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RELEASE INFORMATION

A story based on the survey findings presented in this release and background memo will appear in Sunday's *Star-Ledger*. We ask users to properly attribute this copyrighted information to "*The Star-Ledger/Eagleton Poll*."

The Star-Ledger/Eagleton Poll web address: <http://www-rci.rutgers.edu/~eaglepol>

JOB SATISFACTION AND JOB INSECURITY

A PROFILE OF EMPLOYMENT AND UNEMPLOYMENT IN NEW JERSEY

While close to 9-in-10 employed New Jerseyans say they are satisfied with their current job, many are uneasy about their job security. Four-in-ten are concerned that they will be unemployed in the next year or two, and 1-in-4 work for companies where there have been layoffs in the past year to reduce the workforce.

During the past year an adult in 1-in-4 New Jersey households had the experience of being out of work and actively looking for a job. While about half of those who were looking are now employed, the other half remain unemployed.

There are major differences in opinions about employee loyalty compared to company loyalty. Six-in-ten employed New Jerseyans feel very loyal toward the company they work for, but only about half that many – 1-in-3 – say their company feels very loyal toward them. However, while about 6-in-10 employees are optimistic and expect to be working for the same company five years from now, about 4-in-10 expect to be working for a different company.

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More than half of employed New Jerseyans say their skills are under utilized in their current job. Based on their own self-assessments, 4-in-10 say their job requires all the education, training and skills that they have compared to 6-in-10 who say that their job requires them to use most (33%), some (25%), or none (6%) of their skills.

In the past five years the working environment of 3-in-4 employed New Jerseyans has changed as a result of technology. Half say technology has made their job easier while 1-in-10 feel technology has made it harder.

The Star-Ledger/Eagleton Poll was conducted by telephone from February 22 - 29, 1996 with a random sample of 804 New Jersey adults that included 539 employed residents.

JOB INSECURITY

Even though equal percentages of employed New Jerseyans report their company is hiring workers as say their company is laying off workers to decrease the workforce, many state residents have concerns about losing their jobs.

One quarter of employed residents say that in the past year their company has laid off employees to decrease the workforce (26%), and the same percentage say their company has been hiring employees (25%). In addition, about half (47%) say the number of employees at their company has remained about the same. Employees who are 50 - 64 years old (33%) are more likely than those 18 - 29 (28%) or 30 - 49 years old (23%) to report there have been layoffs at their company.

Overall, more than 4-in-10 employed New Jerseyans are very (25%) or somewhat concerned (18%) that they will become unemployed in the next year compared to 57 percent who are not too concerned. Employees who are most likely to be very concerned about their

jobs are those employed at companies that have been laying off employees (43%), those earning less than \$30,000 (43%), non-whites (33%), those with less than a high school education (33%), hourly employees (32%), and those who are 18 - 29 years old (30%).

Overall, most New Jerseyans do not think there are economic advantages to laying off employees. While 84 percent agree that it is bad for the economy when companies lay off workers because of the increase in unemployment, just 11 percent say laying off workers is good for the economy because it makes the company more profitable.

JOB SATISFACTION AND ADVANCEMENT

Almost all employed New Jerseyans are satisfied with their jobs, and a solid majority have had their jobs upgraded. Overall, 87 percent of employed New Jerseyans are very (49%) or somewhat (38%) satisfied with their current jobs. In comparison, 13 percent are not very (9%) or not at all satisfied (4%) with their jobs. Those who are least likely to say that they are very satisfied with their jobs are New Jerseyans who are 18 - 29 years old (40%), hourly employees (41%), employees who are very concerned about being unemployed (28%), those whose jobs require some or none of their skills (34%), and employees who have family incomes of less than \$30,000 (35%).

Six-in-ten employed state residents say that since they have been employed in their current job it has been upgraded a great deal (23%) or some (40%) compared to 34 percent who say not much (12%) or no change at all (22%). Overall, those least likely to say their job has been upgraded a great deal are hourly employees (18%) and those who are very (19%) or somewhat (18%) concerned about their jobs. As might be expected, those who say their job has been at least somewhat upgraded (92%) are more likely to be at least somewhat

satisfied with their job than those who say there has not been much or any change in their job (79%).

UNDEREMPLOYMENT

Even though they have jobs, a third of employed New Jerseyans say that their current position does not require them to use all of their skills. When employed residents assess their education, training, and skills, 36 percent feel that they are using all of their skills for their job. Another third (33%) say most of their skills are required for their job, a quarter (25%) are using some of their skills, and 6 percent say their job requires them to use none of their skills. Employed New Jerseyans who are 18 - 29 years old (29%), those with some college (30%), employees with total family incomes of less than \$30,000 (25%), males (32%), and non-whites (27%) are less likely than other working New Jerseyans to say their jobs require all of their skills.

TECHNOLOGY AND EMPLOYMENT

In the past five years technology has changed the jobs of a majority of New Jersey employees. Overall, 3-in-4 employees have had their jobs change a great deal (43%) or some (32%) compared to 1-in-4 who say their job has not changed much (12%) or at all (11%) because of technology. Those working for the same company for more than 10 years (49%) and those who are between 50 and 64 years of age (48%) are most likely to say their job has changed a great deal because of technology.

