Public Use Microdata File March 1, 2002 Page 1					
General Information Sequential number	: ID Position:	1	Length:	4	2 4 6 7
Derived Variable: Please indicate your	Dvq1 current department / agency.	Position:	5	Length: 1	
1 2 9	Part I Part II Other/Not stated			FREQ 1,125 346 38 ====== 1,509	
Note: Departments and agencies covered by Annex1, Part I and Part II of the Public Service Staff Relations Act.					
Derived Variable:	Location	Position:	6	Length:1	
Location 1 2 9	National Capital Region Outside National Capital Reg Not stated	ion		FREQ 512 989 8 ====== 1,509	

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General Information: What is your first off		Position:	7	Length:1
1 2 9	English French Not stated			FREQ 872 617 20 ======= 1,509
General Information:	· Q4	Position:	8	Length:1
In which official lang	guage(s) do you provide services to	o your cliente	le?	
1 2 3 4	English French English and French Other			FREQ 777 126 585 0

Note: Responses on 8 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

1,509

Derived Variable:	Dvq5	Position:	9	Length: 1
Age group				
				FREQ
1	39 years or under			398
2	40 - 44 years			338
3	45 to 49 years			360
4	50 to 54 years			287
5	55 years and over			109
9	Not stated			17
				======
				1,509

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					The second secon
General Information.	Q6	Position:	10	Length:1	
What is your sex?					
J					
				FREQ	
1	Male			163	
2	Female			1,327	
9	Not stated			19	
				1,509	
				1,309	
Note: Response on 1	record was recoded to "l	Not stated" on the publ	lic use mid	crodata file for confide	entiality reason
Derived Variable:	Dvq789	Position:	11	Length:1	
Target groups					
				FREQ	
1	Aboriginal or Disabled			201	
2	Non-Aboriginal/Disabl	ed/Minority		1,281	
9	Other/Not stated			27 =====	
				1,509	
				1,505	
Note: Response on 1	record was recoded to "I	Not stated" on the publ	lic use mid	crodata file for confide	entiality reason
Derived Variable:	Dvq10	Position:	12	Length:1	
Occupational group of	of current position				
				FREQ	
1	AS			1,259	
2	CR			192	
3	Other			41	
9	Not stated			17	
				1.500	
				1,509	

Note: Responses on 11 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

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Derived Variable:	Dvq11	Position:	13	Length: 1
Occupational group	of previous position			
				FREQ
1	AS			358
2	CR			977
3	Other			85
4	No previous position			70
9	Not stated			19
				1,509
Note: Responses on	9 records were recoded to "No	ot stated" on the p	ublic use r	microdata file for confidentiality
reasons.	, 1000145 Well 100044 to 110	on the p		
Derived Variable:	Dvq12	Position:	14	Length:1
Derived variable.	2,412	1 ostitori.	• •	Zengm. 1
Area of current posit	ion			
				FREQ
1	Department Headquarters O	perations or Depa	artment Ca	
2	Centre Department Corporate Policy	v.		451 73
3	Department Regional Operation			876
9	Not stated	tions		109
				======
				1,509
General Information	: Q13_1	Position:	15	Length:1
Please indicate your	permanent positionClerk			
1 10ase marcare your	remailent positionimoletik			
				FREQ
1	Yes			155
2	No			1,341
9	Not stated			13
				1.500
				1,509
Matai Dagaanaa aa	2			:

Note: Responses on 3 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Note: Mark all that apply.

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General Information:	Q13_2	Position:	16	Length:1	
Please indicate your p	ermanent positionC	ompensation Advisor			
1 2 9	Yes No Not stated			FREQ 1,148 351 10 ===== 1,509	
Note: Mark all that apply	<i>r</i> .				
General Information:	Q13_3	Position:	17	Length:1	
Please indicate your p	permanent positionT	rainer			
1 2 9 Note: Responses on 4 reasons. Note: Mark all that apply		to "Not stated" on the p	ublic use	FREQ 84 1,411 14 ====== 1,509 microdata file for confider	ntiality
General Information:		Position:	18	Length:1	
Please indicate your p	permanent positionS	upervisor		-	
1 2 9	Yes No Not stated			FREQ 101 1,396 12 ===== 1,509	
<i>Note:</i> Responses on 2 reasons.	records were recoded	to "Not stated" on the p	ublic use	microdata file for confide	ntiality
Note: Mark all that apply	<i>'</i> .				

March 1, 2002 Page 6 Derived Variable: Q13_5 Position: Length:1 19 Please indicate your permanent position....Manager **FREQ** 1 Yes 125 2 No 1,371 Not stated 13 1,509 Note: Responses on 3 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons. Note: Mark all that apply. Derived Variable: Q13_6 20 Length:1 Position: Please indicate your permanent position....Coach **FREQ** 1 Yes 64 2 1,433 No Not Stated 12 1,509 Note: Responses on 2 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons. Mark all that apply. Note: Derived Variable: Q13_7 Position: 21 Length:1 Please indicate your permanent position....Trainee **FREO** 1 Yes 73 2 No 1,421 Not stated 15 1,509 Note: Responses on 5 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Note: Mark all that apply.

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Derived Variable: Q13_8 Position: 22 Length:1

Please indicate your permanent position....Other

		FREQ
1	Yes	80
2	No	1,418
9	Not stated	11
		======
		1,509

Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Note: Mark all that apply.

