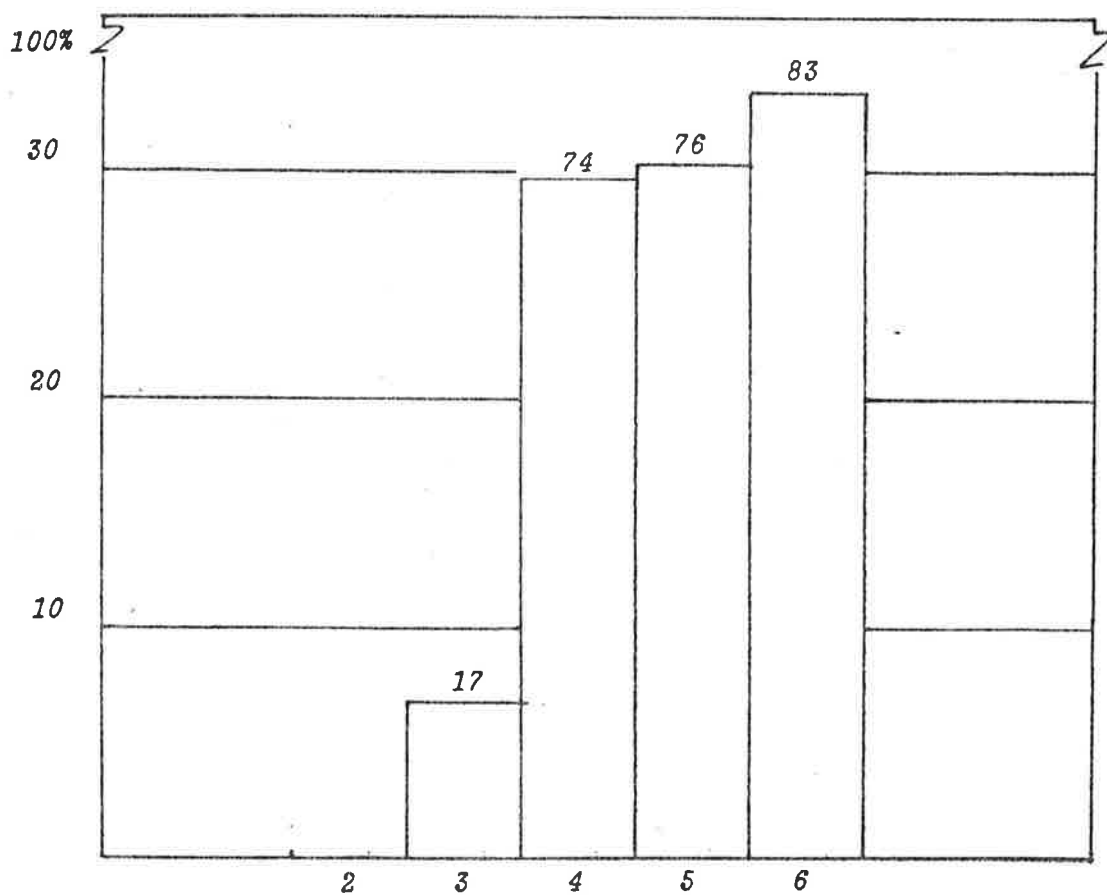


FIGURE F33 PHYSICAL CONDITION

<i>Categories</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>
<i>Male</i>	<i>205</i>	<i>82.0</i>
<i>Female</i>	<i>45</i>	<i>18.0</i>
	<i>250</i>	<i>100.0%</i>

Support statistics not meaningful

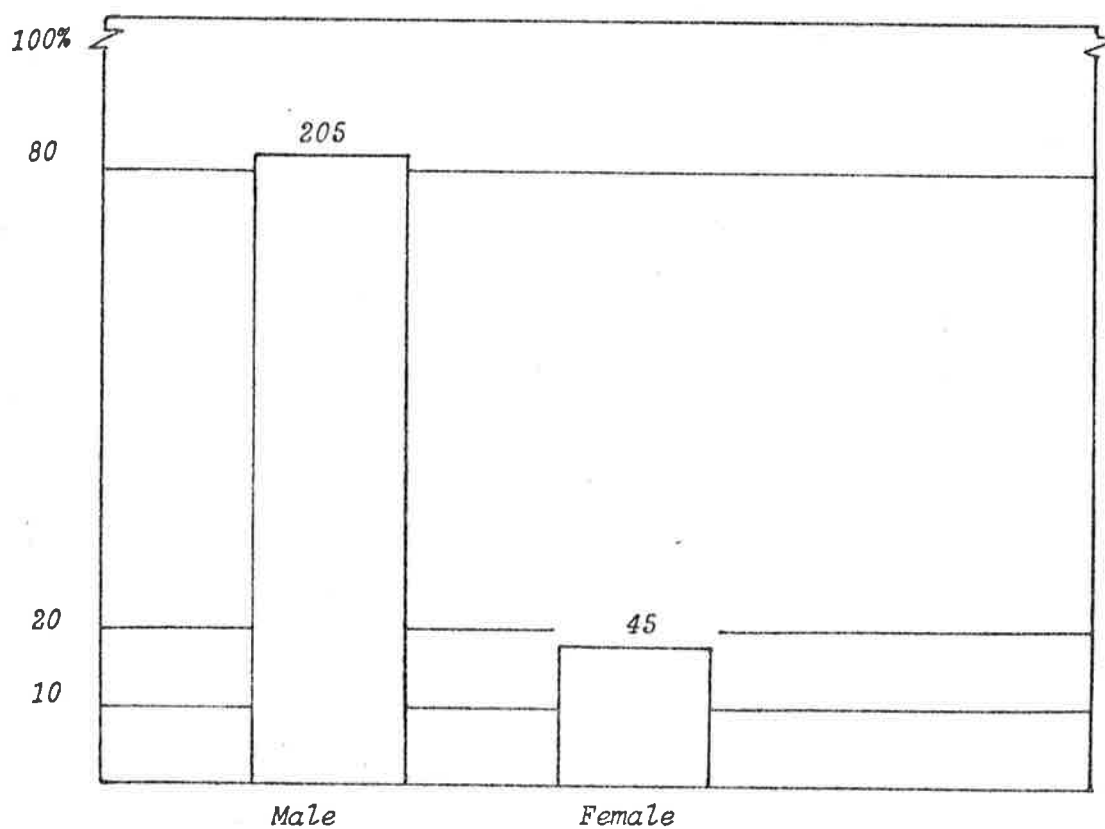


FIGURE F34 SEX OF RESPONDENTS

Categories	Absolute Frequency	Percentage Frequency
Protestant	123	49.2
Jewish	13	5.2
Catholic	87	34.8
Other	27	10.8
	<u>250</u>	<u>100.0%</u>

Support statistics not meaningful

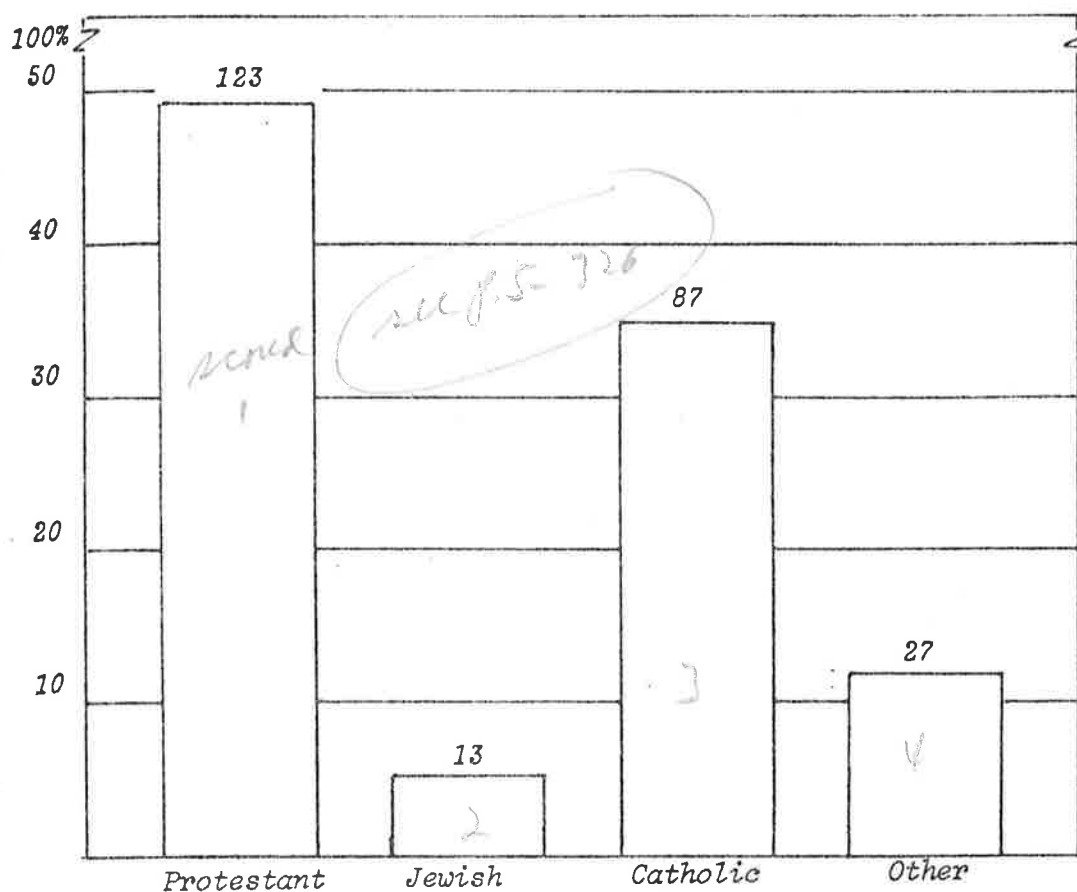


FIGURE F35 RELIGIOUS AFFILIATION OF RESPONDENTS

not a true scale!

Amoral to best!

Scores	Absolute Frequency	Percentage Frequency	Cumulative Percentage
4	11	4.4	4.4
5	19	7.6	12.0
6	26	10.4	22.4
7	33	13.2	35.6
8	40	16.0	51.6
9	37	14.8	66.4
10	45	18.0	84.4
11	18	7.2	91.6
12	14	5.6	97.2
13	6	2.4	99.6
14	1	0.4	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	8.348	Median	8.400
Standard Deviation	2.234	Mode	10
Standard Error	.141	Skewness	-.008
Variance	4.991	Range	10

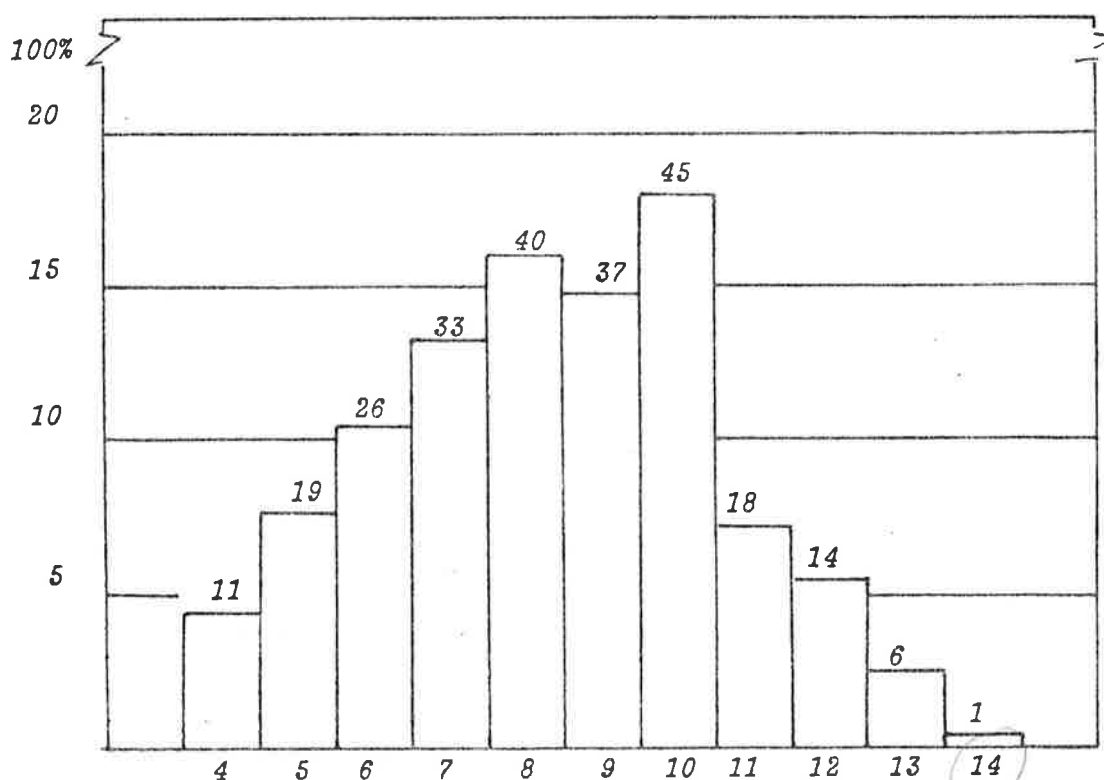


FIGURE F36 FAMILY SOCIO-ECONOMIC STATUS

specify theoretical
max 7.15
min 5.326

<i>Scores</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
2	51	20.4	20.4
3	37	14.8	35.2
4	58	23.2	58.4
5	29	11.6	70.0
6	27	10.8	80.8
7	31	12.4	93.2
8	14	5.6	98.8
9	3	1.2	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	4.432	<i>Median</i>	4.138
<i>Standard Deviation</i>	1.911	<i>Mode</i>	4
<i>Standard Error</i>	.121	<i>Skewness</i>	.409
<i>Variance</i>	3.652	<i>Range</i>	7