While half of employed New Jerseyans (49%) say their job has been made easier by technology, 10 percent say technology has made their job harder, and 40 percent say their job is about the same. Those 50 - 64 years of age (26%) and those who have worked more

than 10 years for a company (17%) – the same groups to say their job has changed more by technology – are most likely to say their job has been made more difficult by technology.

JOB LOYALTY AND LONGEVITY

More employed New Jerseyans feel they are loyal to their company than say that their company is loyal to them. Sixty-three percent say they are very loyal to the company they work for while 35 percent say the company they work for is very loyal to them.

Overall, 9-in-10 New Jerseyans say they are either very (63%) or somewhat (27%) loyal to the company they work for while 9 percent say they are not very (4%) or not at all (5%) loyal to their employer. Employees between 50 and 64 years of age (69%), those who have more than 5 years at a company (67%) and those who say their job requires all of their skills (70%), are somewhat more likely to be very loyal. Also, those who work at companies that have either recently hired new employees or maintained their current workforce (70%) are more loyal than those who work at companies who have recently laid off employees (44%).

In comparison, about 3-in-4 employed residents feel their company is very (35%) or somewhat (38%) loyal to them while 25 percent say their company is not very (11%) or not at all (14%) loyal. Older employees, 50 - 64 years old (40%), are more likely than younger employees (33%) to say their company is very loyal to them. Employees at companies that have either hired new workers or maintained their workforce (41%) are more likely than those at companies that have been laying off employees (17%) to say their company is very loyal to them. In addition, those who regard their company as being very loyal to them are more likely say their company is very loyal to them (52%).

When asked if they expect to be working for the same company five years from now, 57 percent say they would expect to be employed by the same company while 43 percent say they would be working for someone else (37%) or do not know (6%) who they would be working for. Those who are very satisfied with their job (76%) are more likely than those who only somewhat (47%) or not satisfied (12%) to expect to be working at the same job in five years. Others more likely to feel they will be at the same job in five years are those who have worked at the same company for more than five years (69%), those 30 years or older (66%), and those whose job requires all or most of their skills (64%).

JOB EXPECTATIONS

New Jerseyans are generally optimistic about their own jobs and future jobs for their children. Sixty-two percent of employed residents say their job is better than their parents compared to 12 percent who say it is worse, and 25 percent who say it is about the same. Those between 50 and 64 years of age (77%) are more likely than those 18 - 29 (51%) to believe they have a better job than their parents.

Similarly, 61 percent of those employed say their children will have a better job than theirs compared to 7 percent who say their children's job will be worse and 22 percent who say it will be about the same.

PROFILE OF NEW JERSEY WORKERS

Sixty-three percent of New Jerseyans are currently employed while 21 percent say they are retired. Sixteen percent of residents say they are either not employed (12%) or temporarily laid off (4%).

Of those employed, 45 percent get paid an hourly rate, 43 percent are paid a salary, and 12 percent are self-employed. Eighty-four percent of those employed consider their jobs as full-time while 16 percent say they work part time. About 4-in-10 employed New Jerseyans say they put in more than 40 hours a week (38%), a third say they work 40 hours, and 30 percent say they work less than 40 hours in a week. Nine-in-ten of employed residents say they have only one job, but 11 percent say they work two (9%) or three (2%) jobs.

The majority of employees have worked at their current jobs for five years of less. About 1-in-4 say they have worked at their present job for 6 - 10 years, 28 percent for 11 - 20 years (19%) or more than 20 years (9%).

Looking specifically at the chief wage earners in New Jersey households, 73 percent are employed, 21 percent retired, 3 percent temporarily laid off and 3 percent are not employed. About half of the chief wage earners are paid a salary (49%) compared to 37 percent who are paid at an hourly rate and 13 percent who are self-employed. Ninety-five percent of the chief wage earners have a full-time job and 5 percent work part-time. Overall, 47 percent of the chief wage earners work more than 40 hours per week compared to 39 percent who work 40 hours, and 15 percent who work less than 40 hours.

EMPLOYMENT ATTITUDES AND EXPERIENCES OF YOUNG ADULTS

Overall, New Jerseyan adults who are under 30 years old have some distinct attitudes about their jobs when compared to those 30 years and older. The following are some key differences in the employment experiences and attitudes of younger employees:

- they are less satisfied with their current job;

- they feel all of their skills are not being used;
- they think that their job is worse than their parents;
- they expect to be working for a different company in the near future; and

➤ they are less loyal to their company and feel that their company is not as loyal to them.

Although these results look pessimistic, young people are not without optimism. While 25 percent of employed New Jerseyans who plan to stay with the same company say their job will be upgraded a great deal in the next five years, nearly half of those who are 18 - 29 (49%) have this opinion.

PROFILE OF UNEMPLOYMENT

In the past year, 1-in-4 households in New Jersey has experienced unemployment. Overall, 26 percent of New Jerseyans say that someone in their household has been out of work and actively looking for a job compared to 74 percent where there has not been anyone who is looking for a job. Twelve percent who were looking have found a job while 14 percent are still unemployed. Younger New Jerseyans 18 - 29 years old (40%) and those 50 - 64 (33%) are most likely to say that someone in their household has been out of work and actively looking for a job.

