

ANNEX D – Codified answers matrix for CORREL analysis

	AGE	GENDER	EDU	EXP	BI EXP	DEV/CON/ENG	KM FAM	MY KN ASSET	MY KN APPREC	MY KN SUFF	STUDY MORE	KM DBASE	BI CARES	BI RECOGN	SHARE IDEA	FAIR TREAT	IDEA ACCEPT	IDEA MOTIV	INNO ENV
1	3	2	3	10	1	2	1	1	1	1	1	1	2	-1	1	1	1	-1	-1
2	3	2	3	10	5	2	1	0	1	0	2	1	0	0	1	0	0	2	1
3	3	1	2	17	7	1	1	2	0	2	2	0	2	1	2	-1	0	2	0
4	3	2	2	12	3	1	0	-2	1	1	1	1	1	1	1	1	1	1	1
5	2	2	3	3	3	2	1	0	0	1	1	0	1	0	1	1	1	1	1
6	2	1	2	5	2	1	1	1	1	1	0	1	0	0	1	1	1	0	1
7	3	2	2	10	7	1	1	2	1	-1	1	1	1	1	1	1	1	1	1
8	2	1	2	3	3	1	0	0	0	-1	1	0	0	0	2	0	0	1	1
9	3	2	3	16	5	2	0	1	1	1	1	1	2	1	1	0	0	-1	1
10	2	1	2	2	2	1	1	0	0	2	2	1	1	-2	1	0	0	1	1
11	3	1	2	7	4	1	0	1	1	2	1	1	2	1	1	2	2	1	2
12	3	1	3	18	1	3	0	1	0	0	2	1	1	-1	1	0	0	-1	0
13	2	1	3	1	1	1	0	2	2	1	1	0	1	0	1	1	1	1	1
14	2	1	3	7	5	1	1	2	1	1	2	0	0	0	1	1	0	1	1
15	3	2	2	11	1	1	0	0	1	1	0	1	1	1	1	1	1	1	1
16	4	2	1	22	1	1	0	0	1	1	1	0	-1	-1	1	0	0	-1	-1
17	2	1	2	9	3	1	0	1	1	2	1	0	1	-1	1	0	0	1	0
18	2	1	3	1	1	2	0	1	1	1	2	1	1	1	1	1	1	1	1
19	4	1	3	21	3	1	0	1	0	2	1	1	0	0	0	0	0	0	0
20	2	2	3	5	2	1	0	1	1	1	2	1	1	0	1	0	1	0	0
21	2	2	3	5	5	1	1	1	0	1	1	1	0	1	1	1	1	1	1
22	3	1	2	37	1	3	1	1	0	0	1	0	-1	-1	0	0	0	0	-1
23	2	2	3	1	1	1	0	1	0	1	1	0	1	-1	1	0	0	1	1
24	2	2	2	1	1	2	0	2	1	0	2	1	1	0	1	1	1	1	1
25	2	2	2	5	3	1	0	1	1	1	1	1	1	1	1	1	1	1	1
26	3	1	3	12	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
27	2	1	2	7	1	1	0	2	1	1	1	1	1	1	1	1	1	1	1
28	3	2	2	14	2	1	1	1	1	1	1	1	1	-1	1	1	1	1	1
29	4	2	3	26	12	1	0	1	1	1	1	0	1	1	1	1	1	1	1
30	2	1	2	1	1	1	1	0	0	-1	1	1	2	1	1	1	1	2	0
31	2	1	2	6	4	1	0	1	1	2	0	0	1	0	1	0	1	0	0
32	2	1	2	4	2	1	0	1	1	1	1	1	0	1	1	1	1	1	1
33	2	1	2	4	1	1	1	-2	1	2	1	0	0	-1	0	0	0	0	0
34	2	2	2	1	1	2	1	1	1	2	2	1	2	1	1	1	1	0	0
35	4	2	3	25	1	2	1	2	2	2	0	1	1	-1	0	-1	-1	0	1
36	2	1	2	4	3	1	0	1	0	0	1	1	1	-1	0	0	1	1	0
37	3	1	2	11	3	1	0	2	2	2	2	1	2	2	2	2	2	2	2
38	2	1	2	7	1	1	1	-2	1	2	2	0	2	0	1	2	2	1	1
39	2	2	2	2	2	1	0	2	1	2	2	1	1	-1	1	1	1	0	1