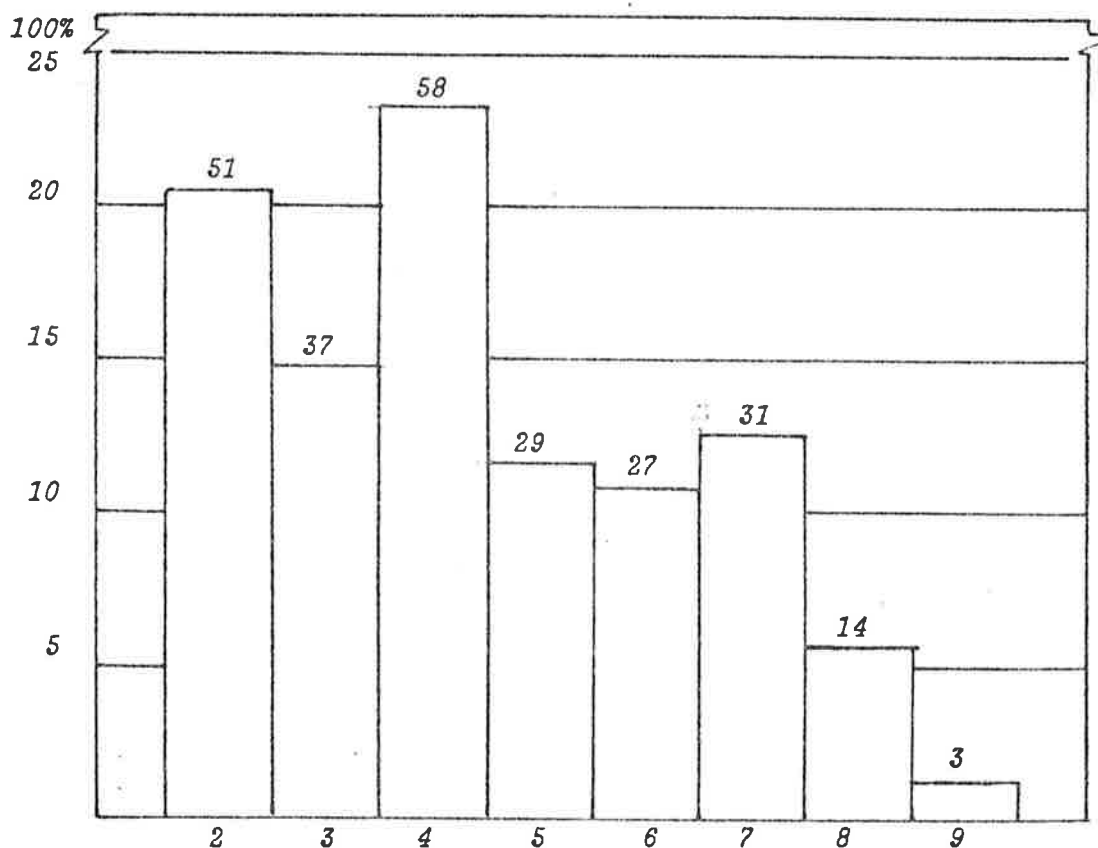


FIGURE F37 FAMILY MOBILITY

<i>Class Intervals</i>	<i>Absolute Frequency</i>	<i>Percentage Frequency</i>	<i>Cumulative Percentage</i>
4 - 5	21	8.4	8.4
6 - 7	47	18.8	27.2
8 - 9	51	20.4	47.6
10 - 11	47	18.8	66.4
12 - 13	34	13.6	80.0
14 - 15	32	12.8	92.8
16 - 17	18	7.2	100.0%
	<u>250</u>	<u>100.0%</u>	

<i>Mean</i>	10.036	<i>Median</i>	9.714
<i>Standard Deviation</i>	3.327	<i>Mode</i>	10
<i>Standard Error</i>	.210	<i>Skewness</i>	.223
<i>Variance</i>	11.071	<i>Range</i>	12

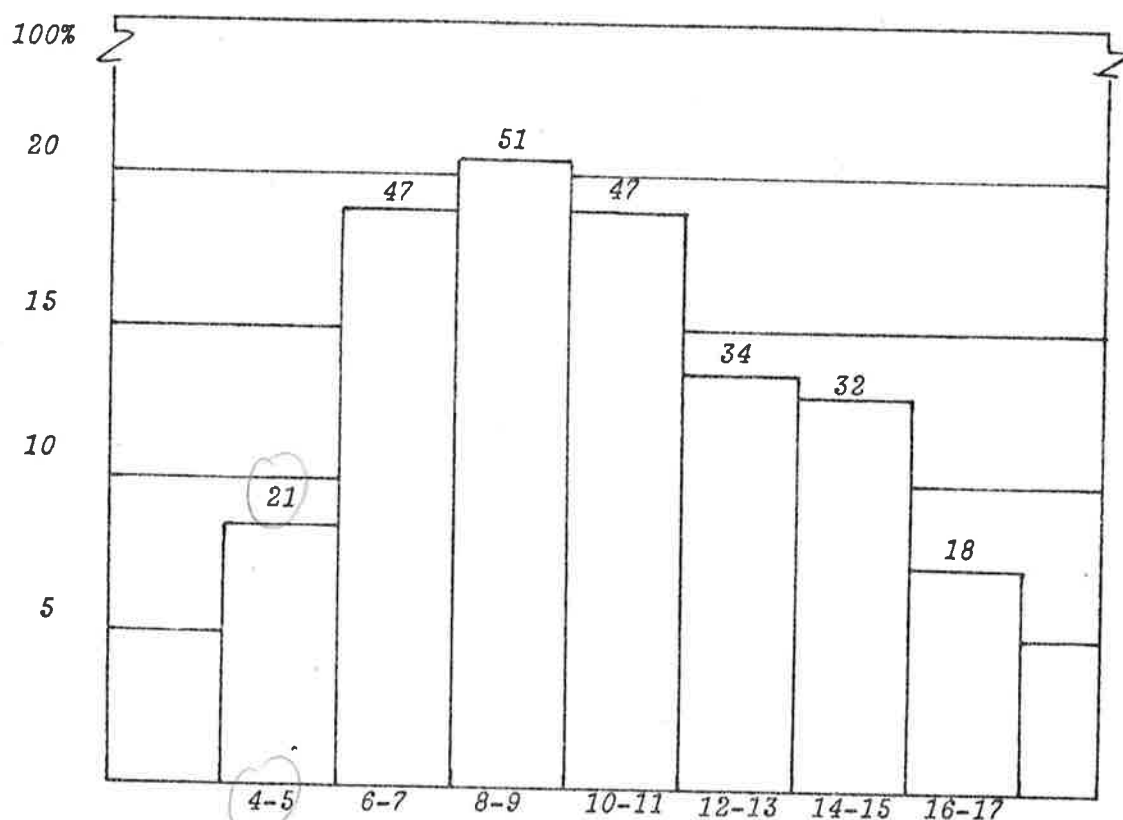


FIGURE F38 PARENTAL EXPECTATION AND DISCIPLINE

notes below are impossible -- see
8 327 + 492

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Frequency
7 - 8	26	10.4	10.4
9 - 10	30	12.0	22.4
11 - 12	41	16.4	38.8
13 - 14	44	17.6	56.4
15 - 16	30	12.0	68.4
17 - 18	15	6.0	74.4
19 - 20	34	13.6	88.0
21 - 22	19	7.6	95.6
23 - 24	11	4.4	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	14.468	Median	13.738
Standard Deviation	4.628	Mode	13
Standard Error	.293	Skewness	.318
Variance	21.415	Range	17

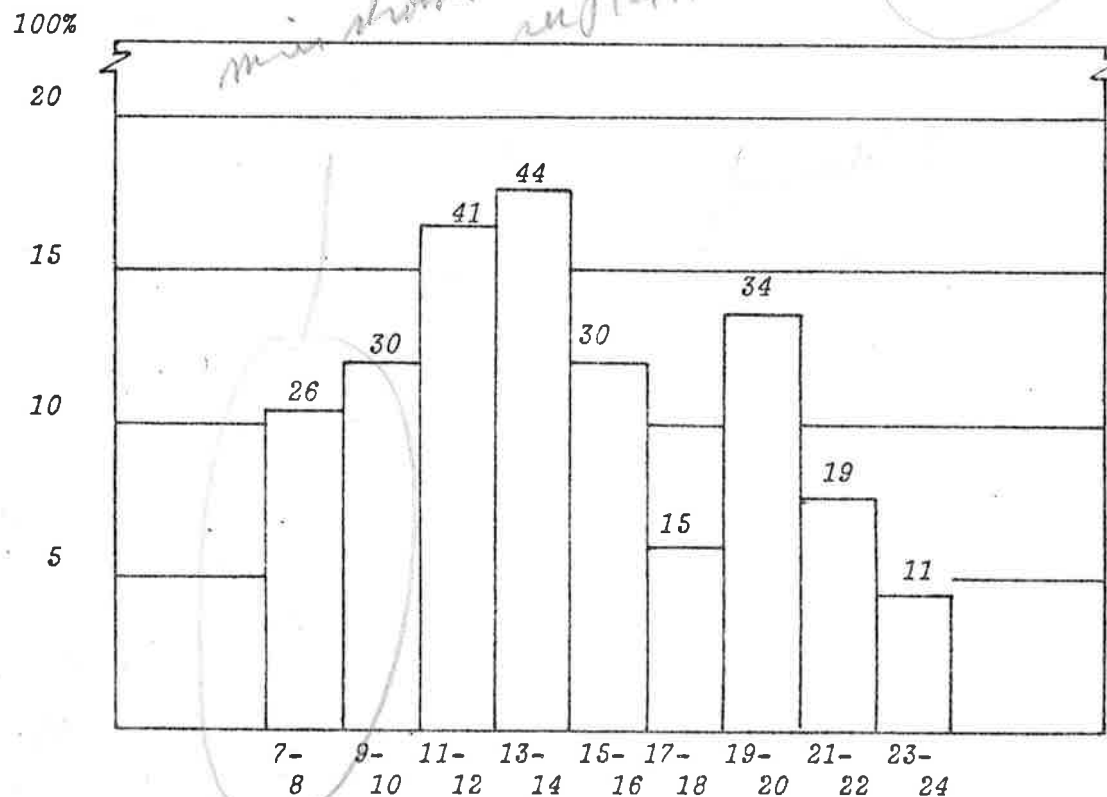


FIGURE F39 FAMILY BACKGROUND TOTAL SCORES

unimodal

Class Intervals	Absolute Frequency	Percentage Frequency	Cumulative Percentage
1 - 6	8	3.2	3.2
7 - 12	39	15.6	18.8
13 - 18	29	11.6	30.4
19 - 24	17	6.8	37.2
25 - 30	9	3.6	40.8
31 - 36	9	3.6	44.4
37 - 42	32	12.8	57.2
43 - 48	34	13.6	70.8
49 - 54	49	19.6	90.4
55 - 60	24	9.6	100.0%
	<u>250</u>	<u>100.0%</u>	

Mean	33.896	Median	39.250
Standard Deviation	17.549	Mode	53
Standard Error	1.110	Skewness	-.261
Variance	307.965	Range	54

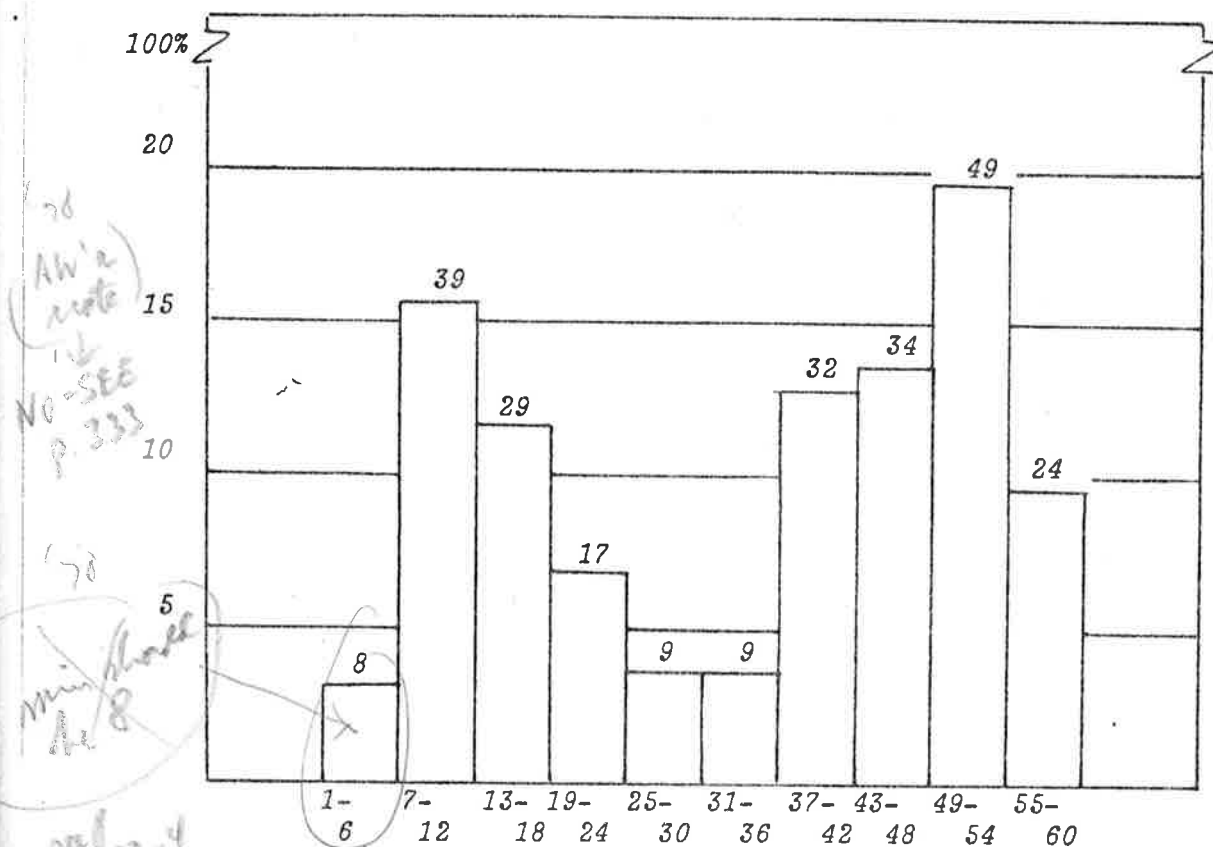


FIGURE F40 BUSINESS PERFORMANCE SCORES

lowest possible score = 8
see p. 333 + 504-5 -- but also p. 358
may = 59

APPENDIX G

CROSSTABULATIONS: N-WAY JOINT FREQUENCY DISTRIBUTIONS RELATING TO ALL HYPOTHESES

Page

1. Primary Propositions and Hypotheses

(Hypothesis 1 to 11 = Tables G1
to G11 inclusive)

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2. Secondary Hypotheses

(Hypothesis 12 to 64 = Tables
G12 to G64 inclusive)

586

TABLE G1 BUSINESS PERFORMANCE (PERFORMS) BY AFFECTIVE REACTION (REACTION) (HYPOTHESIS 1)

[illegible]

TABLE G2 AFFECTIVE REACTION (REACTION) BY ACHIEVEMENT
MOTIVATION (ACHMOTIV) (HYPOTHESIS 2)

[illegible]

TABLE G3c AFFECTIVE REACTION (REACTION) BY DETACHED
INTERPERSONAL ORIENTATION (INTDETAC)
(HYPOTHESIS 3(c))