At this time, 16 percent of New Jerseyans report that they are not employed (12%) or are temporarily laid off (4%). Among the unemployed are homemakers (45%), students (19%), people with disabilities (14%), and people who are unemployed of other reasons (22%). Forty-seven percent of those who are unemployed are actively looking for a job.

Among those who are currently unemployed, 43 percent have applied for unemployment benefits. At this time 21 percent of those who applied for benefits are receiving them compared to 79 percent who are not.

The latest *Star-Ledger/Eagleton* Poll was conducted between February 22 and 29, 1996, when a random sample of 804 New Jerseyans, 18 years and older, was interviewed by telephone. Figures based on this sample size are subject to a sampling error of about ± 3.5 percent at a 95 percent confidence interval. Sampling error is the probable difference in results between interviewing everyone in the population versus a scientific sample taken from that population. The questions and figures referred to in this release are presented below. The location of each question on the actual questionnaire is in brackets.

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“Overall, how many people in your household are employed?” [Q.19]

	<u>None</u>	<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four Or More</u>	<u>Total</u>	<u>(n)</u>
February, 1996	18%	28%	37%	11%	6%	100%	(804)
<u>Age</u>							
--18 - 29	3	20	44	20	12	99	(145)
--30 - 49	3	34	46	12	5	100	(373)
--50 - 64	14	32	44	6	4	100	(148)
--65 or older	75	18	4	2	--	99	(129)
<u>Education</u>							
--High school graduate or less	27	27	31	10	5	100	(281)
--Some college	10	27	39	15	9	100	(176)
--College Graduate	8	29	49	9	3	98	(347)
<u>Total Annual Family Income</u>							
--Less than \$30,000	35	33	18	9	5	100	(192)
--\$30,001 - \$50,000	12	29	45	8	6	100	(167)
--\$50,001 - \$70,000	6	26	47	14	6	99	(140)
--More than \$70,000	2	21	55	17	5	100	(208)
<u>Race</u>							
--White	20	27	38	11	3	99	(631)
--Non-white	14	29	35	11	10	99	(154)

“In the last 12 months, has any adult in your household been out of work and actively looking for a job? IF YES: Did that person find a job or not?” [Q.20]

	<u>No</u>	<u>Yes, Actively Looking</u>	<u>Yes, Found A Job</u>	<u>Total</u>	<u>(n)</u>
February, 1996	74%	14%	12%	100%	(804)
<u>Age</u>					
--18 - 29	60	21	19	100	(145)
--30 - 49	77	12	11	100	(373)
--50 - 64	67	22	12	101	(148)
--65 or older	91	5	3	99	(129)
<u>Education</u>					
--High school graduate or less	74	15	11	100	(281)
--Some college	71	14	14	99	(176)
--College Graduate	75	14	11	100	(347)
<u>Total Annual Family Income</u>					
--Less than \$30,000	77	14	9	100	(192)

--\$30,001 - \$50,000	70	17	13	100	(167)
--\$50,001 - \$70,000	72	16	11	99	(140)
--More than \$70,000	78	11	11	100	(208)

Gender

--Male	74	18	9	101	(399)
--Female	74	11	15	100	(405)

Race

--White	75	12	12	99	(631)
--Non-white	69	21	9	99	(154)

"Are you the chief wage earner in your household?" [Q.21]

	<u>Yes</u>	<u>No</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	57%	42%	2%	101%	(804)

IF RESPONDENT IS NOT THE CHIEF WAGE EARNER

"Is the chief wage earner in your household currently employed, temporarily laid off, retired or not employed?" [Q.22]

	<u>Employed</u>	<u>Temporarily Laid Off</u>	<u>Retired</u>	<u>Not Employed</u>	<u>Other</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	81%	2%	16%	1%	--	--	100%	(336)

"Does the chief wage earner get paid at an hourly rate, paid a salary, or is the chief wage earner self-employed?" [Q.22a]

	<u>Hourly Rate</u>	<u>Salary</u>	<u>Self-Employed</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	37%	50%	11%	2%	100%	(268)

"And is that a full-time or a part-time job?" [Q.22b]

	<u>Full-time</u>	<u>Part-time</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	95%	4%	1%	100%	(268)

"About how many hours does he or she work in an average week?" [Q.22c]

	<u>Less Than 40 Hours</u>	<u>40 Hours</u>	<u>More Than 40 Hours</u>	<u>Total</u>	<u>(n)</u>
February, 1996	11%	47%	43%	101%	(260)

"Are you currently employed, temporarily laid off, retired or not employed?" [Q.23]

	<u>Employed</u>	<u>Temporarily Laid Off</u>	<u>Retired</u>	<u>Not Employed</u>	<u>Total</u>	<u>(n)</u>
February, 1996	63%	4%	21%	12%	101%	(804)

Age

--18 - 29	78	4	--	17	1	100	(145)
--30 - 49	80	5	2	13	1	101	(373)
--50 - 64	66	4	17	12	1	100	(148)
--65 or older	4	--	92	4	--	100	(129)

Education

--High school graduate or less	51	5	31	13	--	101	(281)
--Some college	71	3	11	13	1	99	(176)
--College Graduate	79	2	9	9	1	100	(347)