40	2	1	1	6	1	2	1	1	1	1	0	0	0	-1	0	1	0	0	0
41	5	1	2	25	4	3	1	1	1	1	2	0	0	0	1	1	2	1	0
42	5	2	2	30	3	2	0	-2	-2	0	-2	0	0	0	0	0	0	0	0
43	4	1	2	22	0	3	1	2	2	2	2	1	2	2	0	2	2	0	2
44	2	2	2	5	3	2	1	0	0	0	1	0	0	1	0	0	0	1	1
45	2	1	2	5	1	2	1	1	1	1	2	1	2	1	0	0	0	0	1
46	4	1	2	20	1	1	0	1	0	1	1	1	1	-1	1	-1	-1	1	1
47	2	2	2	4	4	1	0	0	2	2	1	1	2	0	-1	2	2	0	0
48	2	2	3	4	2	1	1	1	1	2	2	0	0	0	0	0	0	0	0
49	2	1	4	9	1	1	1	1	1	2	1	0	0	-1	2	1	0	0	0
50	4	2	3	20	13	1	1	1	0	0	1	0	0	0	1	1	1	1	1
51	3	1	2	12	1	2	0	1	1	1	1	1	1	1	1	1	0	1	1
52	3	1	2	9	2	1	0	1	0	2	2	0	-2	-2	0	0	0	0	-1
53	4	2	2	17	4	3	1	1	0	0	0	1	0	0	0	0	0	0	0
54	2	2	2	7	1	1	0	0	0	0	1	1	1	1	1	1	1	1	1
55	5	1	2	30	11	1	0	0	1	0	1	1	1	1	1	1	0	1	1
56	2	2	3	1	1	1	0	1	0	0	0	0	1	1	-1	1	1	1	1

	AGE	GENDER	EDU	EXP	BI EXP	DEV/CON/ENG	KM FAM	MY KN ASSET	MY KN APPREC	MY KN SUFF	STUDY MORE	KM DBASE	BI CARES	BI RECOGN	SHARE IDEA	FAIR TREAT	IDEA ACCEPT	IDEA MOTIV	INNO ENV
57	2	2	2	3	3	1	1	1	0	1	2	0	1	-1	1	1	1	0	1
58	3	2	3	14	1	3	1	1	1	1	1	1	1	0	1	1	0	1	0
59	2	2	2	6	6	2	1	1	0	1	0	1	0	0	1	0	0	0	0
60	2	2	2	2	2	1	0	0	1	0	0	1	0	0	1	0	1	0	0
61	3	2	3	8	1	1	0	0	0	2	1	0	0	1	0	0	0	0	0
62	3	2	2	15	1	2	1	0	0	-1	1	1	0	-1	2	1	1	1	1
63	2	2	2	5	1	1	0	1	1	1	2	1	1	0	1	0	0	1	2
64	3	1	2	10	1	1	1	1	2	1	1	0	1	0	1	1	1	1	1
65	3	1	3	12	3	1	0	1	2	2	2	0	1	-2	2	0	2	1	0
66	3	1	2	20	10	1	1	1	1	1	1	0	1	1	1	1	1	1	1
67	3	2	2	19	1	1	1	1	1	0	1	0	0	0	0	0	0	0	0
68	2	2	3	1	1	3	1	0	2	0	0	0	1	0	0	0	1	0	0
69	2	2	3	1	1	1	0	1	1	1	2	0	1	0	1	1	1	0	1
70	3	2	1	10	1	1	0	0	0	0	2	1	1	1	0	0	0	0	0
71	3	2	2	16	13	1	0	1	0	1	1	0	0	1	1	0	0	1	1
72	2	2	3	2	1	1	1	0	1	1	1	0	1	0	1	1	1	1	1
73	2	2	3	3	3	2	1	2	2	0	2	0	0	0	2	0	2	2	0
74	2	2	2	10	3	1	1	1	1	0	1	1	1	1	1	1	1	1	1
75	3	1	1	15	3	2	0	0	1	2	2	0	2	2	2	2	2	2	2
76	2	2	2	4	1	1	0	1	1	-1	2	0	1	1	1	1	1	1	1
77	3	2	3	6	1	2	1	1	1	1	1	0	0	0	2	0	0	1	1
78	3	1	2	13	2	1	1	1	0	2	1	0	0	0	0	0	0	0	0
79	3	2	3	15	1	1	0	2	1	1	1	0	-1	-1	1	1	-1	1	1
80	2	2	3	1	1	1	1	2	1	0	2	0	0	0	2	1	1	1	1