REACTION	COUNT ROW PCT COL PCT TOT PCT	INTDETAC								ROW TOTAL
		116-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	
		2.001	3.001	4.001	5.001	6.001	7.001	8.001	9.001	
		1	1	1	1	1	1	1	1	
20-26	1.00	1	0	0	0	2	0	0	0	3
		33.3	0.0	0.0	0.0	56.7	0.0	0.0	0.0	1.2
		100.0	0.0	0.0	0.0	5.0	0.0	0.0	0.0	
		.4	0.0	0.0	0.0	.8	0.0	0.0	0.0	
27-36	2.00	0	1	6	13	2	5	0	0	25
		0.0	4.0	24.0	52.0	8.0	12.0	0.0	0.0	10.0
		0.0	14.3	19.4	20.5	3.0	7.9	0.0	0.0	
		0.0	.4	2.4	5.2	.8	1.2	0.0	0.0	
37-40	3.00	0	1	6	17	15	3	0	0	42
		0.0	4.0	14.3	40.5	35.7	7.1	0.0	0.0	16.8
		0.0	14.3	19.4	20.5	22.7	7.9	0.0	0.0	
		0.0	.4	2.4	6.6	6.0	1.2	0.0	0.0	
41-47	4.00	0	1	5	13	5	2	1	0	27
		0.0	3.7	18.5	40.1	18.5	7.4	3.7	0.0	10.8
		0.0	14.3	16.4	20.5	7.6	5.3	2.8	0.0	
		0.0	.4	2.0	5.2	2.0	.8	.4	0.0	
48-54	5.00	0	0	4	3	4	4	1	0	18
		0.0	0.0	33.3	16.7	22.2	22.2	5.6	0.0	7.2
		0.0	0.0	19.4	4.7	6.1	10.5	2.8	0.0	
		0.0	0.0	2.4	1.4	1.8	1.6	.4	0.0	
55-61	6.00	0	1	2	6	6	1	1	1	18
		0.0	3.6	11.1	33.3	33.3	5.6	5.6	3.6	7.2
		0.0	14.3	6.5	7.4	9.1	2.6	2.8	14.3	
		0.0	.4	.8	2.4	2.4	.4	.4	.4	
62-68	7.00	0	1	5	3	2	3	1	0	13
		0.0	7.7	23.1	15.1	15.4	15.1	7.7	0.0	5.2
		0.0	14.3	9.7	4.7	3.0	7.9	2.6	0.0	
		0.0	.4	1.4	1.2	.8	1.2	.4	0.0	
69-75	8.00	0	1	1	2	10	7	3	0	24
		0.0	4.2	4.2	8.5	41.7	29.2	12.5	0.0	9.6
		0.0	14.3	3.2	5.1	15.2	18.4	8.3	0.0	
		0.0	.4	.4	.6	4.0	2.3	1.2	0.0	
76-82	9.00	0	1	1	4	8	8	12	1	35
		0.0	2.9	2.9	11.4	22.9	22.9	34.3	2.9	14.0
		0.0	14.3	3.2	6.3	11.1	11.1	33.3	14.3	
		0.0	.4	.4	1.6	3.2	3.2	4.8	.4	
83-89	10.00	0	0	1	2	9	7	11	4	34
		0.0	0.0	2.9	5.9	26.5	20.6	32.4	11.6	13.6
		0.0	0.0	3.2	5.1	13.6	10.4	30.6	57.1	
		0.0	0.0	.4	.5	3.6	2.5	4.4	1.6	
90-96	11.00	0	0	0	1	3	0	5	1	11
		0.0	0.0	0.0	7.1	27.3	0.0	34.5	7.1	4.4
		0.0	0.0	0.0	1.6	4.5	0.0	16.7	14.3	
		0.0	0.0	0.0	.4	1.2	0.0	2.4	.4	
COLUMN TOTAL		1	7	31	64	66	50	36	7	250
		.4	2.8	12.4	25.6	26.4	15.2	14.4	2.8	100.0

TABLE G4a AFFECTIVE REACTION (REACTION) BY INNER-DIRECTED
ROLE PERCEPTION (IODINNER) (HYPOTHESIS 4(a))

REACTION	IODINNER							ROW TOTAL
	COUNT	11-20	21-24	25-28	29-32	33-36	37-40	
	ROW PCT							
	TOT PCT	2.001	3.001	4.001	5.001	6.001	7.001	
20-26	1.00	1	1	1	1	1	1	3
		33.3	0.0	33.3	0.0	0.0	0.0	1.2
		4.5	0.0	3.3	0.0	0.0	0.0	
		.4	0.0	.6	0.0	0.0	0.0	
27-33	2.00	1	13	1	2	1	1	25
		28.0	30.0	12.0	6.0	0.0	0.0	10.0
		31.6	24.5	5.0	3.0	0.0	0.0	
		2.8	5.2	1.2	.6	0.0	0.0	
34-40	3.00	1	20	13	4	1	0	42
		11.9	47.6	31.0	9.5	0.0	0.0	16.8
		27.7	21.7	21.7	7.3	0.0	0.0	
		2.0	0.0	5.2	1.6	0.0	0.0	
41-47	4.00	1	9	11	4	1	1	27
		7.4	30.3	40.7	14.8	3.7	0.0	10.6
		9.1	17.0	18.5	7.3	2.0	0.0	
		.0	3.6	4.4	1.6	.4	0.0	
48-54	5.00	1	4	7	3	1	1	13
		11.1	22.2	30.9	16.7	5.6	5.6	7.2
		9.1	7.5	11.7	5.5	2.0	10.0	
		.8	1.6	2.0	1.2	.4	.4	
55-61	6.00	1	1	4	7	4	0	16
		11.1	5.6	22.2	30.9	22.2	0.0	7.2
		9.1	1.5	6.7	12.7	8.0	0.0	
		.8	.4	1.6	2.0	1.6	0.0	
62-68	7.00	1	1	4	2	5	0	13
		7.7	7.7	30.6	15.4	38.5	0.0	5.2
		4.5	1.9	6.7	3.6	10.0	0.0	
		.4	.4	1.6	.8	2.0	0.0	
69-75	8.00	1	0	7	13	3	1	24
		0.0	0.0	29.2	54.2	12.5	4.2	9.6
		0.0	0.0	11.7	23.0	6.0	10.0	
		0.0	0.0	2.6	5.2	1.2	.4	
76-82	9.00	1	5	7	6	13	3	35
		2.9	14.3	20.0	17.1	37.1	6.6	14.0
		4.5	9.4	11.7	10.9	26.0	30.0	
		.4	2.0	2.6	2.4	5.2	1.2	
83-89	10.00	1	0	2	12	16	1	34
		2.9	0.0	5.9	35.3	52.9	2.9	13.6
		4.5	0.0	3.3	21.8	36.0	10.0	
		.4	0.0	.6	4.8	7.2	.4	
90-96	11.00	1	0	0	2	5	4	11
		0.0	0.0	0.0	10.2	45.5	36.4	4.4
		0.0	0.0	0.0	3.8	10.0	40.0	
		0.0	0.0	0.0	.8	2.0	1.6	
COLUMN TOTAL		22 8.0	53 21.2	61 24.0	55 22.0	50 20.0	18 7.0	250 100.0

TABLE G4b AFFECTIVE REACTION (REACTION) BY OTHER-DIRECTED
ROLE PERCEPTION (100OTHER) (HYPOTHESIS 4(b))

[illegible]

TABLE G5 EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY
TOTAL PRE-DECISION WORK EXPERIENCE (PREXPERE)
(HYPOTHESIS 5)

ACTIVITIES	PREXPERE										TOTAL
	1-8	9-12	13-16	17-20	21-24	25-28	29-32	33-36	37-40	41-44	
ROW PCI	1	1	1	1	1	1	1	1	1	1	
COL PCI	1	1	1	1	1	1	1	1	1	1	
TOT PCI	1	1	1	1	1	1	1	1	1	1	
3-5	1.00	0	3	3	1	1	0	1	0	1	6
	0.0	27.5	57.5	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	4.5	7.5	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	1.2	1.2	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6-8	1	1	1	1	1	1	1	1	1	1	7
	11.1	0.5	27.0	15.0	1.4	4.2	0.0	0.0	0.0	0.0	0.0
	47.1	4.5	59.0	26.4	7.7	10.0	0.0	0.0	0.0	0.0	0.0
	3.2	11.0	6.0	4.4	0.4	1.2	0.0	0.0	0.0	0.0	0.0
9-11	1	1	1	1	1	1	1	1	1	1	7
	0.0	2.0	10.0	10.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0
	47.1	42.4	31.4	33.0	14.1	20.0	0.0	0.0	0.0	0.0	0.0
	3.2	14.2	6.4	7.2	0.0	1.6	0.0	0.0	0.0	0.0	0.0
12-14	1	1	1	1	1	1	1	1	1	1	7
	1.0	7.5	10.0	20.0	13.0	10.0	0.0	0.0	0.0	0.0	0.0
	1.6	7.5	15.5	31.7	20.0	19.0	0.0	0.0	0.0	0.0	0.0
	5.0	7.6	15.6	37.0	25.1	20.0	0.0	0.0	0.0	0.0	0.0
	0	2.0	4.0	5.0	5.2	4.0	0.0	0.0	0.0	0.0	0.0
15-17	1	1	1	1	1	1	1	1	1	1	7
	0.0	5.1	10.0	7.5	7.5	9.1	0.0	0.0	0.0	0.0	0.0
	0.0	1.5	2.5	3.4	0.1	5.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.4	0.0	1.2	1.2	0.4	0.0	0.0	0.0	0.0	0.0
TOTAL	17	16	51	54	37	20	0	0	0	0	0
	5.8	2.0	20.4	21.0	14.0	8.0	0.0	0.0	0.0	0.0	0.0

TABLE G6 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY EXPRESSED ROLE
SUCCESS MOTIVATION (MOTIVATE) (HYPOTHESIS 6)

MOTIVATE											
	COUNT	1									
	ROW PCT	13-5	6-8	9-11	12-14	15-17			ROW		
	COL PCT	1								TOTAL	
ACHMOTIV	TOI PCT	1	1.001	2.001	3.001	4.001	5.001				
	2.00	1	1	1	5	1	1	1	0	1	12
23-28		1	9.3	41.7	41.7	8.3	1	0.0	1	4.8	
		1	12.5	6.9	5.2	1.6	1	0.0	1		
		1	.4	2.0	2.0	.4	1	0.0	1		
	3.00	1	3	9	10	4	1	0	1	22	
29-34		1	13.6	40.9	45.5	18.2	1	0.0	1	6.8	
		1	37.5	12.5	10.4	0.0	1	0.0	1		
		1	1.2	3.6	4.0	0.0	1	0.0	1		
	4.00	1	3	21	14	3	1	0	1	41	
35-40		1	7.5	51.2	34.1	7.3	1	0.0	1	16.4	
		1	37.5	27.2	14.6	4.3	1	0.0	1		
		1	1.2	6.4	5.0	1.2	1	0.0	1		
	5.00	1	1	16	20	1	1	0	1	38	
41-46		1	2.6	42.1	52.6	2.6	1	0.0	1	15.2	
		1	12.5	22.2	20.0	1.6	1	0.0	1		
		1	.4	6.4	5.0	.4	1	0.0	1		
	6.00	1	0	11	5	2	1	0	1	21	
47-52		1	0.0	28.4	13.1	5.3	1	0.0	1	6.4	
		1	0.0	15.5	8.3	3.2	1	0.0	1		
		1	0.0	4.4	3.2	.8	1	0.0	1		
	7.00	1	0	3	8	4	1	3	1	16	
53-56		1	0.0	18.8	37.5	25.0	1	16.6	1	6.4	
		1	0.0	4.2	6.5	6.3	1	27.3	1		
		1	0.0	1.2	2.4	1.6	1	1.2	1		
	8.00	1	0	2	14	12	1	5	1	33	
59-64		1	0.0	6.1	42.4	36.4	1	15.2	1	13.2	
		1	0.0	2.8	14.6	12.0	1	45.5	1		
		1	0.0	.6	5.6	4.8	1	2.0	1		
	9.00	1	0	4	13	6	1	1	1	26	
65-70		1	0.0	15.4	50.0	30.6	1	3.8	1	10.4	
		1	0.0	5.6	13.5	12.7	1	9.1	1		
		1	0.0	1.6	5.2	5.2	1	.4	1		
	10.00	1	0	1	6	27	1	2	1	36	
71-76		1	0.0	2.6	16.7	75.0	1	5.6	1	14.4	
		1	0.0	1.4	6.3	42.9	1	16.2	1		
		1	0.0	.4	2.4	10.8	1	.8	1		
	11.00	1	0	0	0	5	1	0	1	5	
77-82		1	0.0	0.0	0.0	100.0	1	0.0	1	2.0	
		1	0.0	0.0	0.0	7.5	1	0.0	1		
		1	0.0	0.0	0.0	2.0	1	0.0	1		
COLUMN			8	72	96	63	11			250	
TOTAL			3.2	28.0	36.4	25.2	4.4			100.0	

N=75
failed
group?