Derived Variable: **Dvq14** Position: 23 Length:1

Status of current position

		FREQ
1	Indeterminate	1,315
2	Term	165
9	Other/Not stated	29
		======
		1 509

Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Derived Variable: **Dvq15** Position: 24 Length:1

Work arrangements

		FREQ
1	Full-time	1,387
2	Other	95
9	Not stated	27
		======
		1 509

Note: Responses on 7 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

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General Information.	. Q16	Position:	25	Length:1
Are you presently in	an acting position of mo	re than 4 months?		
	**			FREQ
1 2	Yes No			181 1,305
9	Not stated			1,303
	Trot stated			=======
				1,509
Derived Variable:	Dvq17	Position:	26	Length:1
Number of years in c	eurrent position			
				FREQ
1	Less than 2 years			470
2	2 to 7 years			445
3	8 to 15 years			332
4	Over 15 years			209
9	Not stated			53
	1,000,000000			

Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Derived Variable:	Dvq18	Position:	27	Length:1
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Number of years working in compensation in the federal public service

		FREQ
1	Less than 2 years	252
2	2 to 7 years	287
3	8 to 15 years	456
4	Over 15 years	492
9	Not stated	22
		======
		1,509

Note: Responses on 2 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

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1VIaicii 1, 2002					1 45
Derived Variable:	Dvq19	Position:	28	Length:1	
Number of years wo	orking in the federal public se	ervice			
				EDEO	
1	Less than 2 years			FREQ 98	
				102	
2 3	2 to 7 years			379	
	8 to 15 years			901	
4 9	Over 15 years Not stated			29	
7	Not stated				
				1,509	
				,	
Note: Responses on reasons.	4 records were recoded to "I	Not stated" on the p	oublic use	microdata file for confide	ntiality
Derived Variable:	Dvq20	Position:	29	Length:1	
Number of different	t federal departments where a	respondent has he	ld a positi	on in compensation	
				FREQ	
1	1			751	
2	2			332	
3	3			195	
4	4 or more			197	
9	Not stated			34	
	Not stated				
				1,509	
Note: Responses on reasons.	2 records were recoded to "I	Not stated" on the p	oublic use	microdata file for confide	ntiality
Experience:	Q21	Position:	30	Length:1	
In how many years of	do you plan to retire?				
				FREQ	
1	Less than 3 years			93	
2	3 to 5 years			179	
3	6 to 8 years			239	
				980	
4	Over a vears				
	Over 8 years Not stated				
4 9	Not stated			18 ======	

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Derived Variable: Dvq22 Position: 31 Length:1

Highest level of education respondent ever completed

		FREQ
1	Secondary/high school graduation certificate or	
	equivalent or less	935
2	College level diploma	351
3	University certificate or diploma below a Bachelor level	80
4	University degree	132
9	Not stated	11
		======
		1,509

Note: Responses on 5 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Derived Variable: **Dvq23** Position: 32 Length:1

Area of study

		FREQ
1	Human Resources management and Human Resources	
	administration, business/public administration, commerce,	
	finance	252
2	Other	300
6	Valid skip	935
9	Not stated	22
		======
		1,509

Education and Training: **Q24** Position: 33 Length:1

Are you currently enrolled in a college or university study program?

		FREQ
1	Yes	70
2	No	1,416
9	Not stated	23
		======
		1.509

Note: Responses on 10 records were recoded to "Not stated" on the public use microdata file for confidentiality reasons.

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Education and Training: Q28 Position: 34 Length:1

Have you previously taken any job related training or development courses while in compensation? This includes courses offered inside or outside the public services.

		FREQ
1	Yes	1,264
2	No	214
9	Not stated	31
		======
		1,509

Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Derived Variable: Q29dv1 Position: 35 Length:1

Please indicate all courses taken. -- All Personal Development courses

		FREQ
1	Yes	1,009
2	No	233
6	Valid skip	215
9	Not stated	52
		=====
		1.509

Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons.

Derived Variable: Q29dv2 Position: 36 Length:1

Please indicate all courses taken. -- All Supervisory courses

		FREQ
1	Yes	990
2	No	252
6	Valid skip	215
9	Not stated	52
		======
		1 509

Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons.

March 1, 2002 Page 12 Q29dv3 Derived Variable: Position: 37 Length:1 Please indicate all courses taken. -- All Human Resources courses **FREQ** 1 Yes 459 2 No 783 6 Valid skip 215 9 Not stated 52 1,509 Note: Response on 1 record was recoded to "Not stated" on the public use microdata file for confidentiality reasons. Derived Variable: Q29dv4 Position: 38 Length:1 Please indicate all courses taken. -- All Trainer courses **FREQ** 1 Yes 299 2 No 944 Valid skip 215 6 Not stated 51 1,509 Derived Variable: Q29dv5 Position: 39 Length:1 Please indicate all courses taken. -- All Other courses **FREQ** 542 1 Yes 2 No 701 6 Valid skip 215 Not stated 51 1,509

March 1, 2002 Page 13 Education and Training: Q30 40 Length:1 Position: During your career, do you expect to occupy another position? **FREQ** 1 Yes 760 2 No 731 9 Not stated 18 1,509 Length:1 Education and Training: Position: 41 In which activity sector do you expect to occupy another position? **FREQ** 1 In compensation (at another level) 439 2 In human resources (in an area other than compensation) 190 In an area other than human resources 3 124 731 6 Valid skip Not stated 25 1,509