81	2	2	2	4	4	1	0	2	1	1	2	1	-2	-2	1	0	1	-2	-2
82	3	1	3	11	1	2	0	2	-2	0	2	0	-2	-2	2	-2	-2	0	-2
83	4	2	2	28	1	1	0	1	0	0	1	0	1	1	1	0	0	1	1
84	2	1	2	2	1	1	1	1	1	1	0	1	2	0	1	1	1	1	1
85	3	1	4	14	4	1	1	2	1	1	0	1	1	-2	1	-2	1	1	1
86	2	1	2	14	3	1	0	1	1	-1	1	0	2	0	1	1	2	2	1
87	3	2	4	17	3	1	1	1	1	1	-1	0	1	1	1	1	1	1	2
88	2	1	2	5	2	1	1	1	-1	2	2	0	1	-1	-1	-1	1	0	0
89	3	1	3	6	2	3	0	1	2	2	0	0	1	-2	0	-2	-2	-2	-2
90	2	1	2	2	2	1	0	1	0	0	2	1	0	-1	2	0	2	1	1
91	3	1	2	12	12	2	0	0	0	0	0	0	0	0	2	0	1	1	0
92	3	1	2	20	4	1	0	0	1	1	1	0	0	-1	0	0	1	1	0
93	2	2	3	2	2	1	1	1	0	1	1	1	0	-1	0	0	1	1	0
94	3	2	3	14	1	1	1	2	0	0	1	1	2	1	0	1	1	1	1
95	3	2	3	14	3	1	1	1	1	1	1	1	1	-1	1	1	1	1	1
96	2	1	2	8	1	1	0	1	1	0	1	1	1	0	1	1	1	1	1
97	2	1	2	2	2	1	0	0	1	0	2	1	1	0	1	1	1	0	0
98	2	1	2	2	2	1	1	1	1	1	0	1	2	2	2	1	1	1	1
99	2	1	1	5	3	1	1	2	0	2	2	1	0	2	2	0	2	2	2
100	3	2	2	10	1	1	0	-2	0	-2	1	0	0	-2	1	0	0	0	1
101	3	2	3	14	1	3	1	1	1	2	0	0	1	-1	2	0	0	-2	-2
102	2	1	3	8	7	1	1	1	2	1	2	1	0	0	1	1	1	0	0
103	2	2	2	5	1	1	0	0	1	2	2	1	2	1	1	1	2	2	0
104	2	1	2	12	3	1	0	1	1	2	2	1	1	2	1	-1	0	0	1
105	2	1	2	4	3	3	0	0	0	2	2	1	0	0	0	0	0	0	0
106	2	1	2	11	4	1	0	1	1	1	1	1	2	1	1	1	2	1	1
107	3	2	3	15	3	2	1	2	1	0	1	0	1	-1	1	0	0	1	-1
108	3	1	3	9	1	1	1	1	2	2	2	1	1	0	2	1	2	2	2
109	3	1	2	12	0	2	1	-1	1	1	-1	1	1	1	2	1	1	1	1
110	2	1	2	8	5	1	1	1	1	1	2	1	0	0	1	0	0	0	0
111	2	2	2	4	1	1	1	1	-2	1	2	1	-1	0	2	-1	-1	0	0
112	2	2	3	4	1	2	0	0	0	0	1	0	1	-1	1	1	1	0	0

	AGE	GENDER	EDU	EXP	BI EXP	DEV/CON/ENG	KM FAM	MY KN ASSET	MY KN APPREC	MY KN SUFF	STUDY MORE	KM DBASE	BI CARES	BI RECOGN	SHARE IDEA	FAIR TREAT	IDEA ACCEPT	IDEA MOTIV	INNO ENV
113	2	1	2	7	2	1	0	1	0	1	1	0	0	0	1	1	1	1	1
114	2	1	2	3	1	2	1	-1	1	-1	1	1	1	1	1	1	0	0	0
115	2	1	2	7	3	1	0	1	1	1	2	1	1	1	2	1	1	1	2
116	2	1	2	2	1	1	0	0	1	2	2	0	0	0	1	0	0	0	0
117	3	1	2	15	1	1	0	2	1	-1	1	1	1	1	1	-1	1	1	1
118	2	1	2	6	1	1	0	1	1	1	2	1	1	1	1	1	1	1	1
119	2	2	2	7	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1
120	3	2	1	1	3	1	0	1	1	1	1	1	1	1	1	1	1	0	0