TABLE G7 EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY
POST-DECISION PREPARATION (POSTPREP) (HYPOTHESES 7)

MOTIVATE	POSTPREP						TOTAL
	COUNT	17-9	10-12	13-15	16-18	19-21	
3-5	1.00	3	4	1	0	0	8
		37.5	50.0	12.5	0.0	0.0	3.2
		12.0	4.7	1.5	0.0	0.0	
		1.2	1.6	.4	0.0	0.0	
		-	-	-	-	-	
6-8	2.00	11	39	17	5	0	72
		15.3	44.2	23.6	6.9	0.0	28.8
		44.0	45.3	25.0	10.4	0.0	
		4.4	15.6	6.8	2.0	0.0	
		-	-	-	-	-	
9-11	3.00	10	36	20	15	6	96
		10.4	37.5	20.2	15.6	6.3	38.4
		40.0	41.3	43.9	31.3	24.0	
		4.0	14.0	11.6	6.0	2.4	
		-	-	-	-	-	
12-14	4.00	1	7	14	26	15	63
		1.6	11.1	22.2	41.3	23.4	25.2
		4.0	8.1	21.2	54.2	60.0	
		.4	2.8	5.6	10.4	6.0	
		-	-	-	-	-	
15-17	5.00	0	0	5	2	4	11
		0.0	0.0	45.5	14.2	36.4	4.4
		0.0	0.0	7.6	4.2	16.0	
		0.0	0.0	2.0	.8	1.6	
		-	-	-	-	-	
COUNT	25	86	66	48	25	250	
TOTAL	10.0	34.4	26.4	19.2	10.0	100.0	

TABLE G8 AFFECTIVE REACTION (REACTION) BY POST-DECISION PREPARATION (POSTPREP) (HYPOTHESIS 8)

		POSTPREP							
		COUNT	1	17-9	10-12	13-15	16-18	19-21	
		ROW PCT	1	1	1	1	1	1	ROW
		COL PCT	1	1	1	1	1	1	TOTAL
		TOT PCT	1	1.001	2.001	3.001	4.001	5.001	
REACTION		1	1	1	1	1	1	1	
20-26	1.00	1	1	1	1	1	0	0	3
		1	33.3	33.3	33.3	0.0	0.0	0.0	1.2
		1	4.0	1.2	1.5	0.0	0.0	0.0	
		1	.4	.4	.4	0.0	0.0	0.0	
27-33	2.00	1	10	13	2	0	0	0	25
		1	40.0	52.0	8.0	0.0	0.0	0.0	10.0
		1	40.0	15.1	5.0	0.0	0.0	0.0	
		1	4.0	5.2	.8	0.0	0.0	0.0	
34-40	3.00	1	7	27	8	0	0	0	42
		1	16.7	64.3	19.0	0.0	0.0	0.0	15.8
		1	28.0	31.4	12.1	0.0	0.0	0.0	
		1	2.8	10.6	3.2	0.0	0.0	0.0	
41-47	4.00	1	2	19	6	0	0	0	27
		1	7.4	70.4	22.2	0.0	0.0	0.0	10.8
		1	9.0	22.1	9.1	0.0	0.0	0.0	
		1	.8	7.5	2.4	0.0	0.0	0.0	
46-54	5.00	1	1	6	5	0	0	0	18
		1	5.6	44.4	50.0	0.0	0.0	0.0	7.2
		1	4.0	9.3	13.6	0.0	0.0	0.0	
		1	.4	3.2	3.6	0.0	0.0	0.0	
55-61	6.00	1	4	9	4	1	1	0	18
		1	22.2	50.0	22.2	5.6	0.0	0.0	7.2
		1	16.0	10.5	6.1	2.1	0.0	0.0	
		1	1.6	3.6	1.6	.4	0.0	0.0	
62-68	7.00	1	0	2	5	5	1	1	13
		1	0.0	15.4	38.5	33.5	7.7	0.0	5.2
		1	0.0	2.3	7.6	10.4	4.0	0.0	
		1	0.0	.8	2.0	2.0	.4	0.0	
69-75	8.00	1	0	2	6	12	4	0	24
		1	0.0	8.3	25.0	50.0	16.7	0.0	9.6
		1	0.0	2.3	9.1	25.0	16.0	0.0	
		1	0.0	.8	2.4	4.8	1.6	0.0	
76-82	9.00	1	0	3	12	14	6	0	35
		1	0.0	8.6	34.3	40.0	17.1	0.0	14.0
		1	0.0	3.5	18.2	29.2	24.0	0.0	
		1	0.0	1.2	4.8	5.6	2.4	0.0	
83-89	10.00	1	0	1	8	14	11	0	34
		1	0.0	2.9	23.5	41.2	32.4	0.0	13.6
		1	0.0	1.2	12.1	29.2	44.0	0.0	
		1	0.0	.4	3.2	5.6	4.4	0.0	
90-96	11.00	1	0	1	5	2	3	0	11
		1	0.0	9.1	45.5	18.2	27.3	0.0	4.4
		1	0.0	1.2	7.6	4.2	12.0	0.0	
		1	0.0	.4	2.0	.8	1.2	0.0	
COLUMN TOTAL			25	66	66	48	25	250	
			10.0	34.4	26.4	19.2	10.0	100.0	

TABLE G9 AFFECTIVE REACTION (REACTION) BY MEMBERSHIP IN
OTHER ORGANISATIONS (ORGANISM) (HYPOTHESIS 9)

REACTION	ORGANISM				
	COUNT	1	MEMBER	NON-MEMBER	400
	ROW PCT	1		EN	TOTAL
	COL PCT	1			
	TOT PCT	1	1.00	2.00	
	1.00	1	1	1	1
20-26		1	66.7	33.3	3
		1	1.1	1.4	1.2
		1	.8	.4	1
		1	1	1	1
27-33	2.00	1	19	6	25
		1	76.0	24.0	10.0
		1	10.7	0.2	1
		1	7.6	2.4	1
		1	1	1	1
34-40	3.00	1	31	11	42
		1	73.8	26.2	16.6
		1	17.5	15.1	1
		1	12.4	4.4	1
		1	1	1	1
41-47	4.00	1	18	9	27
		1	66.7	33.3	10.0
		1	10.2	12.3	1
		1	7.2	3.6	1
		1	1	1	1
48-54	5.00	1	8	10	18
		1	44.4	55.6	7.2
		1	4.5	13.7	1
		1	3.2	4.0	1
		1	1	1	1
55-61	6.00	1	13	5	18
		1	72.2	27.8	7.2
		1	7.3	6.0	1
		1	5.2	2.0	1
		1	1	1	1
62-68	7.00	1	12	1	13
		1	92.3	7.7	5.2
		1	6.8	2.4	1
		1	4.0	.4	1
		1	1	1	1
69-75	8.00	1	16	8	24
		1	66.7	33.3	9.6
		1	9.0	11.0	1
		1	5.4	3.2	1
		1	1	1	1
76-82	9.00	1	22	13	35
		1	62.9	37.1	14.0
		1	12.4	17.8	1
		1	9.8	5.2	1
		1	1	1	1
83-89	10.00	1	26	8	34
		1	76.5	23.5	13.6
		1	14.7	11.0	1
		1	10.4	3.2	1
		1	1	1	1
90-96	11.00	1	10	1	11
		1	90.9	9.1	4.4
		1	5.6	1.4	1
		1	4.0	.4	1
		1	1	1	1
COLUMN			177	73	250
TOTAL			70.8	29.2	100.0

TABLE G10 AFFECTIVE REACTION (REACTION) BY MULTIPLE JOB HOLDING (MULTIJOB) (HYPOTHESIS 10)

		MULTIJOB								
		COUNT	1							
		ROW PCT	1							ROW
		COL PCT	1							TOTAL
		TOT PCT	1	1.001	2.001	3.001	4.001	5.001	6.001	
REACTION										
26-26	1.00	1	1	1	1	1	0	1	0	3
		33.3	1	33.3	1	33.3	1	0.0	1	1.2
		.5	1	16.7	1	2.9	1	0.0	1	
		.4	1	.4	1	.4	1	0.0	1	
27-33	2.00	16	1	0	1	3	2	3	1	25
		64.0	1	0.0	1	12.0	1	8.0	1	10.0
		8.2	1	0.0	1	8.6	1	22.2	1	
		6.4	1	0.0	1	1.2	1	.8	1	
34-40	3.00	25	1	0	1	13	2	0	2	42
		59.5	1	0.0	1	31.0	1	4.8	1	16.6
		12.8	1	0.0	1	30.2	1	22.2	1	
		10.0	1	0.0	1	5.2	1	.8	1	
41-47	4.00	19	1	2	1	5	1	0	0	27
		70.4	1	7.4	1	18.5	1	3.7	1	10.6
		9.7	1	25.3	1	14.7	1	11.1	1	
		7.6	1	.8	1	2.0	1	.4	1	
48-54	5.00	15	1	1	1	4	0	0	0	18
		72.2	1	5.6	1	22.2	1	0.0	1	7.2
		6.7	1	16.7	1	11.6	1	0.0	1	
		5.2	1	.4	1	1.6	1	0.0	1	
55-61	6.00	15	1	1	1	1	1	0	0	18
		63.3	1	5.6	1	5.6	1	0.0	1	7.2
		7.7	1	16.7	1	2.9	1	11.1	1	
		6.0	1	.4	1	.4	1	.4	1	
62-66	7.00	12	1	0	1	1	0	0	0	13
		92.3	1	0.0	1	7.7	1	0.0	1	5.2
		6.2	1	0.0	1	2.9	1	0.0	1	
		4.8	1	0.0	1	.4	1	0.0	1	
69-75	8.00	21	1	0	1	1	2	0	0	24
		87.5	1	0.0	1	4.2	1	8.3	1	9.6
		10.4	1	0.0	1	2.9	1	22.2	1	
		8.4	1	0.0	1	.4	1	.6	1	
76-82	9.00	30	1	0	1	4	1	0	0	35
		85.7	1	0.0	1	11.4	1	2.9	1	14.0
		15.4	1	0.0	1	11.6	1	11.1	1	
		12.0	1	0.0	1	1.6	1	.4	1	
83-89	10.00	32	1	1	1	1	0	0	0	34
		94.1	1	2.9	1	2.9	1	0.0	1	13.6
		16.4	1	16.7	1	2.9	1	0.0	1	
		12.8	1	.4	1	.4	1	0.0	1	
90-96	11.00	11	1	0	0	0	0	0	0	11
		107.0	1	0.0	0	0.0	1	0.0	1	4.4
		5.4	1	0.0	0	0.0	1	0.0	1	
		4.4	1	0.0	0	0.0	1	0.0	1	
COLUMNS		155		0	34	9	5	5		250
TOTAL		78.0		2.4	15.6	3.8	1.2	1.2		103.0

TABLE G11 AFFECTIVE REACTION (REACTION) BY MARITAL STATUS
AND RESPONSIBILITY (MARISTAT) (HYPOTHESES 11)

MARISTAT													TOTAL
COUNT	11-2	3-4	5-6	7-8	9-10	11-12	13-14						
RWD PCT	11-2	3-4	5-6	7-8	9-10	11-12	13-14						
COL PCT	11-2	3-4	5-6	7-8	9-10	11-12	13-14						
TOT PCT	1.001	2.001	3.001	4.001	5.001	6.001	7.001						
REACTION	1	1	1	1	1	1	1	1	1	1	1	1	
20-26	1.00	2	0	1	0	0	0	0	0	0	0	3	
	66.7	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	
	5.4	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	.5	0.0	.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
27-33	2.00	8	3	5	1	5	3	0	0	0	0	25	
	32.0	12.0	20.0	4.0	20.0	12.0	0.0	0.0	0.0	0.0	0.0	10.0	
	21.6	11.1	16.7	2.6	9.8	5.8	0.0	0.0	0.0	0.0	0.0		
	3.2	1.2	2.0	.4	2.0	1.2	0.0	0.0	0.0	0.0	0.0		
34-40	3.00	5	9	7	6	5	9	3	0	0	0	42	
	7.1	21.4	16.7	14.3	11.9	21.4	7.1	0.0	0.0	0.0	0.0	16.6	
	8.1	33.3	23.5	15.4	9.8	47.5	21.4	0.0	0.0	0.0	0.0		
	1.2	3.6	2.6	2.4	2.0	3.6	1.2	0.0	0.0	0.0	0.0		
41-47	4.00	5	4	4	5	8	2	1	0	0	0	27	
	11.1	14.8	14.8	10.5	29.6	7.4	3.7	0.0	0.0	0.0	0.0	10.8	
	9.1	14.6	13.3	12.6	15.7	3.8	7.1	0.0	0.0	0.0	0.0		
	1.2	1.6	1.6	2.0	3.2	.8	.4	0.0	0.0	0.0	0.0		
48-54	5.00	4	3	4	5	2	1	1	0	0	0	18	
	22.2	16.7	11.1	27.0	11.1	3.6	5.6	0.0	0.0	0.0	0.0	7.2	
	10.8	11.1	6.7	14.5	3.9	4.9	7.1	0.0	0.0	0.0	0.0		
	1.6	1.2	.6	2.0	.8	.4	.4	0.0	0.0	0.0	0.0		
55-61	6.00	4	2	2	3	3	2	2	0	0	0	18	
	22.2	11.1	11.1	16.7	16.7	11.1	11.1	0.0	0.0	0.0	0.0	7.2	
	10.8	7.4	6.7	7.7	5.9	3.6	14.3	0.0	0.0	0.0	0.0		
	1.6	.8	.6	1.2	1.2	.8	.8	0.0	0.0	0.0	0.0		
62-68	7.00	0	0	1	1	7	3	1	0	0	0	13	
	0.0	0.0	7.7	7.7	53.8	23.1	7.7	0.0	0.0	0.0	0.0	5.2	
	0.0	0.0	3.3	2.6	13.7	3.8	7.1	0.0	0.0	0.0	0.0		
	0.0	0.0	.4	.4	2.8	1.2	.4	0.0	0.0	0.0	0.0		
69-75	8.00	5	0	2	6	6	5	0	0	0	0	24	
	20.8	0.0	6.3	25.0	25.0	20.8	0.0	0.0	0.0	0.0	0.0	9.6	
	13.5	0.0	6.7	15.4	11.8	9.6	0.0	0.0	0.0	0.0	0.0		
	2.0	0.0	.6	2.4	2.4	2.3	0.0	0.0	0.0	0.0	0.0		
76-82	9.00	5	4	2	3	7	13	3	0	0	0	33	
	8.6	11.4	5.7	6.6	20.0	37.1	6.6	0.0	0.0	0.0	0.0	14.0	
	9.1	14.8	6.7	7.7	13.7	23.0	21.4	0.0	0.0	0.0	0.0		
	1.2	1.6	.6	1.2	2.6	3.2	1.2	0.0	0.0	0.0	0.0		
83-89	10.00	4	2	4	7	4	10	3	0	0	0	34	
	11.8	5.9	11.8	20.6	11.8	27.4	6.6	0.0	0.0	0.0	0.0	13.6	
	16.5	7.4	13.3	17.9	7.8	49.2	21.4	0.0	0.0	0.0	0.0		
	1.6	.6	1.6	2.8	1.6	4.0	1.2	0.0	0.0	0.0	0.0		
90-96	11.00	1	0	0	2	4	4	0	0	0	0	11	
	9.1	0.0	0.0	16.2	36.4	36.4	0.0	0.0	0.0	0.0	0.0	4.4	
	2.7	0.0	0.0	5.1	7.6	7.7	0.0	0.0	0.0	0.0	0.0		
	.4	0.0	0.0	.8	1.6	1.6	0.0	0.0	0.0	0.0	0.0		
COLUMN TOTAL	37	17	30	33	51	52	14	230					
TOTAL	14.8	10.6	12.0	13.6	25.7	20.8	5.6	100.0					

TABLE G12 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY RELIGIOUS AFFILIATION (RELIGION) (HYPOTHESIS 12)

