

4.2. Demographic Profile of Respondents

Table 5 shows the demographic profile of the respondents that includes educational level, age, gender, years of services at company and Job level.

Table 5: Demographic Variables of the Sample

Demographic Variables	Frequency	Percentage %
Educational Level	99	100%
Some high school	30	30%
College coursework (including 2-year degrees)	25	25%
4-year college degree (e.g., BA/BS)	37	37%
Some graduate coursework	5	5%
Completed graduate degree Master and above	2	2%
Age	99	100%
under 21	1	1%
21 - 30	33	33%
31 - 40	43	43%
41 - 50	20	20%
over 50	2	2%
Gender	99	100%
Male	88	89%
Female	11	11%
Years of service at company	99	100%
less than 1 year	7	7%
from 1-5	26	26%
from 5-10	19	19%
from 10-15	19	19%
more than 15	28	28%
Job level	99	100%
Department Manager	7	7%
Section Head	19	19%
supervisor	41	41%
employee	32	32%