Total Annual Family Income

--Less than \$30,000	42	3	40	15	--	100	(192)
--\$30,001 - \$50,000	70	6	13	11	--	100	(167)
--\$50,001 - \$70,000	79	5	6	10	1	101	(140)
--More than \$70,000	83	3	4	8	2	100	(208)

Gender

--Male	68	5	19	8	--	100	(399)
--Female	57	3	23	16	1	100	(405)

Race

--White	60	4	24	11	1	100	(631)
--Non-white	68	3	14	14	1	100	(154)

"Do you get paid at an hourly rate, a salary, or are you self-employed?" [Q.23a]

	<u>Hourly Rate</u>	<u>Salary</u>	<u>Self-Employed</u>	<u>Total</u>	<u>(n)</u>
February, 1996	45%	43%	12%	100%	(539)
<u>Age</u>					
--18 - 29	57	37	7	101	(115)
--30 - 49	41	48	11	100	(311)
--50 - 64	39	40	22	101	(101)
<u>Education</u>					
--High school graduate or less	56	34	10	100	(145)
--Some college	53	33	15	101	(122)
--College Graduate	23	63	14	100	(272)
<u>Total Annual Family Income</u>					
--Less than \$30,000	59	34	8	101	(83)
--\$30,001 - \$50,000	51	40	10	101	(114)
--\$50,001 - \$70,000	45	40	15	100	(112)
--More than \$70,000	26	58	16	100	(179)
<u>Gender</u>					
--Male	38	47	15	100	(291)
--Female	53	38	9	100	(248)
<u>Race</u>					
--White	44	44	12	100	(412)
--Non-white	51	36	13	100	(112)

“And is that a full-time or a part-time job?” [Q.23b]

	<u>Full-time</u>	<u>Part-time</u>	<u>Total</u>	<u>(n)</u>
February, 1996	84%	16%	100%	(539)
<u>Age</u>				
--18 - 29	78	22	100	(115)
--30 - 49	87	13	100	(311)
--50 - 64	89	11	100	(101)
<u>Gender</u>				
--Male	93	7	100	(291)
--Female	74	26	100	(248)

“About how many hours does he or she work in an average week?” [Q.23c]

	<u>Less Than 40 Hours</u>	<u>40 Hours</u>	<u>More Than 40 Hours</u>	<u>Total</u>	<u>(n)</u>
February, 1996	30%	32%	38%	100%	(563)

PROFILE OF CHIEF WAGE EARNER

Note: This information combines the responses from Q.22-Q.22c and Q.23-Q.23c for people who identified themselves as the chief wage earner in Q.21.

“Are you currently employed, temporarily laid off, retired or not employed?” [Q.22/23]

	<u>Employed</u>	<u>Temporarily Laid Off</u>	<u>Retired</u>	<u>Not Employed</u>	<u>Total</u>	<u>(n)</u>
February, 1996	73%	3%	21%	3%	100%	(792)

AMONG THE CHIEF WAGE EARNERS THAT ARE EMPLOYED:

“Do you get paid at an hourly rate, a salary, or are you self-employed?” [Q.22a/Q.23a]

	<u>Hourly Rate</u>	<u>Salary</u>	<u>Self- Employed</u>	<u>Don ' t Know/ Refused</u>	<u>Total</u>	<u>(n)</u>
February, 1996	37%	49%	13%	1%	100%	(611)

AMONG CHIEF WAGE EARNERS WHO ARE EMPLOYED

“And is that a full-time or a part-time job?” [Q.22b/Q.23b]

	<u>Full-time</u>	<u>Part-time</u>	<u>Total</u>	<u>(n)</u>
February, 1996	95%	5%	100%	(611)

AMONG CHIEF WAGE EARNERS WHO ARE EMPLOYED

“About how many hours does he or she work in an average week?” [Q.22c/q.23c]

	<u>Less Than 40 Hours</u>	<u>40 Hours</u>	<u>More Than 40 Hours</u>	<u>Total</u>	<u>(n)</u>
February, 1996	15%	39%	47%	100%	(563)

AMONG THOSE WHO ARE EMPLOYED

"Do you have one wage-paying job or more than one wage-paying job? IF MORE THAN ONE JOB ASK: How many different jobs do you have?" [Q.25]

	One Job 89%	Two Jobs 9%	Three Jobs 2%	Total 100%	(n) (539)
February, 1996					
<u>Age</u>					
--18 - 29	88	9	3	100	(115)
--30 - 49	91	8	1	100	(311)
--50 - 64	85	12	2	99	(101)
<u>Education</u>					
--High school graduate or less	89	10	--	99	(145)
--Some college	90	7	3	100	(122)
--College Graduate	88	10	2	100	(272)
<u>Total Annual Family Income</u>					
--Less than \$30,000	92	5	2	99	(83)
--\$30,001 - \$50,000	87	11	1	99	(114)
--\$50,001 - \$70,000	87	9	3	99	(112)
--More than \$70,000	91	9	--	100	(179)
<u>Gender</u>					
--Male	87	11	1	99	(291)
--Female	91	8	2	101	(248)
<u>Race</u>					
--White	90	9	1	100	(413)
--Non-white	88	10	2	100	(112)