		RELIGION											
COUNT												ROW	
ROW PCT		PROTESTANT JEWISH CATHOLIC OTHER										TOTAL	
COL PCT		INI											
TOT PCT		1 1.00I 2.00I 3.00I 4.00I											
ACHMOTIV		-----											
2.00		1	2	1	1	1	5	1	4	1	12		
23-28		1	16.7	1	8.3	1	41.7	1	33.3	1	4.8		
		1	1.6	1	7.7	1	5.7	1	14.8	1			
		1	.8	1	.4	1	2.0	1	1.6	1			
3.00		1	10	1	1	1	6	1	3	1	22		
29-34		1	45.5	1	4.5	1	36.4	1	13.6	1	8.8		
		1	8.1	1	7.7	1	9.2	1	11.1	1			
		1	4.0	1	.4	1	3.2	1	1.2	1			
4.00		1	15	1	2	1	17	1	7	1	41		
35-40		1	36.6	1	4.9	1	41.5	1	17.1	1	16.4		
		1	12.2	1	15.4	1	19.5	1	25.9	1			
		1	6.0	1	.8	1	6.8	1	2.8	1			
5.00		1	11	1	3	1	17	1	7	1	38		
41-46		1	28.9	1	7.9	1	44.7	1	18.4	1	15.2		
		1	8.9	1	23.1	1	19.5	1	25.9	1			
		1	4.4	1	1.2	1	6.8	1	2.8	1			
6.00		1	8	1	1	1	11	1	1	1	21		
47-52		1	38.1	1	4.6	1	52.4	1	4.8	1	8.4		
		1	6.5	1	7.7	1	12.6	1	5.7	1			
		1	3.2	1	.4	1	4.4	1	.4	1			
7.00		1	8	1	0	1	6	1	2	1	16		
53-58		1	50.0	1	0.0	1	37.5	1	12.5	1	6.4		
		1	6.5	1	0.0	1	6.9	1	7.4	1			
		1	3.2	1	0.0	1	2.4	1	.8	1			
8.00		1	19	1	3	1	6	1	3	1	33		
59-64		1	57.6	1	9.1	1	24.2	1	9.1	1	13.2		
		1	15.4	1	23.1	1	9.2	1	11.1	1			
		1	7.6	1	1.2	1	3.2	1	1.2	1			
9.00		1	17	1	0	1	9	1	0	1	26		
65-70		1	65.4	1	0.0	1	34.6	1	0.0	1	10.4		
		1	13.8	1	0.0	1	10.5	1	0.0	1			
		1	6.8	1	0.0	1	3.6	1	0.0	1			
10.00		1	28	1	2	1	6	1	0	1	36		
71-76		1	77.8	1	5.6	1	16.7	1	0.0	1	14.4		
		1	22.8	1	15.4	1	6.9	1	0.0	1			
		1	11.2	1	.6	1	2.4	1	0.0	1			
11.00		1	5	1	0	1	0	1	0	1	5		
77-82		1	100.0	1	0.0	1	0.0	1	0.0	1	2.0		
		1	4.1	1	0.0	1	0.0	1	0.0	1			
		1	2.0	1	0.0	1	0.0	1	0.0	1			
COLUMN TOTAL			123		15		67		27		250		
			49.2		5.2		34.6		10.8		100.0		

TABLE G13a ACHIEVEMENT MOTIVATION (ACHMOTIV) BY PARENTAL
EXPECTATION AND DISCIPLINE (PAREXPEC)
(HYPOTHESIS 13)

		PAREXPEC											
COUNT		14-6	7-9		10-12		13-15		16-18		NUM TOTAL		
ROW PCT	COL PCT	1	1	1	1	1	1	1	1				
101 PCT	1	1.00	2.00	3.00	4.00	5.00	1	1	1				
1	1	1	1	1	1	1	1	1	1				
ACHMOTIV	2.00	1	6	1	3	1	2	1	1	0	1	12	
	23-28	1	50.0	1	25.0	1	16.7	1	8.3	1	0.0	1	4.8
		1	13.3	1	4.1	1	3.3	1	1.9	1	0.0	1	
		1	2.4	1	1.2	1	.8	1	.4	1	0.0	1	
29-34	3.00	1	11	1	6	1	2	1	1	1	0	1	22
		1	50.0	1	30.4	1	9.1	1	4.5	1	0.0	1	8.8
		1	24.4	1	10.8	1	3.3	1	1.9	1	0.0	1	
		1	4.4	1	3.2	1	.8	1	.4	1	0.0	1	
35-40	4.00	1	13	1	17	1	9	1	2	1	0	1	41
		1	31.7	1	41.5	1	22.0	1	4.9	1	0.0	1	16.4
		1	23.9	1	3.0	1	14.0	1	3.8	1	0.0	1	
		1	5.2	1	6.8	1	3.6	1	.8	1	0.0	1	
41-46	5.00	1	9	1	18	1	9	1	1	1	1	1	38
		1	23.7	1	47.4	1	23.7	1	2.6	1	2.6	1	13.2
		1	20.0	1	24.3	1	14.8	1	1.9	1	5.6	1	
		1	3.6	1	7.2	1	3.6	1	.4	1	.4	1	
47-52	6.00	1	5	1	11	1	5	1	0	1	0	1	21
		1	23.8	1	52.4	1	23.8	1	6.0	1	0.0	1	8.4
		1	11.1	1	14.9	1	8.2	1	0.0	1	0.0	1	
		1	7.0	1	4.4	1	2.0	1	0.0	1	0.0	1	
53-58	7.00	1	1	1	2	1	5	1	6	1	2	1	16
		1	6.3	1	12.3	1	31.3	1	37.5	1	12.5	1	6.4
		1	2.2	1	2.7	1	8.2	1	11.5	1	11.1	1	
		1	.4	1	.6	1	2.0	1	2.4	1	.8	1	
59-64	8.00	1	0	1	6	1	9	1	13	1	3	1	33
		1	0.0	1	10.2	1	27.3	1	43.5	1	9.1	1	13.2
		1	0.0	1	5.1	1	14.8	1	25.5	1	16.7	1	
		1	0.0	1	2.4	1	3.6	1	8.0	1	1.2	1	
65-70	9.00	1	0	1	3	1	9	1	10	1	4	1	26
		1	0.0	1	11.3	1	34.6	1	39.5	1	15.4	1	10.4
		1	0.0	1	4.1	1	14.8	1	19.2	1	22.2	1	
		1	0.0	1	1.2	1	3.6	1	4.0	1	1.6	1	
71-76	10.00	1	0	1	6	1	11	1	13	1	6	1	36
		1	0.0	1	16.7	1	30.6	1	36.1	1	16.7	1	14.4
		1	0.0	1	0.1	1	18.0	1	23.0	1	33.3	1	
		1	0.0	1	2.4	1	4.4	1	3.2	1	2.4	1	
77-82	11.00	1	0	1	0	1	0	1	3	1	2	1	3
		1	0.0	1	0.0	1	0.0	1	50.0	1	40.0	1	2.0
		1	0.0	1	0.0	1	0.0	1	5.8	1	11.1	1	
		1	0.0	1	0.0	1	0.0	1	1.2	1	.3	1	
COLUM		45	74	61	52	18	253						
TOTAL		18.0	27.0	24.4	20.8	7.2	100.0						

TABLE G13b ACHIEVEMENT MOTIVATION (ACHMOTIV) BY FAMILY
BACKGROUND (FAMIBACK) (HYPOTHESIS 13)

FAMIBACK											ROW TOTAL		
COUNT	1	2	3	4	5	6	7	8	9	10			
ROW PCT	17-9	10-12	13-15	16-18	19-21	22-24							
COL PCT	1	1.001	2.001	3.001	4.001	5.001	6.001						
ACHMOTIV	TOT PCT	1	1.001	2.001	3.001	4.001	5.001	6.001					
23-28	2.00	1	6	1	4	1	2	1	0	1	0	1	12
		1	50.0	1	33.3	1	16.7	1	0.0	1	0.0	1	4.6
		1	15.7	1	6.6	1	3.4	1	0.0	1	0.0	1	
		1	2.4	1	1.6	1	.8	1	0.0	1	0.0	1	
29-34	3.00	1	8	1	10	1	5	1	1	1	0	1	22
		1	36.4	1	45.5	1	13.6	1	4.5	1	0.0	1	5.8
		1	22.2	1	16.4	1	5.1	1	3.3	1	0.0	1	
		1	3.2	1	4.0	1	1.2	1	.4	1	0.0	1	
35-40	4.00	1	11	1	10	1	11	1	1	1	0	1	41
		1	25.0	1	45.9	1	26.6	1	2.4	1	0.0	1	16.4
		1	30.6	1	27.5	1	15.6	1	3.3	1	0.0	1	
		1	4.4	1	7.2	1	4.4	1	.4	1	0.0	1	
41-46	5.00	1	8	1	12	1	15	1	2	1	1	0	38
		1	21.1	1	31.6	1	39.5	1	5.5	1	2.6	1	15.2
		1	22.2	1	19.7	1	25.4	1	6.7	1	2.2	1	
		1	3.2	1	4.0	1	6.0	1	.6	1	.4	1	
47-52	6.00	1	3	1	10	1	5	1	3	1	0	1	21
		1	14.3	1	47.6	1	23.2	1	14.3	1	0.0	1	9.4
		1	9.5	1	16.4	1	6.5	1	10.0	1	0.0	1	
		1	1.2	1	4.0	1	2.0	1	1.2	1	0.0	1	
53-58	7.00	1	0	1	2	1	3	1	5	1	5	1	16
		1	0.0	1	12.5	1	10.0	1	31.3	1	6.3	1	6.4
		1	0.0	1	5.0	1	5.1	1	16.7	1	10.9	1	
		1	0.0	1	.0	1	1.2	1	2.0	1	2.0	1	.4
59-64	8.00	1	0	1	2	1	6	1	6	1	15	1	33
		1	0.0	1	6.1	1	24.2	1	16.2	1	45.5	1	13.2
		1	0.0	1	3.3	1	13.6	1	20.0	1	32.6	1	
		1	0.0	1	.8	1	3.2	1	2.4	1	6.0	1	.8
65-70	9.00	1	0	1	1	1	7	1	6	1	7	1	26
		1	0.0	1	5.0	1	26.9	1	23.1	1	26.9	1	10.4
		1	0.0	1	1.6	1	11.9	1	20.0	1	15.2	1	
		1	0.0	1	.4	1	2.6	1	2.4	1	2.8	1	2.0
71-76	10.00	1	0	1	2	1	5	1	5	1	16	1	36
		1	0.0	1	5.6	1	13.5	1	13.9	1	44.4	1	14.4
		1	0.0	1	3.3	1	8.5	1	16.7	1	34.8	1	
		1	0.0	1	.8	1	2.0	1	6.0	1	6.4	1	3.2
77-82	11.00	1	0	1	0	1	0	1	1	1	2	1	5
		1	0.0	1	0.0	1	0.0	1	20.0	1	40.0	1	2.0
		1	0.0	1	0.0	1	0.0	1	3.3	1	4.5	1	
		1	0.0	1	0.0	1	0.0	1	.4	1	.8	1	.8
COLUMN TOTAL		36	11	39	30	46	10	230					
		14.4	24.4	23.6	12.0	16.4	7.2	100.0					

TABLE G14 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY FAMILY SOCIO-ECONOMIC STATUS (SESTATUS) (HYPOTHESIS 14)

ACHMOTIV	SESTATUS							ROW TOTAL
	COL. 1	COL. 2	COL. 3	COL. 4	COL. 5	COL. 6	COL. 7	
	ROW PC1	14-5	6-7	8-9	10-11	12-13	14-15	
	COL PC1	1	1.001	2.001	3.001	4.001	5.001	
	COL PC1	1	1.001	2.001	3.001	4.001	5.001	
23-28	2.00	1	5	1	1	4	1	12
		1	25.0	1	16.7	1	6.3	4.9
		1	10.0	1	3.4	1	1.3	
		1	1.2	1	.8	1	.4	
29-34	3.00	1	9	1	6	1	0	22
		1	40.9	1	16.2	1	27.3	8.8
		1	30.0	1	5.0	1	7.2	
		1	3.6	1	1.6	1	2.4	
35-40	4.00	1	4	1	7	1	10	41
		1	9.9	1	24.1	1	17.1	16.4
		1	13.3	1	20.7	1	9.1	
		1	1.6	1	5.6	1	2.6	
41-46	5.00	1	10	1	9	1	4	38
		1	26.3	1	20.3	1	23.7	15.2
		1	33.3	1	18.9	1	11.7	
		1	4.0	1	4.0	1	5.6	
47-52	6.00	1	2	1	5	1	8	21
		1	9.5	1	19.0	1	23.8	3.4
		1	6.7	1	8.8	1	6.3	
		1	.8	1	1.6	1	2.0	
53-58	7.00	1	1	1	4	1	9	16
		1	6.3	1	23.0	1	38.3	6.4
		1	3.3	1	6.6	1	11.7	
		1	.4	1	1.6	1	3.6	
59-64	8.00	1	1	1	8	1	10	33
		1	3.0	1	24.2	1	30.3	13.2
		1	3.3	1	13.6	1	13.0	
		1	.4	1	3.2	1	4.0	
65-70	9.00	1	0	1	8	1	10	26
		1	0.0	1	30.8	1	38.3	10.4
		1	0.0	1	13.6	1	13.0	
		1	0.0	1	3.2	1	4.0	
71-76	10.00	1	0	1	5	1	16	36
		1	0.0	1	13.9	1	50.0	14.4
		1	0.0	1	8.3	1	23.4	
		1	0.0	1	2.0	1	7.2	
77-82	11.00	1	0	1	0	1	3	5
		1	0.0	1	0.0	1	40.0	2.0
		1	0.0	1	0.0	1	2.6	
		1	0.0	1	0.0	1	.6	
COL. 14		36	59	77	83	60	1	250
TOTAL		12.0	22.0	30.0	25.0	8.0	.4	100.0

TABLE G15 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY FAMILY
OCCUPATIONAL AND GEOGRAPHICAL MOBILITY (FAMMOBIL)
(HYPOTHESES 15)