121	3	1	2	8	3	1	0	1	1	1	1	1	1	1	1	1	1	1	1
122	3	1	3	7	5	1	0	1	1	0	1	0	1	-1	0	1	1	0	0
123	3	2	3	14	4	2	1	1	1	1	1	1	0	0	1	0	0	1	1
124	2	1	2	9	3	1	0	2	2	1	0	1	1	1	2	1	1	1	0
125	3	2	3	12	3	1	1	2	0	0	0	1	1	0	1	0	0	0	0
126	2	1	2	3	1	1	1	1	0	2	1	1	0	-1	1	0	0	0	0
127	2	2	2	1	1	1	1	0	0	1	1	1	1	0	1	1	1	1	1
128	2	1	2	1	1	2	0	2	1	1	1	1	0	0	1	1	0	0	0
129	2	2	2	2	2	1	0	0	1	0	1	0	2	0	1	1	2	0	0
130	2	2	2	2	3	3	1	0	1	1	1	0	1	0	1	0	1	1	0
131	2	1	2	5	1	1	1	2	2	2	2	1	2	1	2	2	2	0	2
132	3	2	3	12	5	1	0	1	1	1	1	1	1	-1	1	1	1	1	1
133	4	2	3	17	3	1	1	1	1	1	1	0	1	1	1	1	1	1	1
134	2	1	2	6	6	1	1	2	1	2	1	1	2	0	1	0	0	2	1
135	2	2	2	6	3	1	1	2	1	1	1	0	1	0	1	1	1	1	1
136	2	1	3	7	7	3	1	0	1	1	1	0	0	-1	1	1	1	1	0
137	4	1	2	17	1	2	0	2	1	2	2	1	1	0	2	1	1	1	1
138	4	2	3	25	1	2	1	1	1	1	0	1	1	-1	0	-1	0	1	0
139	2	1	2	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1
140	2	2	2	4	2	1	0	0	0	0	1	1	1	0	1	2	1	2	2
141	2	2	2	3	3	1	0	1	0	1	1	0	0	-1	1	0	0	0	0
142	3	1	2	11	3	1	0	1	1	1	2	1	1	-1	1	0	0	1	1
143	2	1	2	9	3	3	1	1	1	1	0	1	1	0	1	1	1	1	1
144	2	2	3	4	1	2	1	1	1	1	1	1	0	-1	1	1	1	1	-1
145	4	2	2	18	2	1	0	1	0	0	1	0	0	0	1	0	1	1	1
146	2	2	2	3	1	1	1	1	1	1	2	0	1	1	1	1	1	1	1
147	3	2	2	13	13	2	0	1	1	2	1	0	0	-1	1	1	1	-1	-1
148	2	2	2	1	1	1	1	1	0	0	1	0	1	-1	0	0	1	1	2
149	3	1	3	12	2	1	0	0	0	0	0	0	0	-2	0	0	0	-1	-1
150	1	2	1	3	2	1	0	0	0	0	2	0	0	1	2	2	1	2	1
151	4	2	3	18	2	1	1	1	2	-1	2	1	1	1	1	1	1	1	1
152	4	2	2	20	3	1	0	1	0	0	1	1	0	-1	0	0	0	0	0
153	5	2	1	33	13	1	0	1	1	1	1	1	1	1	1	1	1	1	1
154	4	1	2	16	3	1	1	1	1	2	1	1	1	0	1	1	1	1	1
155	2	1	3	3	3	1	0	1	0	1	1	0	1	0	1	1	1	1	1
156	3	2	3	16	2	1	0	-1	-1	1	-1	0	-1	-1	0	-1	-1	-1	-1
157	3	1	2	9	2	1	0	0	1	2	1	1	2	1	1	1	2	1	1
158	2	1	2	1	1	1	1	0	0	1	2	1	2	-1	2	1	1	2	2
159	2	1	2	6	6	2	1	2	2	0	2	1	2	2	2	2	2	1	1
160	4	2	3	12	3	2	0	-2	1	0	0	0	1	1	2	1	1	2	0
161	3	2	2	9	1	1	1	2	1	1	1	1	0	0	0	0	0	0	0
162	2	2	2	1	1	1	0	1	0	2	2	1	2	0	0	2	2	0	0
163	2	1	2	5	1	1	1	2	1	1	2	1	0	0	1	0	0	0	2
164	2	1	3	5	2	1	0	1	0	1	1	0	0	1	2	1	1	1	1