AMONG THOSE WHO ARE EMPLOYED

"How concerned are you that you might become unemployed in the next year – very concerned, somewhat concerned, or not too concerned?" [Q.28]

	Very Concerned 25%	Somewhat Concerned 18%	Not Too Concerned 57%	Don't Know 1%	Total 101%	(n) (539)
February, 1996						
<u>Age</u>						
--18 - 29	30	17	53	--	100	(115)
--30 - 49	21	22	56	1	100	(311)
--50 - 64	28	9	63	--	100	(101)
<u>Education</u>						
--High school graduate or less	33	12	54	1	100	(145)
--Some college	20	25	55	1	101	(122)
--College Graduate	18	20	62	--	100	(272)
<u>Total Annual Family Income</u>						
--Less than \$30,000	43	9	47	1	100	(83)
--\$30,001 - \$50,000	27	19	51	3	100	(114)
--\$50,001 - \$70,000	20	28	52	--	100	(112)
--More than \$70,000	11	16	73	--	100	(179)
<u>Race</u>						
--White	21	19	60	--	100	(413)
--Non-white	33	13	50	3	99	(112)
<u>Type of Job Payment</u>						
--Hourly	32	16	50	2	100	(205)
--Salary	21	19	60	--	100	(262)
--Self-Employed	13	17	69	--	99	(72)
<u>Company Employment Status</u>						
--Laying off workers	43	21	36	--	100	(143)
--Hiring workers/no changes	29	16	64	--	99	(387)

AMONG THOSE WHO ARE EMPLOYED

"When you think about your education, training, and skills that you have, do you think your job requires you to use all of your skills, most of your skills, some of your skills, or none of your skills?" [Q.29]

	All Of <u>Your Skills</u>	Most Of <u>Your Skills</u>	Some Of <u>Your Skills</u>	None Of <u>Your Skills</u>	<u>Total</u>	<u>(n)</u>
February, 1996	36%	33%	25%	6%	100%	(539)
<u>Age</u>						
--18 - 29	29	28	32	11	100	(115)
--30 - 49	36	35	25	4	100	(311)
--50 - 64	46	31	18	4	99	(101)
<u>Education</u>						
--High school graduate or less	36	30	26	8	100	(145)
--Some college	30	35	29	6	100	(122)
--College Graduate	42	34	21	3	100	(272)
<u>Total Annual Family Income</u>						
--Less than \$30,000	25	26	38	12	101	(83)
--\$30,001 - \$50,000	40	31	26	3	100	(114)
--\$50,001 - \$70,000	37	45	15	3	100	(112)
--More than \$70,000	36	34	25	6	101	(179)
<u>Gender</u>						
--Male	32	36	25	7	100	(291)
--Female	42	28	26	4	100	(248)
<u>Race</u>						
--White	39	35	21	5	100	(413)
--Non-white	27	27	36	9	99	(112)

AMONG THOSE WHO ARE EMPLOYED

"In the past 5 years, how much would you say your job has been changed by technology such as computers – a great deal, some, not much, or not at all?" [Q.30]

	A Great <u>Deal</u>	<u>Some</u>	<u>Not Much</u>	<u>Not At All</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	43%	32%	12%	11%	1%	99%	(539)
<u>Age</u>							
--18 - 29	37	33	15	12	3	100	(115)
--30 - 49	44	34	12	9	1	100	(311)
--50 - 64	48	28	8	17	--	101	(101)
<u>Type of Job Payment</u>							
--Hourly	41	33	9	15	2	100	(205)
--Salary	48	31	14	5	1	99	(262)
--Self employed	33	32	14	20	1	100	(72)
<u>Length of Time Worked for Company</u>							
--5 years or less	40	37	10	10	3	100	(237)
--6 - 10 years	43	28	13	16	--	100	(135)
--More than 10 years	49	28	14	9	--	100	(166)
<u>Concerned About Being Unemployed</u>							
--Very concerned	46	31	13	9	1	100	(119)
--Somewhat concerned	49	26	8	13	3	99	(103)
--Not too concerned	39	35	13	12	1	100	(315)

"Would you say technology has made your job easier, harder, or is it about the same?" [Q.31]

	<u>Easier</u>	<u>Harder</u>	<u>About The Same</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	49%	10%	40%	1%	100%	(539)
<u>Age</u>						
--18 - 29	54	3	43	1	101	(115)
--30 - 49	49	9	42	--	100	(311)
--50 - 64	41	26	33	1	101	(101)
<u>Type of Job Payment</u>						
--Hourly	44	11	46	--	101	(205)
--Salary	53	11	34	1	99	(262)
--Self employed	51	6	42	1	100	(72)
<u>Length of Time Worked for Company</u>						
--5 years or less	52	6	41	1	100	(237)
--6 - 10 years	49	12	39	--	100	(135)
--More than 10 years	42	17	40	--	100	(166)
<u>Concerned About Being Unemployed</u>						
--Very concerned	43	13	43	--	99	(119)
--Somewhat concerned	48	11	40	1	100	(103)
--Not too concerned	51	9	40	1	101	(315)
<u>Job Changed by Technology</u>						
--A great deal	61	17	22	--	100	(247)
--Some	55	7	38	--	100	(172)
--Not much/Not at all	19	4	77	--	100	(114)