		FAMMOBIL									ROW TOTAL
		COUNT	1	2	3	4	5	6	7	8	9
		ROW	1	2	3	4	5	6	7	8	9
		COL	1	2	3	4	5	6	7	8	9
		TOT	1	2	3	4	5	6	7	8	9
ACHMOTIV		2.001	3.001	4.001	5.001	6.001	7.001	8.001	9.001		
23-26	2.00	7	3	1	1	0	0	0	0	12	
		52.3	25.0	8.3	8.3	0.0	0.0	0.0	0.0	4.8	
		13.7	6.1	1.7	3.4	0.0	0.0	0.0	0.0		
		2.8	1.2	.4	.4	0.0	0.0	0.0	0.0		
29-34	3.00	7	7	5	2	0	1	0	0	22	
		31.6	31.6	22.7	9.1	0.0	4.5	0.0	0.0	8.0	
		13.7	13.7	5.6	6.9	0.0	3.2	0.0	0.0		
		2.8	2.8	2.0	.8	0.0	.4	0.0	0.0		
35-40	4.00	19	5	12	5	0	0	0	0	41	
		46.3	12.5	29.3	12.2	0.0	0.0	0.0	0.0	16.4	
		37.3	13.3	20.7	17.2	0.0	0.0	0.0	0.0		
		7.6	2.0	4.6	2.0	0.0	0.0	0.0	0.0		
41-46	5.00	10	0	14	2	1	3	0	0	30	
		26.3	0.0	30.6	5.3	2.6	7.9	0.0	0.0	15.2	
		19.6	0.0	24.1	6.9	3.7	9.7	0.0	0.0		
		4.0	0.0	5.6	.6	.4	1.2	0.0	0.0		
47-52	6.00	4	3	4	4	3	1	0	0	21	
		19.0	23.8	19.0	19.0	14.3	4.8	0.0	0.0	8.4	
		7.8	13.3	6.9	13.3	11.1	3.2	0.0	0.0		
		1.6	2.0	1.6	1.6	1.2	.4	0.0	0.0		
53-58	7.00	1	2	5	1	2	4	1	0	16	
		6.3	12.5	31.3	6.3	12.5	23.0	6.3	0.0	6.4	
		2.0	3.4	8.6	3.4	7.4	12.9	7.1	0.0		
		.4	.8	2.0	.4	.8	2.6	.4	0.0		
59-64	8.00	2	4	7	5	8	5	2	0	33	
		6.1	12.1	21.2	13.2	24.2	13.2	6.1	0.0	13.2	
		3.9	10.6	12.1	17.2	29.3	10.1	14.3	0.0		
		.8	1.6	2.6	2.0	3.2	2.0	.8	0.0		
65-70	9.00	0	1	5	5	6	4	4	1	26	
		0.0	3.8	19.2	19.2	23.1	13.4	13.4	3.8	10.4	
		0.0	2.7	6.8	17.2	22.2	12.9	24.6	33.3		
		0.0	.4	2.0	2.0	2.4	1.6	1.6	.4		
71-76	10.00	1	2	4	4	7	11	3	2	36	
		2.8	5.6	11.1	11.1	19.0	30.6	13.9	5.6	14.4	
		2.0	3.4	6.9	13.3	23.9	33.3	33.7	66.7		
		.4	.8	1.6	1.6	2.6	4.4	2.0	.8		
77-82	11.00	0	0	1	0	0	2	2	0	5	
		0.0	0.0	20.0	0.0	0.0	40.0	40.0	0.0	2.0	
		0.0	0.0	1.7	0.0	0.0	6.3	14.3	0.0		
		0.0	0.0	.4	0.0	0.0	.8	.8	0.0		
COLUMN TOTAL		51	37	50	27	27	31	14	3	250	
		20.4	14.6	23.2	11.6	10.0	12.4	5.6	1.2	100.0	

TABLE G16 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY POST-DECISION PREPARATION (POSTPREP) (HYPOTHESIS 16)

POSTPREP													
COUNT	1												
ROW PCT	17-9	10-12	13-18	16-18	19-21	ROW							
COL PCT	1						TOTAL						
COL PCT	1	1.001	2.001	3.001	4.001	5.001							
ACHMOTIV	1												
23-26	2.00	1	4	1	5	1	2	1	1	0	1	12	
		1	33.3	1	41.7	1	16.7	1	8.3	1	0.0	1	4.8
		1	16.0	1	5.0	1	3.0	1	2.1	1	0.0	1	
		1	1.6	1	2.0	1	.6	1	.4	1	0.0	1	
29-34	3.00	1	6	1	14	1	2	1	0	1	0	1	22
		1	27.3	1	65.6	1	9.1	1	0.0	1	0.0	1	6.8
		1	24.0	1	16.3	1	3.0	1	0.0	1	0.0	1	
		1	2.4	1	5.6	1	.8	1	0.0	1	0.0	1	
35-40	4.00	1	9	1	21	1	11	1	0	1	0	1	41
		1	22.0	1	51.2	1	26.6	1	0.0	1	0.0	1	16.4
		1	36.0	1	24.4	1	16.7	1	0.0	1	0.0	1	
		1	3.6	1	8.4	1	4.4	1	0.0	1	0.0	1	
41-46	5.00	1	5	1	24	1	9	1	0	1	0	1	38
		1	13.2	1	63.2	1	23.7	1	0.0	1	0.0	1	13.2
		1	20.0	1	27.9	1	13.6	1	0.0	1	0.0	1	
		1	2.0	1	9.0	1	3.6	1	0.0	1	0.0	1	
47-52	6.00	1	0	1	11	1	6	1	2	1	0	1	21
		1	0.0	1	52.4	1	38.1	1	9.5	1	0.0	1	6.4
		1	0.0	1	12.8	1	12.1	1	4.2	1	0.0	1	
		1	0.0	1	4.4	1	3.2	1	.8	1	0.0	1	
53-58	7.00	1	1	1	3	1	5	1	7	1	0	1	16
		1	6.3	1	13.6	1	31.3	1	43.6	1	0.0	1	6.4
		1	4.0	1	3.5	1	7.6	1	14.6	1	0.0	1	
		1	.4	1	1.2	1	2.0	1	2.8	1	0.0	1	
59-64	8.00	1	0	1	5	1	9	1	10	1	9	1	33
		1	0.0	1	15.2	1	27.3	1	30.3	1	27.3	1	13.2
		1	0.0	1	5.6	1	13.6	1	20.0	1	36.0	1	
		1	0.0	1	2.0	1	3.6	1	4.0	1	3.6	1	
65-70	9.00	1	0	1	2	1	9	1	13	1	2	1	26
		1	0.0	1	7.7	1	34.6	1	50.0	1	7.7	1	10.4
		1	0.0	1	2.3	1	13.6	1	27.1	1	6.0	1	
		1	0.0	1	.8	1	3.6	1	5.2	1	.8	1	
71-76	10.00	1	0	1	1	1	10	1	15	1	10	1	36
		1	0.0	1	2.6	1	27.8	1	41.7	1	27.8	1	14.4
		1	0.0	1	1.2	1	15.2	1	31.3	1	40.0	1	
		1	0.0	1	.4	1	4.0	1	6.0	1	4.0	1	
77-82	11.00	1	0	1	0	1	1	1	0	1	4	1	5
		1	0.0	1	0.0	1	20.0	1	0.0	1	80.0	1	2.0
		1	0.0	1	0.0	1	1.5	1	0.0	1	16.0	1	
		1	0.0	1	0.0	1	.4	1	0.0	1	1.6	1	
COLUMN TOTAL		10.0	34.4	26.4	19.2	10.0	250	100.0					

TABLE G17 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY TOTAL EDUCATION (EDUTOTAL) (HYPOTHESIS 17)

ACHMOTIV	EDUTOTAL								Row TOTAL
	COUNT	13-14	15-16	17-18	19-20	21-22	23-24	25-26	
	ROW PCI	13-14	15-16	17-18	19-20	21-22	23-24	25-26	
	COL PCI	13-14	15-16	17-18	19-20	21-22	23-24	25-26	
	TOT PCI	13-14	15-16	17-18	19-20	21-22	23-24	25-26	
23-26	2.00	1	1	1	1	1	1	1	12
		16.7	10.0	16.7	41.7	0.0	0.0	0.0	4.8
		22.2	11.1	3.1	0.1	0.0	0.0	0.0	
		1.0	1.0	1.0	2.0	1.0	0.0	0.0	
29-34	3.00	1	1	1	1	1	1	1	22
		13.6	9.1	31.8	31.8	13.6	0.0	0.0	8.6
		33.3	7.4	10.9	11.3	5.7	0.0	0.0	
		1.2	1.0	2.0	2.0	1.2	0.0	0.0	
35-40	4.00	1	1	1	1	1	1	1	41
		4.9	12.2	20.0	31.7	22.0	2.4	0.0	16.4
		22.2	10.5	17.2	21.0	17.0	4.3	0.0	
		1.0	2.0	4.4	5.2	3.6	1.4	0.0	
41-46	5.00	1	1	1	1	1	1	1	36
		0.0	10.0	17.1	23.7	13.2	5.5	0.0	13.2
		0.0	10.5	25.6	14.5	9.4	0.7	0.0	
		0.0	2.0	5.0	3.6	2.0	1.8	0.0	
47-52	6.00	1	1	1	1	1	1	1	21
		0.0	4.0	30.0	33.3	9.5	9.5	4.0	8.4
		0.0	3.7	12.5	11.3	3.0	0.7	0.5	
		0.0	1.4	3.0	2.8	1.0	1.8	1.4	
53-58	7.00	1	1	1	1	1	1	1	16
		0.0	10.0	12.5	13.8	0.0	20.0	25.0	6.4
		0.0	11.1	3.1	4.5	0.0	17.4	33.3	
		0.0	1.2	1.0	1.2	0.0	1.6	1.6	
59-64	8.00	1	1	1	1	1	1	1	33
		6.1	13.2	18.2	13.2	30.3	12.1	1.0	13.2
		22.2	10.5	9.4	8.1	13.9	17.4	0.3	
		1.0	2.0	2.4	2.0	4.0	1.6	1.4	
65-70	9.00	1	1	1	1	1	1	1	26
		0.0	7.7	23.1	11.5	34.6	11.5	11.5	10.4
		0.0	7.4	9.4	4.8	17.0	13.0	25.0	
		0.0	1.0	2.4	1.2	3.6	1.2	1.2	
71-76	10.00	1	1	1	1	1	1	1	36
		0.0	2.0	11.1	27.8	38.9	11.1	0.3	14.4
		0.0	3.7	6.5	18.1	26.4	17.4	25.0	
		0.0	1.4	1.6	4.0	5.6	1.6	1.2	
77-82	11.00	1	1	1	1	1	1	1	5
		0.0	0.0	20.0	0.0	20.0	0.0	0.0	4.0
		0.0	0.0	1.6	0.0	1.9	13.0	0.0	
		0.0	0.0	1.4	0.0	1.4	1.2	0.0	
COLUMN TOTAL		3.6	10.8	25.0	24.8	21.2	9.2	4.8	100.0

TABLE G18 BUSINESS PERFORMANCE (PERFORMS) BY ACHIEVEMENT
MOTIVATION (ACHMOTIV) (HYPOTHESIS 18)

[illegible]

TABLE G19 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY COMPLIANT INTERPERSONAL ORIENTATION (IRTCOMPL)
(HYPOTHESIS 19)

INTCOMPL												
CDUOL	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	TOTAL
WOM PCL	1.001	2.001	3.001	4.001	5.001	6.001	7.001	8.001	9.001	10.001	11.001	12.001
23-26	0.0	0.0	0.0	0.0	0.0	41.7	16.7	41.7	0.0	0.0	0.0	4.0
29-34	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
35-40	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
41-46	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
47-52	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
53-58	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
59-64	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
65-70	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
71-76	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
77-82	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
83-88	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
89-94	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
95-100	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0
TOTAL	0.0	0.0	0.0	0.0	0.0	40.5	7.7	16.7	0.0	0.0	0.0	4.0

INTERPERSONAL ORIENTATION (IRTAGORE)
(HYPOTHESIS 2C)

(HYPOTHESES 2C)

(HYPOTHESES 21)

[illegible]

TABLE G22 ACHIEVEMENT MOTIVATION (ACHMOTIV) BY INNER-DIRECTED ROLE PERCEPTION (IODINNER) (HYPOTHESIS 22)

ACHMOTIV	COUNT	IODINNER										TOTAL
		11-20	21-24	25-28	29-32	33-36	37-40	41-44	45-48	49-52	53-56	
23-26	117-20	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12
		16.7	10.0	25.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	12
		9.1	11.3	5.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	4.8
29-34	117-20	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	22
		13.6	10.0	27.3	9.1	9.1	9.1	9.1	9.1	9.1	9.1	22
		13.6	17.0	10.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	8.8
		1.2	0.0	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.8
35-40	117-20	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	41
		14.6	10.0	31.7	14.6	14.6	14.6	14.6	14.6	14.6	14.6	41
		27.3	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	16.4
		2.4	0.0	5.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.4
41-46	117-20	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	38
		15.8	10.0	31.6	15.8	15.8	15.8	15.8	15.8	15.8	15.8	38
		27.3	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	15.2
		2.4	0.0	5.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.2
47-52	117-20	6.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	21
		4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.6	21
		4.6	15.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	8.4
		4.6	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.4
53-58	117-20	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	16
		18.4	10.0	31.5	20.0	20.0	20.0	20.0	20.0	20.0	20.0	16
		13.5	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	5.4
		1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.4
59-64	117-20	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	33
		3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	33
		3.0	11.7	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	13.2
		3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.2
65-70	117-20	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	26
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	26
		7.7	11.5	23.1	17.7	17.7	17.7	17.7	17.7	17.7	17.7	10.4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.4
71-76	117-20	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	36
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	36
		0.0	5.6	27.8	16.2	16.2	16.2	16.2	16.2	16.2	16.2	14.4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.4
77-82	117-20	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	5
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
TOTAL		2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	103.0

[illegible]

TABLE G24
EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY
DURATION OF OCCUPATIONAL EXPERIENCE (OCCUPDUR)
(HYPOTHESIS 24)

OCCUPDUR												
COUNT	1	UNDEF	2	2-5	YRS	6-10	YRS	11-20	YR	OVER	20	40%
ROA PCT	INONE	YRS										TOTAL
COL PCT	I											
TOT PCT	I	1.001	2.001	3.001	4.001	5.001	6.001					
4011VATE	1.00	I	0	I	1	I	2	I	4	I	1	I
	I	I	0.0	I	12.0	I	25.0	I	50.0	I	12.0	I
	I	I	0.0	I	4.0	I	3.0	I	0.1	I	1.0	I
	I	I	0.0	I	.4	I	.2	I	1.0	I	.4	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I	I	I	I	I	I	I	I	I
	I	I	I	I								

OCCUPATIONAL EXPERIENCE (OCCUPDUR)

(HYPOTHESIS 25)

[illegible]

TABLE G26 BUSINESS PERFORMANCE (PERFORMS) BY DURATION OF OCCUPATIONAL EXPERIENCE (OCCUPDUR) (HYPOTHESIS 26)

PERFORMS	COUNT	DURATION OF OCCUPATIONAL EXPERIENCE (OCCUPDUR)					BY DURATION OF				
		1-5 YRS	6-10 YRS	11-20 YRS	21-30 YRS	31-40 YRS	41-50 YRS	51-60 YRS	61-70 YRS	71-80 YRS	81-90 YRS
1-5	1	1	1	1	1	1	1	1	1	1	1
6-10	1	1	1	1	1	1	1	1	1	1	1
11-20	1	1	1	1	1	1	1	1	1	1	1
21-30	1	1	1	1	1	1	1	1	1	1	1
31-40	1	1	1	1	1	1	1	1	1	1	1
41-50	1	1	1	1	1	1	1	1	1	1	1
51-60	1	1	1	1	1	1	1	1	1	1	1
61-70	1	1	1	1	1	1	1	1	1	1	1
71-80	1	1	1	1	1	1	1	1	1	1	1
81-90	1	1	1	1	1	1	1	1	1	1	1
TOTAL	1	1	1	1	1	1	1	1	1	1	1

TABLE G27 EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY
RELEVANCE OF OCCUPATIONAL EXPERIENCE (OCCURRE) (HYPOTHESES 27)

