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Leadership in small and medium sized enterprises

Data set codebook

VARIABLE		VARIABLE Scale
id.formatz	id.formatz	The published format which was employed
LineManWork	LineManWork	How long have you worked with your immediate line manager?
LMGender	LMGender	Is this immediate line manager:
identl1	Identification Leader	When someone criticises my manager, it feels like a personal insult.
identl2		I am very interested what others think about my manager.
identl3		When I talk about my manager, I usually say "we" rather than "they".
identl4		My manager's successes are my success.
identl5		When someone praises my manager, it feels like a personal compliment.
identl6		If a story in the media criticized my manager, I would feel embarrassed.
rolemod1	Rolemodelling	My manager provides a good model to follow.
rolemod2		My manager acts as a role model worthy of imitation.
rolemod3		My manager leads by example.
lmx1	LMX	Do you know where you stand with your immediate line mana...
lmx2		Do you usually know how satisfied your immediate line man...
lmx3		How well does your immediate line manager understand your...
lmx4		How well does your immediate line manager recognise your ...
lmx5		Regardless of how much formal authority he/she has built ...
lmx6		Again, regardless of the amount of formal authority your ...
lmx7		I have enough confidence in my immediate line manager tha...
lmx8		How would you characterise your working relationship with...
identor1	Identification Org	When someone criticises my organization, it feels like a personal insult.
identor2		I do not feel 'emotionally attached' to this organization.
identor3		I really feel as if this organization's problems are my own.
identor4		I am very interested what others think about my organization.
identor5		I do not feel like 'part of the family' at my organization.
identor6		When I talk about my organization, I usually say "we" rather than "they".
jobsat1	Job Satisfaction	All in all, I am satisfied with my job.
jobsat2		In general, I like working here.
jobsat3		In general, I don't like my job.
quit1	Quit Intent	I often think of quitting this job.
quit2		There isn't much to be gained by staying in this job.
quit3		I expect to stay with this organization until I retire.
lifesat1	Life Satisfaction	All in all, I am satisfied with my life as a whole.
lifesat2		I am generally happy with my life.
lifesat3		Although I have my ups and downs, in general I feel good about my

		life.
lifesat4		I lead a meaningful and fulfilling life.
poseff1	Positive Effect	I usually find ways to liven up my day.
poseff2		I usually feel enthusiastic about my work.
poseff3		For me, life is a great adventure.
poseff4		I live a very interesting life.
jobstr1	Job Stress	I feel a great deal of stress because of my job.
jobstr2		Very few stressful things happen to me at work.
jobstr3		My job is extremely stressful.
jobstr4		I almost never feel stressed at work.
idteam1	Identification Team	When someone criticises my team, it feels like a personal insult.
idteam2		I am very interested what others think about my team.
idteam3		When I talk about my team, I usually say "we" rather than "they".
idteam4		My team's successes are my success.
idteam5		When someone praises my team, it feels like a personal compliment.
idteam6		If a story in the media criticized my team, I would feel embarrassed.
qa	Gender	Gender: 1 = "Male" 2 = "Female"
qb	Working Status	Your working status is 1 = "Temporary" 2 = "Permanent"
qc	Position Seek	Are you currently actively seeking a new position: 1 = "Yes" 2 = "No"
qd	Age	Age: 1 = "under 20" 2 = "20-29" 3 = "30-39" 4 = "40-49" 5 = "50-59" 6 = "60-65" 7 = "over 65"
qe	Marital Status	Marital Status: 1 = "Single" 2 = "Married or living as married" 3 = "Others"
qf	Education	Highest level of education completed: 1 = "NVQ" 2 = "GCE/GCSE 'O' level or equivalent" 3 = "GCE/GCSE 'A' level or equivalent" 4 = "HND/HNC" 5 = "Professional qualifications" 6 = "Bachelor's Degree" 7 = "Postgraduate"
qg		Please specify
qhz	Position	Which of the following best describes your position in th... 1 = "Top/ board level management" 2 = "Senior management (below board level)" 3 = "Middle management" 4 = "First line management/ supervisor" 5 = "Professional" 6 = "Administration/support" 7 = "Other"
qi		Please specify
qj	Tenure	How long have you been working in your current organizati... 1 = "under 2 years" 2 = "2-3 years" 3 = "4-5 years" 4 = "6-7 years" 5 = "8-9 years" 6 = "10-11 years" 7 = "12-13 years" 8 = "14-15 years" 9 = "16 years or more"
qk	Tenure 2	How long have you been working in your current position? 1 = "under 2 years" 2 = "2-3 years" 3 = "4-5 years" 4 = "6-7

		years" 5 = "8-9 years" 6 = "10-11 years" 7 = "12-13 years" 8 = "14-15 years" 9 = "16 years or more"
ql	No Employees	How many employees are there in your work team (i.e your ... 1 = "1-2" 2 = "3-4" 3 = "5-6" 4 = "7-8" 5 = "9-10" 6 = "11-12" 7 = "13-14" 8 = "15-16" 9 = "17 or more"
qm	Org Type	Which of the following best describes your organization? 1 = "Private-sector manufacturing" 2 = "Private-sector services" 3 = "Public sector" 4 = "Other not for profit" 5 = "Other"
qn		Please specify
qo	Org Employment	How many people are employed by your organization in the ... 1 = "Fewer than 25" 2 = "25 to 49" 3 = "50 to 99" 4 = "100 to 499" 5 = "500 to 999" 6 = "1,000 to 2,499" 7 = "2,500 to 4,999" 8 = "5,000 to 9,999" 9 = "10,000 or above"
qp	Head Office	Where is the head office/ headquarters of your organization? 1 = "UK" 2 = "USA" 3 = "Germany" 4 = "France" 5 = "Japan" 6 = "Other Europe" 7 = "Other"
qq		Please specify