"Since you've been employed with this company, would you say your job has been upgraded a great deal, some, not much, or not at all?" [Q.32]

	<u>A Great Deal</u>	<u>Some</u>	<u>Not Much</u>	<u>Not At All</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	23%	40%	12%	22%	4%	101%	(539)
<u>Age</u>							
--18 - 29	28	39	15	17	2	101	(115)
--30 - 49	20	44	10	23	2	99	(311)
--50 - 64	23	32	11	24	9	99	(101)
<u>Type of Job Payment</u>							
--Hourly	18	48	13	20	1	100	(205)
--Salary	28	38	11	21	3	101	(262)
--Self employed	22	21	13	31	13	100	(72)
<u>Length of Time Worked for Company</u>							
--5 years or less	22	41	11	24	3	101	(237)
--6 - 10 years	21	46	12	20	1	100	(135)
--More than 10 years	26	33	14	19	8	100	(166)
<u>Concerned About Being Unemployed</u>							
--Very concerned	19	43	18	16	4	100	(119)
--Somewhat concerned	18	43	15	19	4	99	(103)
--Not too concerned	26	38	7	26	3	100	(315)

“About how long have you worked for this company?” [Q.33]

	5 Or Less Years	6 - 10 Years	11 - 20 Years	More Than 20 Years	Total	(n)
February, 1996	47%	26%	19%	9%	101%	(538)
<u>Type of Job Payment</u>						
--Hourly	55	26	14	5	100	(205)
--Salary	44	27	19	10	100	(262)
--Self employed	29	21	32	18	100	(71)
<u>Concerned About Being Unemployed</u>						
--Very concerned	48	21	18	13	100	(119)
--Somewhat concerned	47	34	15	4	100	(103)
--Not too concerned	46	26	20	8	100	(314)
<u>Job Requirement</u>						
--All skills	40	26	23	11	100	(203)
--Most skills	41	26	22	11	100	(183)
--Some/no skills	61	27	9	4	101	(152)
<u>Age</u>						
--18 - 29	76	19	6	--	101	(115)
--30 - 49	42	28	24	6	100	(311)
--50 - 64	20	29	22	28	99	(101)

“Overall, how satisfied are you with your current job – very satisfied, somewhat satisfied, not very satisfied, or not at all satisfied?” [Q.34]

	Very Satisfied	Somewhat Satisfied	Not Very Satisfied	Not At All Satisfied	Total	(n)
February, 1996	49%	38%	9%	4%	100%	(539)
<u>Age</u>						
--18 - 29	40	40	9	11	100	(115)
--30 - 49	52	37	9	2	100	(311)
--50 - 64	50	43	6	1	100	(101)
<u>Type of Job Payment</u>						
--Hourly	41	45	7	6	99	(205)
--Salary	52	35	10	4	101	(262)
--Self employed	65	26	10	--	101	(72)
<u>Length of Time Worked for Company</u>						
--5 years or less	48	38	9	6	101	(237)
--6 - 10 years	48	39	11	3	101	(135)
--More than 10 years	51	40	6	3	100	(166)
<u>Concerned About Being Unemployed</u>						
--Very concerned	28	52	11	9	100	(119)
--Somewhat concerned	47	42	6	5	100	(103)
--Not too concerned	59	31	7	2	99	(315)
<u>Job Requirement</u>						
--All skills	59	29	8	3	99	(204)
--Most skills	51	44	3	2	100	(183)
--Some/no skills	34	44	15	8	101	(152)
<u>Gender</u>						
--Male	44	43	10	3	100	(291)

--Female	55	32	7	5	99	(248)
<u>Race</u>						
--White	52	40	6	2	100	(413)
--Non-white	40	34	17	10	101	(112)
<u>Total Annual Family Income</u>						
--Less than \$30,000	35	47	11	8	101	(83)
--\$30,001 - \$50,000	47	39	10	4	100	(114)
--\$50,001 - \$70,000	50	36	8	6	100	(112)
--More than \$70,000	58	32	8	2	100	(179)

"Five years from now do you expect to be working for the same company you are now, or do you expect you'll be working somewhere else?" [Q.35]

	<u>Same Company</u>	<u>Working Somewhere Else</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	57%	37%	6%	100%	(539)
<u>Age</u>					
--18 - 29	37	61	2	100	(115)
--30 - 49	65	28	7	100	(311)
--50 - 64	67	26	7	100	(101)
<u>Type of Job Payment</u>					
--Hourly	52	43	4	99	(205)
--Salary	58	33	9	100	(262)
--Self employed	71	27	2	100	(72)
<u>Length of Time Worked for Company</u>					
--5 years or less	44	50	6	100	(237)
--6 - 10 years	68	27	4	99	(135)
--More than 10 years	69	24	7	100	(166)
<u>Concerned About Being Unemployed</u>					
--Very concerned	36	57	7	100	(119)
--Somewhat concerned	62	30	8	100	(103)
--Not too concerned	65	30	5	100	(315)
<u>Job Requirement</u>					
--All skills	64	28	8	100	(204)
--Most skills	63	30	7	100	(183)
--Some/no skills	43	54	2	99	(152)

AMONG THOSE WHO ARE GOING TO STAY WITH THE SAME COMPANY

"And in the next 5 years, do you think your job will be upgraded a great deal, some not much, or not at all?"