MOTIVATE	OCCURRE										TOTAL
	COUNT	1	2	3	4	5	6	7	8	9	
	ROW PCT	1	1	1	1	1	1	1	1	1	
	COL PCT	1	1	1	1	1	1	1	1	1	
3-5	TOT PCT	1	1.001	2.001	3.001	4.001	5.001	6.001			3.2
	1.00	1	1	4	1	2	1	1	0	1	
4-5	1	1	1	50.0	1	12.5	1	25.0	1	12.5	72
	1	1	1	0.0	1	2.7	1	5.0	1	2.0	
5-11	1	1	1	1.0	1	.4	1	.8	1	.4	95
	1	1	1	17.7	1	15.7	1	19.4	1	16.0	
12-14	1	1	1	35.4	1	43.2	1	55.0	1	36.7	25.2
	1	1	1	6.0	1	6.4	1	7.0	1	7.2	
15-17	1	1	1	17.7	1	15.7	1	19.4	1	16.0	11
	1	1	1	2.4	1	2.4	1	2.4	1	2.4	
TOTAL	1	1	1	17.7	1	15.7	1	19.4	1	16.0	250
	1	1	1	17.7	1	15.7	1	19.4	1	16.0	

TABLE G28 AFFECTIVE REACTION (REACTION) BY RELEVANCE OF OCCUPATIONAL EXPERIENCE (OCCURREL) (HYPOTHESIS 28)

REACTION	COUNT	R ₂ PCT	C ₂ PCT	T ₂ PCT	OCCURREL										TOTAL									
					1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00
26-26	1	33.3	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
27-25	1	12.0	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
34-40	1	14.3	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
41-47	1	15.0	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
48-54	1	27.6	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
55-	1	16.7	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
62-68	1	10.4	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
69-75	1	4.2	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
76-82	1	5.7	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
83-89	1	2.9	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
90-96	1	0.0	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL	1	100.0	1	0.0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

EXPENSE	1-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	49-54	55-60	TOTAL
COUNT	1	1	1	1	1	1	1	1	1	1	11
RPT PCT	1	1	1	1	1	1	1	1	1	1	11
CAL PCT	1	1	1	1	1	1	1	1	1	1	11
TOTAL	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	55.00
EXPENSE	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	55.00
COUNT	1	1	1	1	1	1	1	1	1	1	11
RPT PCT	1	1	1	1	1	1	1	1	1	1	11
CAL PCT	1	1	1	1	1	1	1	1	1	1	11
TOTAL	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	55.00

(HYPOTHESES 31)

MANAGLUR													PCT
COUNT	I	UNLH	2	2-5	YRS	6-10	YRS	11-20	YR	OVER	20	TOTAL	
ROW PCT	INONE	YRS											
COL PCT													
TOT PCT	1	1.001	2.001	3.001	4.001	5.001	6.001	7.001	8.001	9.001	10.001	11.001	
1.00	1	1	2	1	2	1	2	1	1	1	1	1	
1	12.5	1	20.0	1	25.0	1	25.0	1	12.5	1	0.0	1	
1	1.0	1	5.5	1	3.0	1	5.0	1	3.0	1	0.0	1	
1	.4	1	.6	1	.6	1	.6	1	.4	1	0.0	1	
2.00	21	1	30	1	9	1	7	1	3	1	2	1	
1	29.7	1	41.7	1	15.0	1	5.7	1	4.2	1	2.0	1	
1	39.7	1	50.0	1	17.0	1	10.4	1	10.7	1	12.5	1	
1	8.4	1	12.0	1	3.0	1	2.0	1	1.2	1	.8	1	
3.00	30	1	10	1	21	1	13	1	13	1	5	1	
1	31.3	1	10.7	1	21.0	1	10.4	1	13.5	1	5.3	1	
1	54.5	1	20.7	1	39.2	1	25.3	1	46.4	1	37.5	1	
1	12.0	1	6.4	1	8.4	1	4.0	1	5.2	1	2.4	1	
4.00	3	1	10	1	10	1	17	1	11	1	5	1	
1	4.6	1	10.9	1	25.4	1	27.0	1	17.5	1	9.5	1	
1	5.5	1	16.7	1	30.2	1	44.7	1	39.3	1	37.5	1	
1	1.2	1	4.0	1	6.4	1	8.0	1	6.0	1	2.4	1	
5.00	0	1	2	1	5	1	2	1	0	1	2	1	
1	0.0	1	10.2	1	45.5	1	10.2	1	6.0	1	10.2	1	
1	0.0	1	5.3	1	5.4	1	5.5	1	0.0	1	12.5	1	
1	0.0	1	.6	1	2.0	1	.6	1	0.0	1	.0	1	
COLUMN	55	66	53	38	26	10	250						
TOTAL	22.0	14.0	21.2	15.2	11.2	6.4	100.0						

AFFECTIVE REACTION (REACTION) BY DURATION OF
MANAGERIAL EXPERIENCE (MANAGDUR) (HYPOTHESIS 32)

[illegible]

TABLE G33 BUSINESS PERFORMANCE (PERFORMS) BY DURATION OF MANAGERIAL EXPERIENCE (MANAGDUR) (HYPOTHESTS 33)

PERFORMS	1-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	49-54	55-60	TOTAL
	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	100.00
1-6	1	1	1	1	1	1	1	1	1	1	1
7-12	1	1	1	1	1	1	1	1	1	1	1
13-18	1	1	1	1	1	1	1	1	1	1	1
19-24	1	1	1	1	1	1	1	1	1	1	1
25-30	1	1	1	1	1	1	1	1	1	1	1
31-36	1	1	1	1	1	1	1	1	1	1	1
37-42	1	1	1	1	1	1	1	1	1	1	1
43-48	1	1	1	1	1	1	1	1	1	1	1
49-54	1	1	1	1	1	1	1	1	1	1	1
55-60	1	1	1	1	1	1	1	1	1	1	1
TOTAL	1	1	1	1	1	1	1	1	1	1	1

TABLE G34 EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY RELEVANCE OF MANAGERIAL EXPERIENCE (MANAGEREL) (HYPOTHESES 34)

MANAGEREL										300
COUNT	1									TOTAL
ROW PCT	1									
COL PCT	1									
TOT PCT	1	1.001	2.001	3.001	4.001	5.001	6.001			
MOTIVATE	1.00	1	1	1	2	1	3	1	1	1
	1	12.5	1	12.5	1	25.0	1	37.5	1	12.5
3-5	1	1.7	1	3.7	1	5.2	1	7.7	1	2.2
	1	.4	1	.4	1	.8	1	1.2	1	.4
	1	1	1	1	1	1	1	1	1	1
2-00	1	24	1	15	1	26	1	4	1	2
	1	33.3	1	20.0	1	37.5	1	5.0	1	21.4
4-6	1	40.0	1	25.6	1	20.0	1	10.0	1	4.4
	1	9.6	1	6.0	1	10.4	1	1.2	1	.8
	1	1	1	1	1	1	1	1	1	1
3-00	1	32	1	7	1	19	1	2	1	9
	1	33.3	1	7.3	1	15.0	1	5.4	1	10.8
5-11	1	53.3	1	25.9	1	36.5	1	23.1	1	44.4
	1	12.6	1	2.0	1	7.6	1	3.6	1	3.6
	1	1	1	1	1	1	1	1	1	1
4-00	1	3	1	3	1	5	1	2	1	12
	1	4.4	1	4.0	1	7.9	1	31.7	1	19.0
12-14	1	5.6	1	11.1	1	9.6	1	51.3	1	44.4
	1	1.2	1	1.2	1	2.0	1	6.0	1	4.0
	1	1	1	1	1	1	1	1	1	1
5-00	1	0	1	1	1	1	1	3	1	5
	1	0.0	1	9.1	1	0.0	1	27.3	1	18.2
15-17	1	0.0	1	3.7	1	0.0	1	7.7	1	4.4
	1	0.0	1	.4	1	0.0	1	1.2	1	.8
	1	1	1	1	1	1	1	1	1	1
COLUMN	60	27	52	35	45	27	27	250		
TOTAL	24.0	10.8	20.8	15.6	18.0	10.8	10.8	100.0		

AFFECTIVE REACTION (REACTION) BY RELEVANCE OF

MANAGERIAL EXPERIENCE (MANAGEREL) (HYPOTHESES 35)

[illegible]

TABLE C36 BUSINESS PERFORMANCE (PERFORMS) BY RELEVANCE OF MANAGERIAL EXPERIENCE (MANAGEREL) (HYPOTHESIS 36)

PERFORMS	1-6	2-12	13-18	19-24	25-30	31-36	37-42	43-48	49-54	55-60	TOTAL	ROW TOTAL
	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	100.0	25.0
1	1	1	1	1	1	1	1	1	1	1	1	1
2	1	1	1	1	1	1	1	1	1	1	1	1
3	1	1	1	1	1	1	1	1	1	1	1	1
4	1	1	1	1	1	1	1	1	1	1	1	1
5	1	1	1	1	1	1	1	1	1	1	1	1
6	1	1	1	1	1	1	1	1	1	1	1	1
7	1	1	1	1	1	1	1	1	1	1	1	1
8	1	1	1	1	1	1	1	1	1	1	1	1
9	1	1	1	1	1	1	1	1	1	1	1	1
10	1	1	1	1	1	1	1	1	1	1	1	1
11	1	1	1	1	1	1	1	1	1	1	1	1
12	1	1	1	1	1	1	1	1	1	1	1	1
13	1	1	1	1	1	1	1	1	1	1	1	1
14	1	1	1	1	1	1	1	1	1	1	1	1
15	1	1	1	1	1	1	1	1	1	1	1	1
16	1	1	1	1	1	1	1	1	1	1	1	1
17	1	1	1	1	1	1	1	1	1	1	1	1
18	1	1	1	1	1	1	1	1	1	1	1	1
19	1	1	1	1	1	1	1	1	1	1	1	1
20	1	1	1	1	1	1	1	1	1	1	1	1
21	1	1	1	1	1	1	1	1	1	1	1	1
22	1	1	1	1	1	1	1	1	1	1	1	1
23	1	1	1	1	1	1	1	1	1	1	1	1
24	1	1	1	1	1	1	1	1	1	1	1	1
25	1	1	1	1	1	1	1	1	1	1	1	1
26	1	1	1	1	1	1	1	1	1	1	1	1
27	1	1	1	1	1	1	1	1	1	1	1	1
28	1	1	1	1	1	1	1	1	1	1	1	1
29	1	1	1	1	1	1	1	1	1	1	1	1
30	1	1	1	1	1	1	1	1	1	1	1	1
31	1	1	1	1	1	1	1	1	1	1	1	1
32	1	1	1	1	1	1	1	1	1	1	1	1
33	1	1	1	1	1	1	1	1	1	1	1	1
34	1	1	1	1	1	1	1	1	1	1	1	1
35	1	1	1	1	1	1	1	1	1	1	1	1
36	1	1	1	1	1	1	1	1	1	1	1	1
37	1	1	1	1	1	1	1	1	1	1	1	1
38	1	1	1	1	1	1	1	1	1	1	1	1
39	1	1	1	1	1	1	1	1	1	1	1	1
40	1	1	1	1	1	1	1	1	1	1	1	1
41	1	1	1	1	1	1	1	1	1	1	1	1
42	1	1	1	1	1	1	1	1	1	1	1	1
43	1	1	1	1	1	1	1	1	1	1	1	1
44	1	1	1	1	1	1	1	1	1	1	1	1
45	1	1	1	1	1	1	1	1	1	1	1	1
46	1	1	1	1	1	1	1	1	1	1	1	1
47	1	1	1	1	1	1	1	1	1	1	1	1
48	1	1	1	1	1	1	1	1	1	1	1	1
49	1	1	1	1	1	1	1	1	1	1	1	1
50	1	1	1	1	1	1	1	1	1	1	1	1
51	1	1	1	1	1	1	1	1	1	1	1	1
52	1	1	1	1	1	1	1	1	1	1	1	1
53	1	1	1	1	1	1	1	1	1	1	1	1
54	1	1	1	1	1	1	1	1	1	1	1	1
55	1	1	1	1	1	1	1	1	1	1	1	1
56	1	1	1	1	1	1	1	1	1	1	1	1
57	1	1	1	1	1	1	1	1	1	1	1	1
58	1	1	1	1	1	1	1	1	1	1	1	1
59	1	1	1	1	1	1	1	1	1	1	1	1
60	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL	6.001	5.001	4.001	3.001	2.001	1.001	0.001	0.001	0.001	0.001	100.0	25.0

TABLE G38
EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY
DURATION OF OWNERSHIP EXPERIENCE (OWNER DUR)
(HYPOTHESIS 38)

OWNER DURE									
COUNT	1	2	2-5	6-10	11-20	21	25	30	ROW
ROW PCT	1	2	2-5	6-10	11-20	21	25	30	TOTAL
COL PCT	1	2	2-5	6-10	11-20	21	25	30	
TOT PCT	1	2	2-5	6-10	11-20	21	25	30	
ACTIVATE	1.00	1.00	2.00	3.00	4.00	5.00	6.00	7.00	
1-1	1	1	0	0	0	0	0	0	1
2-2	1	1	0	0	0	0	0	0	1
3-3	1	1	0	0	0	0	0	0	1
4-4	1	1	0	0	0	0	0	0	1
5-5	1	1	0	0	0	0	0	0	1
6-6	1	1	0	0	0	0	0	0	1
7-7	1	1	0	0	0	0	0	0	1
8-8	1	1	0	0	0	0	0	0	1
9-9	1	1	0	0	0	0	0	0	1
10-10	1	1	0	0	0	0	0	0	1
11-11	1	1	0	0	0	0	0	0	1
12-12	1	1	0	0	0	0	0	0	1
13-13	1	1	0	0	0	0	0	0	1
14-14	1	1	0	0	0	0	0	0	1
15-15	1	1	0	0	0	0	0	0	1
16-16	1	1	0	0	0	0	0	0	1
17-17	1	1	0	0	0	0	0	0	1
COLUMN TOTAL	160	39	15	7	7	1	1	1	250
TOTAL	75.2	15.6	6.0	2.8	2.8	.4	.4	.4	100.0

AFFECTIVE REACTION (REACTION) BY DURATION OF OWNERSHIP EXPERIENCE (OWNERSHIP) (HYPOTHESIS 39)

[illegible]

BUSINESS PERFORMANCE (PERFORMS) BY DURATION OF OWNERSHIP EXPERIENCE (OWNERDUR) (HYPOTHESIS 40)

[illegible]

[illegible]

AFFECTIVE REACTION (REACTION) BY RELEVANCE OF OWNERSHIP EXPERIENCE (OMNIBUS) (HYPOTHESIS 42)

[illegible]

OWNERSHIP EXPERIENCE (OWNERREL) (HYPOTHESIS 43)

[illegible]

TABLE G45a TOTAL PRE-DECISION WORK EXPERIENCE (PREXPERE) BY INNER-DIRECTED ROLE PERCEPTION (IODINNER) (HYPOTHESIS 45)