165	3	1	2	15	3	1	1	1	1	2	2	0	0	0	2	0	0	0	-1
166	5	1	1	43	5	2	1	2	2	2	2	0	-2	-1	2	0	0	0	-1
167	3	1	3	16	1	1	0	2	0	0	-1	0	0	-1	2	-1	0	-1	-1
168	2	2	2	9	1	2	0	0	1	1	1	1	1	1	1	1	1	1	1

	AGE	GENDER	EDU	EXP	BI EXP	DEV/CON/ENG	KM FAM	MY KN ASSET	MY KN APPREC	MY KN SUFF	STUDY MORE	KM DBASE	BI CARES	BI RECOGN	SHARE IDEA	FAIR TREAT	IDEA ACCEPT	IDEA MOTIV	INNO ENV
169	5	1	3	35	1	2	1	2	0	1	2	1	1	-1	2	0	0	0	0
170	3	1	3	8	1	1	0	2	1	1	1	0	1	-1	2	0	1	1	-1
171	5	1	3	26	1	2	1	1	1	1	2	0	1	1	2	1	2	1	1
172	3	1	2	8	2	2	0	1	1	-2	1	0	2	1	1	1	1	1	1
173	2	2	2	1	1	3	0	1	1	0	2	0	1	0	1	-1	0	-1	-1
174	2	1	2	3	3	1	0	1	1	2	2	1	2	1	1	1	1	-1	1
175	2	1	3	5	2	3	0	0	-2	-2	-2	0	-2	-1	-2	-2	-2	-2	-2
176	3	1	3	20	1	3	0	0	2	1	1	0	1	-1	1	1	1	0	0
177	3	1	3	11	3	1	0	1	1	1	1	1	1	-1	0	-1	0	1	-1
178	2	2	2	1	1	2	1	1	1	1	1	0	1	-1	1	1	1	1	1
179	2	2	2	4	3	1	1	1	1	2	1	1	2	0	1	0	1	1	1
180	2	1	3	2	2	1	0	2	0	0	1	1	1	1	2	1	1	1	1
181	2	2	2	8	3	1	1	1	-1	0	1	0	0	-2	0	0	0	-1	0
182	5	1	2	34	2	1	0	2	0	1	-1	0	0	0	1	0	0	0	0
183	5	1	3	27	8	2	1	1	0	0	0	1	0	-1	1	-1	0	0	-1
184	2	2	3	7	2	1	1	1	1	2	1	1	1	1	1	1	1	1	1
185	2	1	2	3	2	3	0	1	1	1	2	0	1	-1	2	1	0	0	0
186	3	2	2	10	3	2	0	2	1	1	2	0	1	-1	1	1	1	1	0
187	3	1	2	8	2	1	1	2	1	1	1	1	1	0	1	0	1	1	1
188	2	1	2	4	2	1	0	1	0	2	1	1	0	0	1	1	2	2	2
189	2	1	2	7	1	1	1	1	1	-1	0	1	1	-1	-1	0	0	0	0
190	4	1	2	27	11	1	1	2	2	2	2	1	2	2	2	1	1	0	2
191	2	1	2	8	7	2	0	1	1	1	0	0	2	1	1	1	1	1	1
192	2	2	2	3	1	1	0	1	0	1	1	0	1	-1	1	0	1	1	1
193	3	1	3	14	2	1	1	1	1	2	2	1	2	0	1	1	1	1	1
194	2	1	2	3	2	3	0	1	2	1	2	1	2	2	1	1	-2	0	0
195	3	1	3	15	2	1	0	2	1	1	1	0	1	1	1	1	1	1	1

COLUMN SCORING:

AGE	<20 1	20-29 2	30-39 3	40-49 4	>50 5
GENDER	M 1	F 2			
EDU	HS 1	BS 2	MS/Spec 3	PhD 4	
EXP BI EXP	Years Years				
DEV/CON/ENG	DEV 1	CON 2	ENG 3		
KM DBASE KM FAM	YES 1	NO 0			
MY KN ASSET MY KN APPR MY KN SUFF STUDY MORE BI CARE BI RECOGN SHARE IDEA FAIR TREAT IDEA ACCEPT IDEA MOTIV INNO ENVIR	STR AGR 2	AGR 1	RATHER 0	DISAGR -1	STR DIS -2