[Q.35a]

	<u>A Great Deal</u>	<u>Some</u>	<u>Not Much</u>	<u>Not At All</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	25%	46%	14%	12%	2%	99%	(321)
<u>Age</u>							
--18 - 29	49	38	7	6	--	100	(48)
--30 - 49	22	52	12	11	3	100	(203)
--50 - 64	15	41	27	16	2	101	(66)
<u>Type of Job Payment</u>							
--Hourly	20	53	14	12	1	100	(113)

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--Salary	29	44	14	9	4	100	(155)
--Self employed	27	34	17	22	--	100	(53)
<u><i>Length of Time Worked for Company</i></u>							
--5 years or less	30	55	6	8	1	100	(108)
--6 - 10 years	23	41	19	12	5	100	(93)
--More than 10 years	23	41	19	16	1	100	(119)
<u><i>Concerned About Being Unemployed</i></u>							
--Very concerned	34	39	14	12	--	99	(41)
--Somewhat concerned	23	56	13	7	1	100	(65)
--Not too concerned	24	45	15	13	3	100	(215)

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AMONG THOSE WHO ARE EMPLOYED

"Overall, when you think about the job you have compared to those your parents had – do you think yours is better than your parents, worse, or about the same as your parents?" [Q.36]

	<u>Better Than Parents</u>	<u>Worse</u>	<u>About The Same</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	62%	12%	25%	1%	100%	(539)
<u>Age</u>						
--18 - 29	51	23	26	--	100	(115)
--30 - 49	63	9	27	2	101	(311)
--50 - 64	77	5	18	1	101	(101)
<u>Length of Time Worked for Company</u>						
--5 years or less	55	16	27	1	99	(237)
--6 - 10 years	64	9	26	1	100	(135)
--More than 10 years	72	8	19	1	100	(166)
<u>Concerned About Being Unemployed</u>						
--Very concerned	66	13	19	3	101	(119)
--Somewhat concerned	55	15	30	--	100	(103)
--Not too concerned	63	10	26	1	100	(315)
<u>Job Requirement</u>						
--All skills	62	8	29	2	101	(204)
--Most skills	71	6	22	1	100	(183)
--Some/no skills	53	23	23	1	100	(152)

AMONG THOSE WHO ARE EMPLOYED

"And, compared to you, will your children have a job that is better than yours, worse than yours, or about the same?" [Q.37]

	<u>Better Than Yours</u>	<u>Worse Than Yours</u>	<u>About the Same</u>	<u>No Kids</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	61%	7%	22%	6%	4%	100%	(539)
<u>Age</u>							
--18 - 29	59	5	28	5	3	100	(115)
--30 - 49	60	7	21	8	3	99	(311)
--50 - 64	64	11	14	2	9	100	(301)
<u>Type of Job Payment</u>							
--Hourly	65	6	20	5	4	100	(205)
--Salary	56	6	24	9	4	99	(262)
--Self employed	59	15	21	1	5	101	(72)
<u>Concerned About Being Unemployed</u>							
--Very concerned	68	9	14	5	3	99	(119)
--Somewhat concerned	54	8	28	7	2	99	(103)
--Not too concerned	59	6	23	7	5	100	(315)

AMONG THOSE WHO ARE EMPLOYED

"Overall, how loyal do you feel toward the company you work for – very loyal, somewhat loyal, not very loyal, or not at all loyal?" [Q.38]

	<u>Very Loyal</u>	<u>Somewhat Loyal</u>	<u>Not Very Loyal</u>	<u>Not At All Loyal</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	63%	27%	4%	5%	1%	100%	(539)
<u>Age</u>							
--18 - 29	56	28	7	9	--	100	(115)
--30 - 49	63	28	4	4	1	100	(311)
--50 - 64	69	25	2	2	2	100	(101)
<u>Type of Job Payment</u>							
--Hourly	60	29	5	6	--	100	(205)
--Salary	58	32	5	5	--	100	(262)
--Self employed	89	3	1	2	6	101	(72)
<u>Length of Time Worked for Company</u>							
--5 years or less	58	29	5	6	1	99	(237)
--6 - 10 years	67	25	5	2	1	100	(135)
--More than 10 years	67	25	2	5	1	100	(166)
<u>Concerned About Being Unemployed</u>							
--Very concerned	57	25	5	13	--	100	(119)
--Somewhat concerned	53	37	5	3	1	99	(103)
--Not too concerned	69	24	3	2	1	99	(315)
<u>Job Requirement</u>							
--All skills	70	20	5	3	2	100	(204)
--Most skills	64	31	3	2	--	100	(183)
--Some/no skills	54	31	5	10	1	101	(152)
<u>Company Employment Status</u>							
--Laying off workers	44	40	6	9	--	99	(130)
--Hiring workers/no changes	70	22	4	4	1	101	(357)