PREXPERE	COUNT ROW PCT COL PCT TOTAL	IODINNER						ROW TOTAL
		17-20	21-24	25-28	29-32	33-36	37-40	
5-8	1.00	2.001	3.001	4.001	5.001	6.001	7.001	17
9-12	2.00	17.6	54.9	17.6	5.9	5.9	0.0	66
13-16	3.00	13.6	17.0	5.0	1.0	2.0	0.0	51
17-20	4.00	1.2	3.6	1.2	.4	.4	0.0	20.4
21-24	5.00	6	23	19	13	3	0	54
25-28	6.00	12.1	34.6	28.6	15.7	4.3	0.0	21.6
29-32	7.00	36.4	40.4	31.7	20.0	6.0	0.0	37
COLUMN TOTAL		3.2	9.2	7.6	5.2	1.2	0.0	14.6
		4	12	10	7	9	4	51
		15.7	26.0	25.5	13.7	17.6	3.9	20.4
		36.4	22.6	21.7	12.7	18.0	20.0	54
		3.2	4.8	5.2	2.0	3.6	.0	21.6
		2	4	14	17	14	1	54
		3.7	11.1	25.9	21.5	25.9	1.9	21.6
		3.1	11.3	23.3	30.9	28.0	10.0	37
		.4	2.4	5.6	0.0	5.6	.4	14.6
		1	1	1	1	1	1	7
		1	1	1	1	1	1	7
		2.7	5.4	21.6	21.6	37.6	10.0	14.6
		4.5	3.6	13.3	14.5	24.0	40.0	37
		.4	.8	3.2	3.2	5.6	1.6	14.6
		1	1	1	1	1	1	7
		0	0	3	7	7	3	20
		0.0	0.0	15.0	35.0	35.0	15.0	10.0
		0.0	0.0	5.0	12.7	14.0	50.0	7
		0.0	0.0	1.2	4.0	2.8	1.2	14.6
		1	1	1	1	1	1	7
		0	1	0	2	2	0	5
		0.0	20.0	0.0	40.0	40.0	0.0	2.0
		0.0	1.9	0.0	3.6	4.0	0.0	14.6
		0.0	.4	0.0	.4	.6	0.0	7
		1	1	1	1	1	1	7
		1	1	1	1	1	1	7
		22	53	60	55	50	10	250
		8.8	21.2	24.0	22.0	20.0	4.0	100.0

		1000THRU						900	
COUNT	1	117-20	21-24	25-28	29-32	33-36	37-40	TOTAL	
COL PCT	1								
TOT PCT	1	2.001	3.001	4.001	5.001	6.001	7.001		
1.00	1	0	0	4	7	6	0	17	
	1	0.0	0.0	23.0	41.2	35.3	0.0	6.0	
	1	0.0	0.0	6.0	0.9	15.4	0.0		
	1	0.0	0.0	1.0	2.3	2.4	0.0		
2.00	1	0	2	19	27	15	3	56	
	1	0.0	3.0	29.0	40.9	22.7	4.3	95.4	
	1	0.0	4.3	28.4	34.2	32.5	72.0		
	1	0.0	0.0	7.6	10.9	6.0	1.2		
3.00	1	3	5	14	20	9	1	51	
	1	5.9	7.0	27.5	39.2	15.7	2.0	99.4	
	1	20.0	10.9	20.9	25.3	20.5	25.0		
	1	1.2	2.0	5.6	5.0	3.2	.4		
4.00	1	2	19	13	14	9	0	54	
	1	3.7	35.2	24.1	25.9	11.1	0.0	21.6	
	1	13.3	41.3	19.4	17.7	13.4	0.0		
	1	.8	7.0	5.2	5.0	2.4	0.0		
5.00	1	3	13	12	7	2	0	37	
	1	4.1	35.1	32.4	16.9	5.4	0.0	14.8	
	1	20.0	20.3	17.9	0.9	5.1	0.0		
	1	1.2	5.2	4.6	2.0	.6	0.0		
6.00	1	6	5	4	4	1	0	20	
	1	30.0	20.0	20.0	20.0	5.0	0.0	3.0	
	1	40.0	10.7	0.0	0.1	2.0	0.0		
	1	2.4	2.0	1.6	1.6	.4	0.0		
7.00	1	1	2	1	0	1	0	5	
	1	20.0	40.0	20.0	0.0	20.0	0.0	2.0	
	1	6.7	4.3	1.5	0.0	2.6	0.0		
	1	.4	.8	.4	0.0	.4	0.0		
29-32		15	45	67	72	39	4	250	
TOTAL		5.0	10.4	26.0	31.5	15.6	1.6	100.0	

EXPERIENCE (PREVIOUS) (PREF. THIS 46)

EXPERIENCE (PREVIOUS) (PREF. THIS 46)

0001
152

100
252

BUSINESS PERFORMANCE (PERFORMS) BY TOTAL

OCCUPATIONAL EXPERIENCE (PREOCCUP) (HYPOTHESIS 46)

[illegible]

EXPRESSED ROLE SUCCESS MOTIVATION (MOTIVATE) BY AGE
OF ENTRY TO OWNERSHIP (AGESTART) (HYPOTHESES 42)

AGESTART														
COUNT	1	NUMBER	20	20-29	YR	30-39	YR	40-49	YR	50-59	YR	60	YRS	ROW
COL PCT	1	YRS	S	S	S	S	S	S	S	S	S	4 MORE	6.00	TOTAL
TOT PCT	1	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	TOTAL
MOTIVATE														
1.00	1	0	1	3	1	2	1	2	1	0	1	0	1	1
1	1	0.0	1	37.5	1	25.0	1	37.5	1	0.0	1	0.0	1	1
1	1	0.0	1	4.4	1	2.0	1	6.6	1	0.0	1	0.0	1	1
1	1	0.0	1	1.2	1	.0	1	1.2	1	0.0	1	0.0	1	1

2.00	1	2	1	20	1	24	1	10	1	5	1	3	1	1
1	1	4.9	1	27.0	1	33.3	1	26.6	1	6.7	1	4.2	1	1
1	1	33.3	1	27.4	1	24.0	1	32.0	1	31.5	1	60.0	1	1
1	1	2.0	1	0.0	1	9.6	1	0.0	1	2.0	1	1.2	1	1

3.00	1	6	1	27	1	30	1	14	1	7	1	2	1	1
1	1	5.3	1	26.5	1	31.5	1	14.0	1	7.0	1	2.1	1	1
1	1	40.0	1	24.4	1	30.0	1	30.4	1	43.5	1	40.0	1	1
1	1	2.4	1	14.6	1	12.0	1	9.6	1	2.0	1	.0	1	1

4.00	1	3	1	6	1	37	1	13	1	4	1	0	1	1
1	1	4.0	1	9.5	1	30.7	1	20.6	1	6.3	1	0.0	1	1
1	1	20.0	1	6.0	1	37.0	1	23.3	1	25.0	1	0.0	1	1
1	1	1.2	1	2.4	1	14.0	1	9.2	1	1.6	1	0.0	1	1

5.00	1	1	1	2	1	7	1	1	1	0	1	0	1	1
1	1	9.1	1	10.2	1	63.6	1	5.1	1	0.0	1	0.0	1	1
1	1	5.7	1	2.9	1	7.0	1	2.2	1	0.0	1	0.0	1	1
1	1	.4	1	.0	1	2.0	1	.4	1	0.0	1	0.0	1	1

COLUMN	15	68	100	48	10	2.0	5	250						
TOTAL	6.0	27.2	40.0	10.4	6.4	2.0	5	100.0						

TABLE G48 AFFECTIVE REACTION (REACTION) BY AGE OF ENTRY TO OWNERSHIP (AGESTART) (HYPOTHESIS 48)

COUNT		AGESTART										REACTION	
COL PCT	TOT PCT	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	13.00	TOTAL
1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
3.00	3.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
4.00	4.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
5.00	5.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
6.00	6.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
7.00	7.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
8.00	8.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
9.00	9.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
10.00	10.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13.00	13.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
TOTAL	TOTAL	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	13.00	25.00

21 collection
21 collection
21 collection

high
factive
induced
stress
group

high
factive
induced
stress
group

high
factive
induced
stress
group

TABLE G49 BUSINESS PERFORMANCE (PERFORMS) BY AGE OF ENTRY TO OWNERSHIP (AGESTART) (HYPOTHESIS 49)

PERFORMS	AGESTART	AGE OF ENTRY									
		1-6	7-12	13-19	19-24	25-30	31-36	37-42	43-49	50-59	60-69
1.00	1	1	1	1	1	1	1	1	1	1	1
2.00	1	1	1	1	1	1	1	1	1	1	1
3.00	1	1	1	1	1	1	1	1	1	1	1
4.00	1	1	1	1	1	1	1	1	1	1	1
5.00	1	1	1	1	1	1	1	1	1	1	1
6.00	1	1	1	1	1	1	1	1	1	1	1
7.00	1	1	1	1	1	1	1	1	1	1	1
8.00	1	1	1	1	1	1	1	1	1	1	1
9.00	1	1	1	1	1	1	1	1	1	1	1
10.00	1	1	1	1	1	1	1	1	1	1	1
11.00	1	1	1	1	1	1	1	1	1	1	1
12.00	1	1	1	1	1	1	1	1	1	1	1
13.00	1	1	1	1	1	1	1	1	1	1	1
14.00	1	1	1	1	1	1	1	1	1	1	1
15.00	1	1	1	1	1	1	1	1	1	1	1
16.00	1	1	1	1	1	1	1	1	1	1	1
17.00	1	1	1	1	1	1	1	1	1	1	1
18.00	1	1	1	1	1	1	1	1	1	1	1
19.00	1	1	1	1	1	1	1	1	1	1	1
20.00	1	1	1	1	1	1	1	1	1	1	1
21.00	1	1	1	1	1	1	1	1	1	1	1
22.00	1	1	1	1	1	1	1	1	1	1	1
23.00	1	1	1	1	1	1	1	1	1	1	1
24.00	1	1	1	1	1	1	1	1	1	1	1
25.00	1	1	1	1	1	1	1	1	1	1	1
26.00	1	1	1	1	1	1	1	1	1	1	1
27.00	1	1	1	1	1	1	1	1	1	1	1
28.00	1	1	1	1	1	1	1	1	1	1	1
29.00	1	1	1	1	1	1	1	1	1	1	1
30.00	1	1	1	1	1	1	1	1	1	1	1
31.00	1	1	1	1	1	1	1	1	1	1	1
32.00	1	1	1	1	1	1	1	1	1	1	1
33.00	1	1	1	1	1	1	1	1	1	1	1
34.00	1	1	1	1	1	1	1	1	1	1	1
35.00	1	1	1	1	1	1	1	1	1	1	1
36.00	1	1	1	1	1	1	1	1	1	1	1
37.00	1	1	1	1	1	1	1	1	1	1	1
38.00	1	1	1	1	1	1	1	1	1	1	1
39.00	1	1	1	1	1	1	1	1	1	1	1
40.00	1	1	1	1	1	1	1	1	1	1	1
41.00	1	1	1	1	1	1	1	1	1	1	1
42.00	1	1	1	1	1	1	1	1	1	1	1
43.00	1	1	1	1	1	1	1	1	1	1	1
44.00	1	1	1	1	1	1	1	1	1	1	1
45.00	1	1	1	1	1	1	1	1	1	1	1
46.00	1	1	1	1	1	1	1	1	1	1	1
47.00	1	1	1	1	1	1	1	1	1	1	1
48.00	1	1	1	1	1	1	1	1	1	1	1
49.00	1	1	1	1	1	1	1	1	1	1	1
50.00	1	1	1	1	1	1	1	1	1	1	1
51.00	1	1	1	1	1	1	1	1	1	1	1
52.00	1	1	1	1	1	1	1	1	1	1	1
53.00	1	1	1	1	1	1	1	1	1	1	1
54.00	1	1	1	1	1	1	1	1	1	1	1
55.00	1	1	1	1	1	1	1	1	1	1	1
56.00	1	1	1	1	1	1	1	1	1	1	1
57.00	1	1	1	1	1	1	1	1	1	1	1
58.00	1	1	1	1	1	1	1	1	1	1	1
59.00	1	1	1	1	1	1	1	1	1	1	1
60.00	1	1	1	1	1	1	1	1	1	1	1
61.00	1	1	1	1	1	1	1	1	1	1	1
62.00	1	1	1	1	1	1	1	1	1	1	1
63.00	1	1	1	1	1	1	1	1	1	1	1
64.00	1	1	1	1	1	1	1	1	1	1	1
65.00	1	1	1	1	1	1	1	1	1	1	1
66.00	1	1	1	1	1	1	1	1	1	1	1
67.00	1	1	1	1	1	1	1	1	1	1	1
68.00	1	1	1	1	1	1	1	1	1	1	1
69.00	1	1	1	1	1	1	1	1	1	1	1
70.00	1	1	1	1	1	1	1	1	1	1	1
71.00	1	1	1	1	1	1	1	1	1	1	1
72.00	1	1	1	1	1	1	1	1	1	1	1
73.00	1	1	1	1	1	1	1	1	1	1	1
74.00	1	1	1	1	1	1	1	1	1	1	1
75.00	1	1	1	1	1	1	1	1	1	1	1
76.00	1	1	1	1	1	1	1	1	1	1	1
77.00	1	1	1	1	1	1	1	1	1	1	1
78.00	1	1	1	1	1	1	1	1	1	1	1
79.00	1	1	1	1	1	1	1	1	1	1	1
80.00	1	1	1	1	1	1	1	1	1	1	1
81.00	1	1	1	1	1	1	1	1	1	1	1
82.00	1	1	1	1	1	1	1	1	1	1	1
83.00	1	1	1	1	1	1	1	1	1	1	1
84.00	1	1	1	1	1	1	1	1	1	1	1
85.00	1	1	1	1	1	1	1	1	1	1	1
86.00	1	1	1	1	1	1	1	1	1	1	1
87.00	1	1	1	1	1	1	1	1	1	1	1
88.00	1	1	1	1	1	1	1	1	1	1	1
89.00	1	1	1	1	1	1	1	1	1	1	1
90.00	1	1	1	1	1	1	1	1	1	1	1
91.00	1	1	1	1	1	1	1	1	1	1	1
92.00	1	1	1	1	1	1	1	1	1	1	1
93.00	1	1	1	1	1	1	1	1	1	1	1
94.00	1	1	1	1	1	1	1	1	1	1	1
95.00	1	1	1	1	1	1	1	1	1	1	1
96.00	1	1	1	1	1	1	1	1	1	1	1
97.00	1	1	1	1	1	1	1	1	1	1	1
98.00	1	1	1	1	1	1	1	1	1	1	1
99.00	1	1	1	1	1	1	1	1	1	1	1
100.00	1	1	1	1	1	1	1	1	1	1	1

[illegible]