AMONG THOSE WHO ARE EMPLOYED

"And, how loyal do you think the company feels toward you – very loyal, somewhat loyal, not very loyal, or not at all loyal?" [Q.39]

	<u>Very Loyal</u>	<u>Somewhat Loyal</u>	<u>Not Very Loyal</u>	<u>Not At All Loyal</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	35%	38%	11%	14%	3%	101%	(539)
<u>Age</u>							
--18 - 29	32	40	10	16	2	100	(115)
--30 - 49	33	39	14	11	2	99	(311)
--50 - 64	40	34	2	17	6	99	(101)
<u>Type of Job Payment</u>							
--Hourly	27	43	12	17	2	101	(205)
--Salary	33	40	12	14	--	99	(262)
--Self employed	69	12	3	1	16	101	(72)
<u>Length of Time Worked for Company</u>							
--5 years or less	34	42	11	12	1	100	(237)
--6 - 10 years	34	41	13	10	1	99	(135)

--More than 10 years	37	28	9	20	7	101	(166)
<u>Concerned About Being Unemployed</u>							
--Very concerned	28	33	9	27	2	99	(119)
--Somewhat concerned	24	46	16	12	2	100	(103)
--Not too concerned	41	38	9	9	3	100	(315)
<u>Company Employment Status</u>							
--Laying off workers	17	42	16	29	1	100	(130)
--Hiring workers/no changes	41	37	9	10	3	100	(357)
<u>Loyalty to Company</u>							
--Very loyal	52	32	5	8	3	100	(333)
--Somewhat loyal	6	60	20	14	1	101	(149)
--Not very/Not at all loyal	6	13	28	53	--	100	(51)

AMONG THOSE WHO ARE EMPLOYED

"In the past year has your company been laying off a any employees to decrease the workforce, hiring new employees to increase the workforce, or have the number of employees stayed about the same?" [Q.40]

	<u>Laying Off To Decrease The Workforce</u>	<u>Hiring To Increase The Workforce</u>	<u>Number Of Employees Stayed The Same</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	26%	25%	47%	2%	100%	(539)
<u>Age</u>						
--18 - 29	28	26	45	2	101	(115)
--30 - 49	23	27	49	1	100	(311)
--50 - 64	33	18	43	6	100	(101)
<u>Type of Job Payment</u>						
--Hourly	30	24	45	2	101	(205)
--Salary	26	29	44	1	100	(262)
--Self employed	13	17	62	8	100	(72)
<u>Length of Time Worked for Company</u>						
--5 years or less	24	32	43	1	100	(237)
--6 - 10 years	26	20	53	2	101	(135)
--More than 10 years	32	18	47	3	100	(166)
<u>Concerned About Being Unemployed</u>						
--Very concerned	45	17	38	--	100	(119)
--Somewhat concerned	31	22	43	4	100	(103)
--Not too concerned	17	28	53	2	100	(315)

AMONG THOSE WHO ARE EMPLOYED

"How concerned are you that your company might lay you off in the next year or two – are you very concerned, somewhat concerned, not very concerned or not at all concerned?" [Q.41]

	<u>Very Concerned</u>	<u>Somewhat Concerned</u>	<u>Not Very Concerned</u>	<u>Not At All Concerned</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
February, 1996	14%	18%	20%	47%	1%	100%	(539)
<u>Age</u>							
--18 - 29	18	19	24	39	--	100	(115)
--30 - 49	13	18	20	47	1	99	(311)
--50 - 64	12	17	16	55	--	100	(101)
<u>Type of Job Payment</u>							
--Hourly	19	19	19	43	1	101	(205)
--Salary	12	20	23	45	--	100	(262)
--Self employed	6	10	14	67	3	100	(72)
<u>Length of Time Worked for Company</u>							
--5 years or less	15	19	24	41	1	100	(237)

--6 - 10 years	14	18	20	47	1	100	(135)
--More than 10 years	14	17	13	55	--	99	(166)

Concerned About Being Unemployed

--Very concerned	48	23	14	14	--	99	(119)
--Somewhat concerned	4	53	30	12	1	100	(103)
--Not too concerned	2	5	20	72	1	100	(315)

"Which of the following two statements do you agree with the most:" [Q.42]

	It is good for the economy when companies lay off workers because it makes the company more profitable.	It is bad for the economy when companies lay off workers because of the increase in unemployment.	Depends	Don't Know	Total	(n)
February, 1996	11%	84%	1%	4%	100%	(804)
<u>Age</u>						
--18 - 29	9	89	--	1	99	(145)
--30 - 49	9	87	1	4	101	(373)
--50 - 64	13	82	2	3	100	(148)
<u>Type of Job Payment</u>						
--Hourly	5	90	1	5	101	(205)
--Salary	14	83	1	1	99	(262)
--Self employed	17	80	1	2	100	(72)
<u>Length of Time Worked for Company</u>						
--5 years or less	12	83	1	4	100	(237)
--6 - 10 years	6	91	1	2	100	(135)
--More than 10 years	9	87	2	1	99	(166)
<u>Concerned About Being Unemployed</u>						
--Very concerned	3	94	1	2	100	(119)
--Somewhat concerned	9	89	2	1	101	(103)
--Not too concerned	14	82	1	3	100	(315)